

COMMENTS RESPONSE MATRIX

Updates to POL.COR.19.02 Council-Staff Relationship Protocol Policy

Public Meeting Date: September 30, 2025

Comments Received By:	Date Received:	Written or Oral:	Comments/Concerns/Questions Summary:	Response
PUBLIC COMMENTS:				
Connie Craddock	Sep 30, 2025	Oral	1. Roles of Council and Chairs need to be expanded to more accurately reflect the 6 roles outlined in the Municipal Act	Additional language added into Policy.
			2. Identify clearly that Council has different powers collectively than they do individually	Additional language added into Policy.
			3. Differentiate roles and behavioural expectations (code of conduct/respectful workplace items)	Additional language added into Policy.
			4. Restructure the policy to focus on what can be done rather than what cannot/should not be done to reflect more positive language	Emphasis added in Policy to ensure innovation and creativity is a focus in policy and administration.
			5. Roles of staff should more closely mirror the roles identified in the Municipal Act (ex. research component)	Additional language added into Policy.
			6. Incorporate a section similar to the City of Barrie's example regarding the role of Council having an administrative focus rather than an operational focus	Additional language added into Policy.
			7. Determine whether volunteers should be included in this policy	Outside the intent of Municipal Act requirements.

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COUNCIL COMMENTS:				
Councillor Maxwell	Sep 30, 2025	Oral	1. If a member of the public brings their concerns forward outside of bringing them to an elected official, how do the concerns get addressed by Council?	The policy encourages concerns to be brought forward to staff recognizing their administrative, day-to-day role in municipal governance.
Councillor Porter	Sep 30, 2025	Oral	1. Would like to see the role of Chairs clarified, the adoption of a more proactive vs reactive approach, and revisions to the staff report template to assist with consistency and ease of understanding the material.	New sections specific to the role of the Chair have been added. Changes to staff report template does not require revisions to the Policy.
Councillor Hope	Sep 30, 2025	Oral	1. Would like input from staff regarding whether they would encourage the existing Chair structure or not, the role of the Chair can be impacted by Strong Mayor Powers, and there needs to be a balance struck between all Council communication going through the CAO and Chairs interacting with departmental directors.	New sections specific to the role of the Chair have been added. Emphasis on ensuring that the authority of Chairs is the same as other members of Council.