

From: Ken Jackman < >  
Subject: June 2, 2020 Regular Council Meeting  
Date: June 9, 2020 at 8:16:58 PM EDT  
To: info@dourodummer.on.ca  
Bcc: j.murrayjones@dourodummer.on.ca, Karl Moher <kmoher@dourodummer.on.ca>

Township of Douro-Dummer  
Re: June 2, 2020 Regular Council Meeting.

Attention: Mayor J. Murray Jones.

To begin, I would like to state that I don't make it a habit of commenting on matters that occur at regular Council meetings. However, after watching the Council meeting from June 2, 2020 I felt compelled to offer some comment from what I witnessed during that meeting.

The issue I wish to comment on was regarding item 9.8 The Temporary CAO position. As I understand at the January 7, 2020 Council meeting a By-law was passed naming Martina Chait-Hartwig as interim/temporary CAO from January 2nd until July 2, 2020. This temporary position was going to allow the Township to retain a Consulting Firm to undertake an Organizational Review and allow proper time to undertake a recruitment process to identify and interview prospective candidates for the CAO position.

As we are all aware around early March of this year COVID-19 hit the entire world and basically brought the world to a standstill. Every aspect of daily life, Business, Education, Sports and all levels of Government had to quickly adapt and re-invent themselves. There is nothing normal about the year 2020.

During the June 2nd meeting Clerk/Planning Coordinator, Crystal McMillan reported to Council that under due diligence she approached the Consultants to receive an unbiased opinion/recommendation regarding extending the temporary CAO position beyond the July 2nd expiration date and extend to the end of the calendar year December 31, 2020. This extension would provide for continued consistency in this turbulent and crazy year, allow adequate time for the Consultants to complete and report on their Organizational Review and provide Council adequate time to review and recruit candidates for the CAO position. From all accounts Martina Chait-Hartwig has done an exceptional job during these difficult times. Every Councillor acknowledged this and in fact the words above and beyond were quoted during the meeting.

I have personally worked with Martina for 6-7 years when I had my own Construction Consulting Business working on planning applications etc. As well I worked directly with her on the Committee of Adjustment/Planning Committee at the Township. I found Martina to possess and demonstrate the skills and abilities required to carry out her duties in any role with the Township. This is why I was so shocked and actually dumbfounded by Council's decision not to follow the unbiased recommendation from the

Consultant to extend the CAO position until the end of the year. This should not be a race to replace the CAO position.

The motion moved by Councillor Watt to get the business of the township moving forward was lack lustre at best and in fact I believe I can see a rehearsed motion previously arranged when I see one. I totally agree with Mayor Jones when he said why are we spending so much money on Consultants if we are not going to follow their best advice and information. I further agree with Mayor Jones and Deputy Mayor Moher on their comments on the difficulty to recruit and interview candidates during the summer months during a normal year, let alone a year when we are experiencing a pandemic with such severe restrictions. Slow down, do things right and for the right reasons.

One final point. I could not help but feel for Martina for having to sit through the discussions and the motions. Possibly item 9.8 might have been better served in a closed session when discussing personnel issues? I am a staunch supporter of my Township and my Council. However, in this instance I was disappointed with this outcome.

Best regards,

Ken Jackman