



THE CORPORATION OF THE UNITED TOWNSHIPS OF HEAD, CLARA & MARIA

BY-LAW NUMBER 2018- 18

BEING a by-law to adopt a Council Code of Conduct, Council/Staff Relations Policy, the Integrity Commissioner Inquiry Protocol pre and post March 1, 2019 for the Council of the United Townships of Head, Cara & Maria.

WHEREAS pursuant to section 9 of the Municipal Act, 2001 S.O. 2001, chapter 25 (the Act) a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS pursuant to section 8. (1) of the Municipal Act, 2001 S.O. 2001, chapter 25 the powers of a municipality under this or any other Act shall be interpreted broadly so as to confer broad authority on the municipality to enable the municipality to govern its affairs as it considers appropriate to enhance the municipality's ability to respond to municipal issues;

AND WHEREAS Section 11 of the of the Municipal Act, 2001, S.O. 2001, c. 25, as amended, authorizes municipalities to pass by-laws regarding Accountability and Transparency of the municipality and its operations;

AND WHEREAS Section 223.2 (1) of the Act authorizes the municipality to establish codes of conduct for members of the council of the municipality and of local boards of the municipality.

AND WHEREAS under section 270 (1) a municipality shall adopt and maintain policies with respect to the following matters which include the relationship between members of council and the officers and employees of the municipality;

AND WHEREAS an Integrity Commissioner (IC) has been appointed by this Council through By-Law 2018-08 as per section 223.3 (1);

AND WHEREAS protocols for use of IC services have been adopted by Council at its meeting held on July 24, 2018 which will apply to both pre and post March 1, 2019 legislation changes;

AND WHEREAS the Council of the Corporation of the United Townships of Head, Clara & Maria deems it expedient to adopt a Code of Conduct, a Council/Employee Relationship policy and formal Protocols for conduction of Integrity Commissioner services;

NOW THEREFORE, the Council of the Corporation of the United Townships of Head, Clara & Maria does hereby enact as follows:

1. **THAT** the Code of Conduct for Council, Schedule "A", adopted by resolution at its meeting of July 24, 2018 attached hereto and forming part of this By-law be adopted and come into effect immediately.
2. **THAT** the Council-Staff Relations Policy, Schedule "B" adopted by resolution at its meeting of July 24, 2018 attached hereto and forming part of this By-Law be adopted and come into effect immediately and remain in force until March 1, 2019.

3. **THAT** the Integrity Commissioner Protocol Pre March 1, 2019, as amended and identified as Schedule "C" attached hereto and forming part of this By-Law be adopted and come into effect immediately.
4. **THAT** the Integrity Commissioner Protocol Post March 1, 2019, as amended and identified as Schedule "D" attached hereto and forming part of this By-Law be adopted and come into effect on March 1, 2019.
5. **THAT** minor amendments or additions to these documents may be made by resolution of Council without an amendment to this By-Law.
6. **THAT** in the event that a section or sections of this by-law thereof are found by a Court of competent jurisdiction to be invalid or ultra vires, such section, sections or parts thereof shall be deemed to be severable, with all other sections or parts of this by-law remaining in the full force and effect.
7. **THAT** any previous by-laws and policies, as amended are hereby repealed, and where the provisions of any other by-law, resolution or action of Council are inconsistent with the provisions of this by-law, the provision of this by-law shall prevail.

READ a 1st time short and passed this 11th day of September, 2018.

BOB REID, MAYOR

MELINDA REITH, CLERK