

Municipality of East Ferris Integrity Commissioner – David C. King
Citation: Maggie Preston-Coles v. John O'Rourke and The Municipality of East Ferris Council, 2020
Date: January 25, 2021

REPORT ON COMPLAINT

Notice: Municipal Integrity Commissioners provide investigation reports to their respective municipal council and, in most cases, make recommendations for imposition of penalty or other remedial action to the municipal Council.

Reference should be made to the minutes of the Municipality of East Ferris Council meeting to obtain information about their consideration this report.

TABLE OF CONTENTS

The Complaint
Summary
Background
Process Followed
Position of the Complainant (Maggie Preston- Coles)
Position of the Respondents (The Municipality of East Ferris Council)
Observations of the Witness
Findings of Fact
Issues
Analysis and Findings
Content
Recommendations

THE COMPLAINT

1. Maggie Preston-Coles (Complainant) alleges that John O'Rourke, Chair of the Municipality of East Ferris Planning Advisory Committee (PAC) and the entire East Ferris Municipal Council (Respondents) contravened the East Ferris Code of Conduct.

SUMMARY

2. I find no contravention of the Municipality of East Ferris Council Code of Conduct by John O'Rourke during the March 27, 2019 PAC meeting, or by any members of Council during the May 14, 2019 Council meeting.

BACKGROUND

3. The Complainant is a resident of East Ferris who lives within close proximity to a proposed 25 home subdivision on the lands described as Part of lots 11, 12 13 & 14 Concession 15, Township of East Ferris, District of Nipissing, owned by 1851477 Ontario Inc. The Complainant is in opposition to this proposed development.
4. The Complainant first appeared before the East Ferris Planning Advisory Committee (PAC) on November 7, 2018 to express her concerns regarding the proposed plan of subdivision.
5. The Complainant was also in attendance at the March 27, 2019 PAC meeting where she expressed her concerns about the proposed plan of subdivision application. It was at this meeting that the PAC passed resolution No. 2019-03 recommending approval of the application with conditions.
6. On April 9, 2019 the Complainant appeared as a delegation before the Municipality of East Ferris Council to comment on the November 7, 2018 and March 27, 2019 PAC meeting minutes regarding their completeness and availability on the Municipal web site. She also expressed several concerns about the proposed plan of subdivision.
7. On April 23, 2019, the Complainant attended the East Ferris Council meeting where Council passed resolution No. 2019-108 accepting the PAC recommendation to approve the proposed plan of subdivision. The Complainant was denied an opportunity to appear as a delegation before Council at this meeting.
8. Following the decision of Council to approve the proposed plan of subdivision application, the Complainant appeared as a delegation at the May 14, 2019, Council meeting to reiterate her concerns about the proposed plan of subdivision. (See Appendix 1 attached)
9. The Complainant filed an appeal with the Local Planning Appeal Tribunal (LPAT) on June 5, 2019 regarding Council's decision to approve the proposed plan of subdivision.
10. On April 20, 2020, I received an email from the Complainant indicating that she was working on a Code of Conduct complaint pertaining to the East Ferris municipal staff and Council and wanted clarification on who to submit the complaint to at the Ombudsman's Office. In response, I provided clarification that Code of conduct complaint was to be directed to me as the Integrity Commissioner for the Municipality of East Ferris and that my jurisdiction as Integrity Commissioner, did not include the conduct of municipal staff.

11. The Complainant is the same individual that alleged John O'Rourke, Chair of the East Ferris Planning Advisory Committee contravened [sections 5.5.1](#) and [5.2](#) of the Municipal Conflict of Interest Act, [MCIA](#) on March 27, 2019 by discussing, voting on, and trying to influence others on an application to approve a draft plan of subdivision, official Plan amendment and zoning by-law for the lands described in paragraph 3, above.

12. My [MCIA](#) inquiry report issued on November 16, 2020, found that while John O'Rourke's did have a direct pecuniary interest in this matter, it was so remote or insignificant that it could not be reasonably regarded to have influenced him. Also, as part of this inquiry, I determined that no evidence existed that John O'Rourke, voted on or tried to influence others to approve the draft plan of subdivision application.¹

13. On May 8, 2020 I received an email from the Complainant along with her Code of Conduct Inquiry Application dated May 1, 2020.

