



Integrity Commissioner Report 2021

Municipalities are required by legislation to have an Integrity Commissioner ("IC") and adopt a Code of Conduct ("Code"). Your municipality has appointed Expertise for Municipalities Non-Profit Association ("E4m") as their IC. The *Municipal Act* outlines our role as IC. E4m serves your municipality as an independent resource, coach and guide. We are focused on enhancing your municipality's ethical culture. We do this by:

- Responding to questions from the public about the Code & the Municipal Conflict of Interest Act ("MCIA").
- Responding to questions from Council about their obligations under the Code & MCIA.
- Giving recommendations and/or advice to Council on policy related to ethical behavior of members.
- Providing education/training for Council, Local Boards and Public on Code, MCIA, bylaws, policies and legislation governing ethical behavior
- Conducting impartial inquiries in response to allegations that a member has not followed the Code or MCIA.


The IC is a statutory officer of the Municipality who reports to Council. Often an IC provides an annual report to Council to provide an overview of the IC's activities during the year. Our report has been created to provide a brief overview of work carried out by E4m as IC for the period of January 1, 2021 to December 31, 2021. This report that shows you, at a glance, what activities we have undertaken for your municipality. We also show you how your municipality compares to the overall total of each activity for ALL of the municipalities for whom E4m provides Integrity Services.

How you compare

	Your Municipality	All Municipalities
Code of Conduct Complaints	0	24
MCIA Complaints	0	7
No Inquiry (matter resolved/dismissed)	0	76

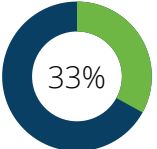
Allegations

Your municipality compared against the combined total of municipalities



E4m Supports the Municipal Sector

E4m strives to enhance the municipal sector by re-investing a minimum of twenty percent of what we bill.




33%

Graph Reference:
Blue: The cost of inquires.
Green: The amount that E4m has reinvested back into the Sector.

Inquiries Underway	0	0
Allegations	0	88
Findings of Breach	0	12

Findings of Breach

Your municipality compared against the combined total of municipalities



Highlights & Trends

- Inquiries:**
- In 2021 many municipalities had no costs associated with our Integrity Commissioner Service many because there were no requests for information, advice or concerns raised.
 - Two (2) requests for inquiry by members of the public were related to the behaviour of municipal Officers or Employees which are not within the jurisdiction of the IC to consider and were referred to the municipality.

Matters in Court

In the case that a contravention of the MCIA has occurred, the legislation encourages the IC to make an application to court. Only a judge can determine the penalty for a contravention.

In 2021 there were seven (7) matters in court:

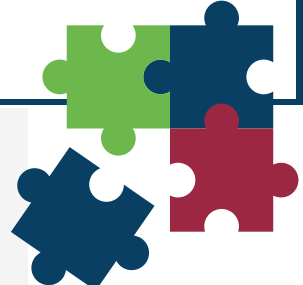
- Two (2) were related to the same member of Council

Of the matters in court:

- Three (3) were heard by the Judge and in two (2) cases the member of Council was found to have contravened the MCIA – one (1) the decision has not yet been made by the Judge – the matter was heard in August 2021.
- In one case, the Judge vacated the Councillor's seat and in the other the Judge issued a reprimand.
- One (1) matter we withdrew because the member of Council agreed to resign from Council and not run for election in 2022.
- Three (3) matters were before the court but not resolved by the end of 2021.

We want you to know:

- IC inquiries are costly, and members of Council, Committees and Local Boards are encouraged to seek advice from the IC when they are uncertain of their role, of whether to become involved in a matter and /or if they may have a disqualifying interest in a matter before Council.
- In 2021, several the requests for inquiry we received were related to members of Council treating municipal officers /employees and/or other members of Council with considerable disrespect which included disparaging comments about the individual.
- Also in 2021, we saw an increase in negative social media directed at Council as a body, some members of Council and municipal officers /employees (including the IC), complaints to the Office of the Ombudsman when an individual (complaint or respondent) is not satisfied with the IC's decision as well as complaints to the Office of the Information Privacy Commissioner when either complainants or respondents are not given access to confidential information related to IC inquiries. These types of complaints also add significantly to the costs of IC inquiries.



How E4m Helps

- Subsidize Wellness Programs
- Subsidize Policy Drafting Workshops
- Workshops and Webinars
- One-on-one Staff and/or Council Coaching
- Mentoring and Advice
- Subsidize Council Term Plans
- Provides Affordable Support to Municipalities (tailor-made for their needs and circumstances)

