



**Corporation of the Municipality of Temagami**

**Memo No.**  
2020-M-050

**Memorandum to Council**

**Subject:** Report from Integrity Commissioner

**Agenda Date:** May 14, 2020

**Attachments:**

**RECOMMENDATION**

While typically Staff would make a recommendation, in this case, it is beyond the scope of what Staff should be advising on. Based on Council direction at the meeting resolution(s) can be drafted and presented for Council's consideration.

**INFORMATION**

At the last regular meeting of Council held on March 12, 2020, Council received a report from the Integrity Commissioner regarding two Code of Conduct Complaints. Recommendations from the Integrity Commissioner were:

1. This investigation has revealed a serious and continuing breach of confidentiality that the investigators have suggested will be unlikely to cease. Breaches of confidentiality like those perpetrated by Councillor Harding prejudice Council's proper administration of municipal matters. These breaches are seen as very serious. Accordingly, it is recommended that Council should ask Councillor Harding for his resignation. The investigators do not believe that Councillor Harding will or can stop breaching confidentiality of closed session meetings as is particularly evidenced by his being seen at Mr. Prefasi's residence shortly after this investigation was commenced.
2. Although many and ongoing breaches of confidentiality were found, it is recommended that Council suspend Councillor Harding's pay for a period of three (3) months. This is the maximum suspension for a single event that Council can levy. Perhaps a financial penalty will assist Councillor Harding in amending his ongoing failure to maintain confidentiality.
3. It is recommended, to reduce his access to confidential information, that Councillor Harding be removed from all Boards and Committees.
4. In an effort to improve the Council team and its understanding of why confidentiality is critical in closed session meetings, it is recommended that Council review and update their Accountability and Transparency by-law and receive training on those issues. Further, training about the municipality's obligations of confidentiality in accordance with the Municipal freedom of Information and Protection of Privacy Act and the Occupational Health and Safety act should occur within six (6) months.
5. Finally, in an effort to assist Council in moving forward for the benefit of all ratepayers in Temagami, it is recommended that Council complete a Council Term Plan and develop a Council Report Card. One of the priorities in the Council Term Plan should be to take concrete steps to building in the staff-Council team.

**Respectfully Submitted:**  
**Craig Davidson**  
**Treasurer/Administrator**