14. On June 2, 2020 I sent an email to the Complainant seeking clarification regarding her Code of Conduct Application as to who the complaint is directed at, along with an explanation on Section 223.4(1) of the Municipal Act and to who it applies.

15. On June 24, 2020 I received the response from the Complainant and began my inquiry into her allegations.

PROCESS FOLLOWED

16. The following is the process followed to ensures fairness to both the individual bringing the complaint and the respondents:

i) The Respondent(s) receive notice of the Complaint and is given an opportunity to respond. **Note:** In this instance I determined that it was unnecessary to contact or interview John O'Rourke as the allegations against him were unfounded based on the findings of my November 16, 2020 MICA Inquiry.

ii) The Respondent(s) are made aware of the Complainant's name.

iii) I interviewed all parties and witnesses that I believe have relevant evidence. Given the Covid 19 situation, I held telephone interviews with the Complainant, Sue Lamont, a Witness, who attended the May 14, 2019 East Ferris Municipal Council meeting and all members of the East Ferris Council, with the exception of the late Michel Voyer.

¹ Citation: Maggie Preston-Coles v. John O'Rourke, November 16,2020

POSITIONS OF THE PARTIES

POSITION OF THE COMPLAINANT (Maggie Preston-Coles)

17. The following is an excerpt of the information provided by the Complainant in response to my June 2, 2020 email requesting clarification as to who the Code of Conduct allegations are directed at:

18. “THAT John O’ROURKE on or about March 27th, 2019 in the Municipality of East Ferris, Province of Ontario, while acting for the Municipality of East Ferris as Chairperson of the Advisory Committee a Statutory Board under the Municipal Act, and having contravened the statutory Conflict of Interests requirement namely [S. 5.1(a)(b)(c), S5.2(1)] under the Municipal Act of Ontario, has by deceit failed to abide by existing governing statutes, contrary to S.4 of the of the Municipality of East Ferris Code of Conduct.”

19. “THAT John O’ROURKE on or about March 27th, 2019 in the Municipality of East Ferris, Province of Ontario, while acting for the Municipality of East Ferris as Chairperson of the Advisory Committee a Statutory Board under the Municipal Act, and having contravened the statutory Conflict of Interests requirement namely [S. 5.1(a)(b)(c), S 5.2(1)] under the Municipal Act of Ontario, has by deceit failed to treat members of the public appropriately, contrary to S.15 of the of the Municipality of East Ferris Code of Conduct.”

20. “THAT taking into account the totality of the aforementioned statutory accountabilities the following Council members are alleged to be in non-conformance of the Municipal Code of Conduct:

- Mayor Pauline Rochefort,
- Councilor Michel Voyer,
- Councilor Steven Trahan,
- Councilor Terry Kelly,
- Councilor Erika Lougheed

THAT Mayor Pauline Rochefort, Councilor Michel Voyer, Councilor Steven Trahan, Councilor Terry Kelly, and Councilor Erika Lougheed, on or about May 14th, in the Municipality of East Ferris after having been informed of a contravention of the Municipal Conflict of Interest Act, omitted to do their sworn duty by upholding the laws of the Ontario Legislature, and policies adopted by Council, Contrary to S. 5 of the Municipality of East Ferris Code of Conduct, Resolution 2019-43.”

21. "THAT Mayor Pauline Rochefort, Councilor Michel Voyer, Councilor Steven Trahan, Councilor Terry Kelly, and Councilor Erika Lougheed, on or about May 14th, in the Municipality of East Ferris after having been informed of a contravention of the Municipal Conflict of Interest Act, omitted to undertake their sworn duty [imposed by law] and shown a wanton or reckless disregard to treat members of the public appropriately, by failing to cause an investigation into an alleged violation of the laws of the Provincial Legislature and policies of Council, Contrary to S. 15 of the Municipality of East Ferris Code of Conduct, under Resolution 2019-43."

22. "THAT Mayor Pauline Rochefort, Councilor Michel Voyer, Councilor Steven Trahan, and Councilor Terry Kelly, on or about May 14th, in the Municipality of East Ferris after having been informed of a contravention of the Municipal Conflict of Interest Act, failed to treat a member of the public appropriately during a delegation submission [14-MAY-19] and engaged in verbal abuse, bullying or intimidation, thereby failing to ensure that their work environment is free from discrimination and harassment, Contrary to S. 15 of the Municipality of East Ferris Code of Conduct, under Resolution 2019-43."

