

**From:** Marian Leahy < >  
**Sent:** June 9, 2020 12:03 AM  
**To:** Info <[Info@dourodummer.on.ca](mailto:Info@dourodummer.on.ca)>  
**Cc:** Crystal McMillan <[crystal@dourodummer.on.ca](mailto:crystal@dourodummer.on.ca)>  
**Subject:** With regard to the June 2, 2020 Council Meeting

June 8, 2020

Township of Douro Dummer

Attn: Mayor Jones and Councillors,

I am concerned about something that happened at the June 2nd meeting, namely the Item 9.8 Temporary C.A.O. position decision.

We are paying the consulting company a lot of money to help the township determine the best way forward. We have the perfect opportunity to make constructive changes to our township organization with the retirement of key personnel. The motion to only extend the temporary C.A.O. position til September goes against the recommendation of the consulting company. There is no way to read this as anything but throwing our good money out the window.

With your experience in politics I am sure you are aware that recruiting during the summer for such an important position would be challenging at the best of times let alone in such turbulent time as we find ourselves presently.

How can a job description be created for the position of permanent C.A.O. when the consultants have not finished their work and handed in their report? That report comes towards the end of this month. Once the report is received and reviewed the permanent C.A.O job description will have to be created, advertised, responded to. Then candidates will have to be interviewed, references investigated, employment contracts created and signed. Then the candidate will have to give notice wherever they presently work before starting to work in our township. This all takes time. If the process is rushed just because you have a Fall start there is the very good possibility that the best candidate will not be chosen.

The consulting company states our temporary C.A.O. is doing a great job. Any dealings we have had with Martina, and they have been considerable, show her as professional and knowledgeable. She should be commended for how she has brought the Township through a very tough and turbulent time.

I truly hope you will reconsider your decision in this matter and that you will take the time to step back and study the consultants recommendations. You may not decide to follow all of the recommendations but please see the whole picture before closing the window on a great opportunity. You have a chance to be part of positive change in our Township and your actions will have lasting impacts for years to come.

Regards,

Marian Leahy