

From: Darla Milne
Sent: June 7, 2020 8:22 PM
To: J M Jones
Cc: Crystal McMillan ; Martina Chait
Subject: June 2, 2020 Council Meeting

Township of Douro Dummer

Attn: J. Murray Jones

Mayor of Douro Dummer Township

June 06, 2020

Mayor & Council:

Let me begin by thanking all of Council for their service. We certainly are in troubling times requiring great leadership, decision making and expert's advice.

After viewing the latest Douro Dummer council meeting from June 2, 2020 on You Tube, I have a few concerns concerning Item 9.8 Temporary CAO position. Specifically my concerns deal with lack of closed session for personnel matter, lack of adherence to consultant's recommendations, and concern of bias in future hiring practice.

Closed Session

I do not understand why this item was not in closed session or moved to closed session. Although item 9.8 concerned extending the "position" of the Temporary CAO, many personal comments were made concerning Martina Chait-Hartwig. It was or it became a personnel matter. Rather than saying "we owe her a bit of an apology" it should have gone to closed session.

Consultant's Recommendation

I was also disappointed in the final decision made concerning the Temporary CAO position. **Consultants** offer "advice and expertise to organisations to help them improve their business performance in terms of operations, profitability, management,

structure and strategy.” Clerk McMillan went to the consultants with this item to receive an unbiased recommendation to move forward. Yet the consultant’s recommendation to extend the position to the end of the calendar year based on consistency in this emergency setting, allowing council flexibility as their final report is shared, as well as difficulty recruiting during summer months and Covid was quickly rejected. The only rebuttal I gleaned from this is “business is still going on” and “no reason to delay” and “suggest we split the difference and call it a 3 month extension”. What is the expense of these consultants and why were they so quickly vetoed? What an insult to Martina Chait-Hartwig, the consultants and taxpayers. After Councillor Watt put the new motion forward, the only discussion came from Deputy Mayor and the Mayor in opposition. Councillor Landsmann had said nothing on this entire issue, asked for no clarification just appeared to vote alongside Councillor Watt and Councillor Watson who made the new motion and seconded it respectively. It appears from this meeting, there is no need to discuss anything or support your opinion when you already know you have the votes to put a motion through. This would certainly make business difficult in a small council if it occurred on a regular basis. Any personnel position in our Township deserves more attention as do the individuals serving in those positions. This was just not right.

Bias in Hiring new CAO

Alas, where does Council go from here? If the answer is to begin the recruitment to hire a new CAO, I have another huge concern about the hiring process. If Martina Chait-Hartwig chose to apply for the permanent position as she is entitled, it is my hope that it would be on a level playing field. Specifically, the persons who

voted on record to remove her against the consultant's expertise and recommendations have already demonstrated a bias and should not be a part of the new hiring team or in the very least not the majority of the new hiring team.

In conclusion, I have had the privilege of working with Martina Chait-Hartwig throughout my years as a Douro Dummer Library Board member. Her expertise, rapport and support to our Board have been exemplary. Douro Dummer deserves informed decision making, fairness and high standards. From what I observed, if our top employees are not valued by the majority of council, if the consultant's expertise of which we pay highly is not valued by the majority of council nor discussed fully, if fair hiring practice is not demonstrated by council...to quote, "we are in big trouble".

Let's do right Council.

Darla Milne