23. In response to these allegations, I held a telephone interview with the Complainant on December 10, 2020 to gather additional information about the May 14, 2019 Council meeting. The following is an excerpt of the questions asked, and the responses provided:

i) You allege that during the May 14, 2019 meeting. Council did not treat you appropriately during you delegation and engaged in verbal abuse, bullying and intimidation. Would you agree with this statement?

Complainant: Yes, absolutely. I wanted to address the plan of subdivision application as part of my delegation. I referenced the recent North Bay Nugget Article and that I did not have the opportunity to address Council during the April 23, 2019 meeting where Council voted to approve the draft plan of subdivision application. When I mentioned my difficulty in obtaining information from staff and the alleged conflict of interest by John O'Rourke the tone of the meeting changed, and certain members of Council became agitated.

ii) Do you think Council as a whole acted inappropriately during the meeting? If so why?

Complainant: No. Councillor Lougheed, did not act inappropriately.

iii) Do you think that individual members of Council acted inappropriately during the meeting? If so why?

Complainant: The Mayor and Councillor Kelly. During my delegation I was accused of being repetitive by Councillor Kelly and as a result, I felt intimidated. The Mayor asked me for my personal opinion about the plan of subdivision.

iv) Do you think that you acted inappropriately during the meeting?

Complainant: No. I am a professional teacher, a role model. I am assertive without being punitive. However, I became defensive after the CAO's response to my conflict of interest allegation.

OBSERVATIONS OF THE WITNESS

24. I held a telephone interview with the Witness on December 3, 2020 to obtain her observations at the May 14, 2019 Council meeting. The following is an excerpt of the questions asked, and the responses provided:

i) What do you recall about the May 14, 2019 Council meeting?

Witness: The Complainant was treated with disrespect during the meeting.

ii) The Complainant alleges that during the May 14th, 2019 meeting, Council did not treat her appropriately during her delegation and engaged in verbal abuse, bullying and intimidation. Would you agree with this statement?

Witness: Yes, absolutely. The Complainant referred to her difficulty in obtaining information from staff regarding the plan of subdivision proposal and the tone of the meeting changed.

iii) Do you think Council as a whole acted inappropriately? If so why?

Witness: No. Councillor Loughheed, Councillor Trahan and Councillor Voyer did not comment on the delegation presentation made by the Complainant.

iv) Do you think that individual members of Council acted inappropriately during the meeting? If so why?

Witness: Councillor Kelly did not raise his voice but was stern in his remarks and reprimanded the Complainant for her statements about municipal staff. Mayor Rochefort shut down the discussion about the plan of subdivision and the alleged conflict of interest prematurely for no reason.

v) Do you think that the Complainant acted inappropriately during the meeting?

Witness: No. The Complainant knew she had a time limit and was prepared. However, it was apparent that she was embarrassed by members of Council.

POSITION OF THE RESPONDENT (s)

25. In response to the allegations made by the Complainant, the following are responses provided by the East Ferris Councillors (Respondents) based on individual telephone interviews conducted November 26, to December 9, 2020.

i) During the May 14, 2019 Council meeting the Complainant alleges that Council did not treat her appropriately during her delegation and engaged in verbal abuse, bullying and intimidation. Would you agree with this statement?

Mayor Rochefort: No. There was no lack of decorum by the members of Council during the meeting. There were some awkward moments during the meeting when accusations were being made by the Complainant about staff not providing information about the proposed plan of subdivision and John O'Rourke's alleged conflict of interest. The informal style of Council meetings allows for an exchange of information.

Councillor Kelly: No. Everything was done in a polite way. Council was not rude or disrespectful to the Complainant.

Councillor Loughheed: No. Council may have been a little impatient with the Complainant as she had previously been before Council on the same issue.

Councillor Trahan: No. I did not observe any evidence of mistreatment of the Complainant by the members of Council. Both Councillor Kelly and Mayor Rochefort asked questions of the complainant trying to better understand her concerns.

ii) Do you think Council as a whole, acted inappropriately during the meeting?

Mayor Rochefort: No. Some members of Council defended municipal staff against the accusations the Complainant was making.

Councillor Kelly: No.

Councillor Loughheed: No. But I think that Council can improve on how we deal with delegations appearing before Council.

Councillor Trahan: No.

iii) Do you think that individual members of Council acted inappropriately during the meeting? If so why?

