

# Report

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Date	June 1, 2022	File:
Subject	Council Standards of Conduct Policy - Complaint by Mayor Siebring Against Councillor Marsh	

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## PURPOSE

To inform Council of a complaint under the [Council Standards of Conduct Policy](#) (the Policy) that was investigated by a third-party investigator and to provide Council with the necessary information to consider whether to impose, in whole or in part, the recommendations in the investigator's report.

## BACKGROUND

Last fall, Mayor Siebring made a complaint against Councillor Marsh under the Policy. As the complaint could not be resolved through informal discussions, the Municipality engaged a third-party investigator, Ms. Sharon Cartmill-Lane, whose appointment was agreed to by Mayor Siebring and Councillor Marsh. After conducting a preliminary review of the complaint and determining that a full investigation was warranted, Ms. Cartmill-Lane undertook a full investigation in relation to the complaint. The findings and recommendations made by Ms. Cartmill-Lane as a result of her investigation are found in her report.

Section 10.8 of the Policy requires that a copy of Ms. Cartmill-Lane's report, or a summary of it, be provided to Council. A copy of the report is included as Attachment 1.

## DISCUSSION

Ms. Cartmill-Lane makes several recommendations in her report; namely, that Councillor Marsh provides a letter of apology (in her words and reviewed by Acting Mayor Sawrie) to Mayor Siebring in relation to the email sent by her, which was found to have violated the Policy; that Councillor Marsh share the letter of apology with Council; that Councillor Marsh undertake to not communicate in a disrespectful and inflammatory manner with Mayor Siebring or other members of Council; and that Councillor Marsh attend a coaching session on respectful communication.

Section 10.9 requires that Council decide whether to impose, in whole or in part, Ms. Cartmill-Lane's recommendations. As such, this matter is being brought forward for Council to consider whether to impose, in whole or in part, the recommendations.

## OPTIONS

1. **(Recommended Option)** THAT Council impose Ms. Cartmill-Lane's recommendations as outlined in Councillor Sawrie's June 1, 2022 report to Council.
2. THAT Council impose Ms. Cartmill-Lane's recommendations as outlined in Councillor Sawrie's June 1, 2022 report to Council subject to the following amendments:
  - a. *(Council to identify amendments to be made)*

3. THAT Council not impose any of Ms. Cartmill-Lane's recommendations as outlined in Councillor Sawrie's June 1, 2022 report to Council.

**RECOMMENDATION**

THAT Council impose Ms. Cartmill-Lane's recommendations as outlined in Councillor Sawrie's June 1, 2022 report to Council.

Report prepared by:



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Rosalie Sawrie  
Councillor

Report reviewed by:



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George Farkas  
General Manager, Planning, Development and  
Community Services

**Approved to be forwarded to Council:**



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Ted Swabey  
Chief Administrative Officer

Attachments: Code of Conduct Complaint MNC Report - Sharon Cartmill-Lane - FINAL