Mayor Rochefort: No. Council members were just trying to understand the issues that the Complainant was raising.

Councillor Kelly: No.

Councillor Loughheed: Cannot say. As a whole, Council has the tendency to be dismissive of delegations. The delegation process needs to be looked at.

Councillor Trahan: No.

iv) Do you think the Complainant acted inappropriately during the meeting?

Mayor Rochefort: Yes . The Complainant should not have made accusations against municipal staff during the delegation.

Councillor Kelly: No. Not inappropriately. The Complainant has been against all development in the municipality. Elected officials have to make objective decisions.

Councillor Loughheed: No. I think that the Complainant was misinformed on some of the accusations she was making regarding conflict of interest.

Councillor Trahan: No. The Complainant was not disrespectful of Council.

FINDINGS OF FACT

26. The East Ferris Code of Conduct, in its current form, only applies to the members of Council, not unelected citizen appointees appointed to committees of Council. The conduct of citizen appointees is guided by the East Ferris Boards and Committees Policy.²

27. Sections 4, 5 and 15 of the Municipality of East Ferris Council Code of Conduct which the Complainant alleges were contravened read as follows:

4. Statutory Provisions

“ This Code of Conduct operates along with and as a supplement to the existing statutes governing the conduct of members. The following provincial legislation governs the conduct of members of Council:

- the Municipal Act, 2001;
- the Municipal Conflict of Interest Act;

² The Municipality of East Ferris, Boards and Committees policy can be viewed @ <https://eastferris.ca/en/your-government/plans-policies-studies>

- the Municipal Elections Act, 1996; and
- the Municipal Freedom of Information and Protection of Privacy Act. “

The Criminal Code of Canada also governs the conduct of members of Council.”

5. Regulating Conduct Application

“This Code of Conduct applies to the Mayor and all members of Council”.

15. Discreditable Conduct

“All members of Council have a duty to treat members of the public, one another, and staff appropriately and without abuse, bullying or intimidation, and to ensure that their work environment is free from discrimination and harassment. The Ontario Human Rights Code applies as well as the Occupational Health and Safety Act”.³

28. The applicable sections of the Municipal Conflict of Interest Act R.S.O 1990 c.M.50 which the Complainant alleges the Municipality of East Ferris Council failed to act on are as follows:

Duty of Member

When present at meeting at which matter considered

“**5** (1) Where a member, either on his or her own behalf or while acting for, by, with or through another, has any pecuniary interest, direct or indirect, in any matter and is present at a meeting of the council or local board at which the matter is the subject of consideration, the member,

(a) shall, prior to any consideration of the matter at the meeting, disclose the interest and the general nature thereof;

(b) shall not take part in the discussion of, or vote on any question in respect of the matter; and

(c) shall not attempt in any way whether before, during or after the meeting to influence the voting on any such question. R.S.O. 1990, c. M.50, s. 5 (1).

Action where Contravention Alleged

Application

8 (1) An elector, an Integrity Commissioner of a municipality or a person demonstrably acting in the public interest may apply to a judge for a determination of the question of whether,

(a) a member has contravened section 5, 5.1 or 5.2; or

(b) a former member contravened section 5, 5.1 or 5.2 while he or she was a member. 2017, c. 10, Sched. 3, s. 7.

29. The Clerk of the Municipality of East Ferris confirms that video or audio recordings of Committee and Council meetings were not taken prior to March of 2020.

^{3 3} The Municipality of East Ferris Code of Conduct can be viewed @ <https://eastferris.ca/en/your-government/mayor-council/council-code-of-conduct>

ISSUES

30. I have considered the following issues arising from the Complaint:

- i) Did John O'Rourke fail to abide by existing governing statutes, contrary to S.4 of the of the Municipality of East Ferris Code of Conduct?
- ii) Did John O'Rourke fail to treat members of the public appropriately, contrary to S.15 of the of the Municipality of East Ferris Code of Conduct?
- iii) Did Mayor Pauline Rochefort, Councilor Michel Voyer, Councilor Steven Trahan, Councilor Terry Kelly, and Councilor Erika Lougheed, on or about May 14th, in the Municipality of East Ferris after having been informed of a contravention of the Municipal Conflict of Interest Act, omitted to do their sworn duty by upholding the laws of the Ontario Legislature, and policies adopted by Council, Contrary to S. 5 of the Municipality of East Ferris Code of Conduct, Resolution 2019-43?
- iv) Did Mayor Pauline Rochefort, Councilor Michel Voyer, Councilor Steven Trahan, Councilor Terry Kelly, and Councilor Erika Lougheed, on or about May 14th, in the Municipality of East Ferris after having been informed of a contravention of the Municipal Conflict of Interest Act, omitted to undertake their sworn duty [imposed by law] and shown a wanton or reckless disregard to treat members of the public appropriately, by failing to cause an investigation into an alleged violation of the laws of the Provincial Legislature and policies of Council, Contrary to S. 15 of the Municipality of East Ferris Code of Conduct, under Resolution 2019-43?
- v) Did Mayor Pauline Rochefort, Councilor Michel Voyer, Councilor Steven Trahan, and Councilor Terry Kelly, on or about May 14th, in the Municipality of East Ferris after having been informed of a contravention of the Municipal Conflict of Interest Act, failed to treat a member of the public appropriately during a delegation submission [14-MAY-19] and engaged in verbal abuse, bullying or intimidation, thereby failing to ensure that their work environment is free from discrimination and harassment, Contrary to S. 15 of the Municipality of East Ferris Code of Conduct, under Resolution 2019-43.?

ANALYSIS AND FINDINGS

31. Did John O'Rourke fail to abide by existing governing statutes, contrary to S.4 of the of the Municipality of East Ferris Code of Conduct?

32. As indicated in my [MCIA](#) inquiry report, (Maggie Preston-Coles v. John O'Rourke) issued on November 16, 2020, I found that John O'Rourke did have a direct pecuniary interest in the plan of subdivision application by 1851477 Ontario Inc.. However, I determined it to be so remote or insignificant that it could not be reasonably regarded to have influenced him.

33. The Municipality of East Ferris Code of Conduct, in its current form only applies only to the members of Council. For citizen appointments to Boards and Committees, the Municipality has established a "Board and Committees Policy" adopted by resolution no. 2019-43 on January 22, 2019.

34. I found no other evidence in the Code of Conduct inquiry application by the Complainant or as part of my investigation, to conclude that John O'Rourke failed to abide by existing governing statutes.

35. Did John O'Rourke fail to treat members of the public appropriately, contrary to S.15 of the of the Municipality of East Ferris Code of Conduct?

36. As part of my November 16, 2020 MICA inquiry I determined that no evidence existed that John O'Rourke, voted on or tried to influence others to approve the draft plan of subdivision application. As a result, find that John O'Rourke did not fail to treat members of the public appropriately during the March 27, 2019 PAC meeting.

37. Did Mayor Pauline Rochefort, Councilor Michel Voyer, Councilor Steven Trahan, Councilor Terry Kelly, and Councilor Erika Loughheed, on or about May 14th, in the Municipality of East Ferris after having been informed of a contravention of the Municipal Conflict of Interest Act, omitted to do their sworn duty by upholding the laws of the Ontario Legislature, and policies adopted by Council, Contrary to S. 5 of the Municipality of East Ferris Code of Conduct?

38. Did Mayor Pauline Rochefort, Councilor Michel Voyer, Councilor Steven Trahan, Councilor Terry Kelly, and Councilor Erika Loughheed, on or about May 14th, in the Municipality of East Ferris after having been informed of a contravention of the Municipal Conflict of Interest Act, omitted to undertake their sworn duty [imposed by law] and shown a wanton or reckless disregard to treat members of the public appropriately, by failing to cause an investigation into an alleged violation of the laws of the Provincial Legislature and policies of Council, Contrary to S. 15 of the Municipality of East Ferris Code of Conduct?

39. Given the similar nature of the above two allegations I have chosen to address them as one. As part the May 14, 2019 delegation presented to Council, the Complainant (See Appendix 1, attached) is on the record as follows: "Potential Conflict of Interest- have been in touch with David King -Integrity Commissioner for steps to follow"

40. On May 17, 2019 the Municipal Clerk from the Municipality of East Ferris provided the Complainant with a letter to address her concerns expressed during the May 14, 2019 delegation (See Appendix 2, attached) and provided direction to the Complainant as follows: " In regard to the potential Conflict of Interest, Mr. David King, appointed Integrity Commissioner for the Municipality of East Ferris, upon proper written notice from a member of Council or Local Board or one or more members of the public, will conduct an inquiry and make a determination as to any alleged contravention of the Municipal Code of Conduct or sections of the Municipal Conflict of Interest Act and is to report the details and results of such inquiry to the Municipal Council."

41. Upon receiving the Complainants Code of Conduct Inquiry Application dated May 1, 2020, I responded to the Complainant in an email dated June 2, 2020 to provide further clarity as to who is responsible for declaring a pecuniary interest and who is responsible for initiating an application. An excerpt of that email is as follows:

"You need to be aware that under section 5(1) of the Municipal Conflict of Interest Act, it is the duty of the member of the Council or Local Board to determine and disclose if they have a pecuniary interest in a matter set out in the meeting agenda. It is **not** the responsibility of other members of Council, Board members or staff to make that determination for them.

Similarly, it is **not** the responsibility of members of Council, Board members or staff to initiate an application to the Integrity Commissioner when a Conflict of Interest allegation is made. Under section 8 of the Municipal Conflict of Interest Act, the question of whether or not a member has contravened sections 5 (1-3) of the Act can only be determined by a judge and the application to the judge can only be made by an elector, an integrity commissioner or a person acting in the in the public interest."

42. Despite the preceding advice, and acknowledgement by the Complainant that she had been in contact with me on or before May 14, 2019, regarding a potential Conflict of Interest Act violation, it appears the Complainant failed to understand or chose to ignore that it was her responsibility to purse these allegations.

43. In summary, I find there were no contraventions of sections 5 and 15 of the East Ferris Code of Conduct. The Municipality of East Ferris Council did not fail to cause an investigation into the allegations being made by the Complainant as it was not their responsibility to do so.

44. Did Mayor Pauline Rochefort, Councilor Michel Voyer, Councilor Steven Trahan, and Councilor Terry Kelly, on or about May 14th, in the Municipality of East Ferris after having been informed of a contravention of the Municipal Conflict of Interest Act, failed to treat a member of the public appropriately during a delegation submission [14-MAY-19] and engaged in verbal abuse, bullying or intimidation, thereby failing to ensure that their work environment is free from discrimination and harassment, Contrary to S. 15 of the Municipality of East Ferris Code of Conduct?

45. As earlier referenced in paragraphs 23, 24 and 25 “Position of the Complainant , Observations of the Witness and the Position of the Respondents” there exists a difference of opinion on what constitutes verbal abuse, bullying and intimidation. On one hand you have the Complainant and the Witness claim that during the meeting members of Council did not treat her appropriately, and on the other hand you have the members of the East Ferris Council that reject the accusation.

46. When asked if Council as a whole acted inappropriately, the Witness indicated that Councillors Loughheed, Trahan and Voyer did not act inappropriately during the meeting and while Councillor Kelly was the most vocal, “ he did not raise his voice but was stern in his remarks and reprimanded the Complainant for making statements about staff”. The Complainant also confirmed during her interview that Councillor Loughheed did not act inappropriately during the meeting.

47. While the exchange of information during the delegation may have left the Complainant uncomfortable and dissatisfied with the questions and comments by some Councillors, it is clear that Council as a whole, did not act inappropriately during the meeting as originally alleged.

48. Moreover, I find no evidence of verbal abuse by any of the members of Council toward the Complainant and reject the accusation that Council failed to treat a member of the public appropriately during a delegation, and engaged in verbal abuse, bullying or intimidation, contrary to section 15, of the East Ferris Code of Conduct.

CONTENT

49. Subsection 223.6(2) of the Municipal Act states that I may disclose in this report such matters as in my opinion are necessary for the purposes of the report. All the content of this report is, in my opinion, necessary.

RECOMMENDATIONS

50. That citizen appointees on committees of Council receive orientation training on the Municipal Conflict of Interest Act, the Municipality of East Ferris Procedural By-law , the Municipal Freedom of Information Act, the Municipality of East Ferris Boards and Committees policy and other applicable policies.

51. That Council consider appointing elected members of Council as chairs of advisory committees.

52. That Council review the municipal delegation process to ensure that the public understands the process, the information requirements and what they can expect during and following a delegation before Council.

53. That the Municipality of East Ferris develop and post on the Municipal website Integrity Commissioner, complaint, and application procedures.

Respectfully submitted,

David King

Integrity Commissioner

January 25 , 2021