

**From:** Tim Dobbie [REDACTED]  
**Sent:** Monday, January 30, 2023 4:37 PM  
**To:** [REDACTED]  
**Cc:** Tim Dobbie  
**Subject:** RE: Council meeting last night .

Hi Andrew, thank you for getting back to me. I am just in the process of sending out an email to all members of Council giving them the opportunity to choose a day and time so when you get that email just ignore as we will book you in on the Thursday afternoon February 2. I can book you in for an interview at 4 PM in the central Elgin municipal building or if you prefer we could meet you at a restaurant at 5:15 PM on February 2. **The reason I would like to see you later in the day on February 2 is we will have interviewed a number of Council members and staff and be able to give you a good update on how the interviews have been going.** Let me know which of the two times you would prefer and if you can join us for dinner please just let us know where you would prefer to have dinner and we can meet you there at 5:15 PM. Tim

**From:** [REDACTED]  
**Sent:** Tuesday, January 31, 2023 7:17 PM  
**To:** Tim Dobbie  
**Subject:** Re: Council meeting last night .

I texted norm and he promised me he would be in touch. Keep me posted as I can lean on him.

Andrew

Ps. See you Feb 2. 5:15.

[REDACTED] street st thomas

**From:** Tim Dobbie [REDACTED] >  
**Sent:** Tuesday, February 14, 2023 10:54 AM  
**To:** [REDACTED]  
**Cc:** Tim Dobbie  
**Subject:** RE: [REDACTED]

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Hi Andrew,, this will actually be a benefit to you and your new Council as they move through this early portion of your first year of the four-year term. I want to give some more thought to this but I do think this will have an impact on how we move forward with the new Council over the next two and half months. The position of [REDACTED] in municipalities is obviously important because the [REDACTED] is the only member of Staff who reports directly to Council. With this in mind it is your Councils responsibility to consider an appointment as interim [REDACTED] effective March 10 .

I expect that there will be some anger expressed by some of the municipal staff, so I will try to keep up some conversation with members of the senior team over the next few weeks is to see how everybody there is doing.

I have time this week to complete the findings report from the work that were doing. I am sure you are going to get some phone calls about [REDACTED]. If I get anything further I will pass it on to you. For the rest of the week I will be keeping my cell phone close by and should you have a need to want to talk to me please feel free to give me a call [REDACTED].

This situation does leave us with an opportunity for all seven members of your Council to meet with me on and in camera bases to discuss what Council will do in response to the resignation. It would allow us either to use the deputy clerk to clerk the meeting or as I mentioned I think previously to you it is possible for Council to name me as the " pro tem " clerk. I will be thinking about how this situation might be helpful to us. Things are getting interesting. Tim

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**From:** [REDACTED]  
**Sent:** Tuesday, February 14, 2023 8:00 PM  
**To:** Tim Dobbie [REDACTED]  
**Subject:** Call

Hi Tim, I wonder if you consider a time tomorrow that we could have a call? I'd like Deputy Mayor Noble and Councillor Graham to be involved as well if possible.

Many thanks. Andrew

Andrew Sloan

**From:** Tim Dobbie [REDACTED]  
**Sent:** Sunday, February 19, 2023 8:40 PM  
**To:** [REDACTED]  
**Cc:** Tim Dobbie  
**Subject:** Draft Findings report . Central Elgin  
**Attachments:** Central Elgin Findings report Feb 18 2023.docx

Hi Andrew, attached is my first draft of the report. I will be finalizing that on Wednesday and Thursday of this week. I would appreciate any comments you would like to make regarding the report.

**From:** [REDACTED]  
**Sent:** Monday, February 20, 2023 9:30 AM  
**To:** Tim Dobbie  
**Subject:** Re: Draft Findings report . Central Elgin

Thanks Tim.

My council are eager to see this document and to have a chat with you. I would like to tell them about when this will happen.

The piece that I wondered about that may not be included in this document is the front street proposal where we did not feel we have the requisite info to make a decision and also the budget deliberations which we also don't feel we have enough information on.

Did you consider these or think there may be an opportunity to specify these two files?

Thanks. Andrew

Ps. I am chatting at 11 am with [REDACTED]. He is a person who was treasurer at St Thomas and is retired and doing contract work. My interest is in finding if he would be interested in some work that could be temporary. Also our [REDACTED] is essentially home for the month of March which seems a worry to those council who want to make an informed decision regarding the budget.

**From:** Tim Dobbie [REDACTED] >  
**Sent:** Monday, February 20, 2023 11:01 AM  
**To:** [REDACTED]  
**Cc:** Tim Dobbie  
**Subject:** RE: Draft Findings report . Central Elgin

Good morning Andrew, thank you for reviewing the report and I have no difficulty adding the two items that you have suggested.

I think it is a very good idea that Council should meet as soon as possible to review the findings report. I note that you are calling the former Treasurer of St. Thomas at 11 AM this morning. Would it be possible for you to give me a call after your conversation with the Treasurer.

What I would like to talk about is how we set up the meeting with all of Council and me. The proper way to have the meeting would be to have it as a Council meeting which is one item which would be a confidential report ( I can amend the report that I sent to you including the names of those people that I interviewed and would add a section on it that we need to appoint an interim CAO and this person would be named as well. Using named employee information does put the meeting solidly in the in camera type of meeting with respect to the municipal act.) As I have mentioned previously this meeting would need a clerk to be in attendance. Given [REDACTED] I think the clerk should be Diane or of Council prefers they can at the start of the meeting name me as clerk. In any event I will need to talk to both Paul and Diane about this meetings and options for the clerk.

**From:** Tim Dobbie [REDACTED] >  
**Sent:** Monday, February 20, 2023 8:56 PM  
**To:** Andrew M. Sloan  
**Cc:** Tim Dobbie  
**Subject:** RE: Draft Findings report . Central Elgin

Good evening Andrew, I think we can achieve what you are looking for . I would like to amend the report before you sent it out to the members of Council. Let me explain what I think the process will be to get the result that you're looking for.

I have reviewed and up-to-date version of the municipal act and have also reviewed central Elgin's procedural bylaw. The municipal act and section 228 states that a municipality may appoint deputy clerk's who have all of the powers and duties of the clerk under the act. This means that at a properly convened meeting of Council, Council can appoint a deputy clerk. The municipal act goes on to indicate that a clerk or Deputy Clerk is not required to be an employee of the municipality.

As you know I am meeting with the senior management team at 9 AM on Thursday morning this week. My plan at that meeting is to make it very clear to the senior staff that they will have to amend and develop a new relationship between them and the Council and the report that you read from me sets the groundwork for that and I will make the amendments on the two items that you requested. I am purposely not giving a copy of the findings report to the senior team prior to the meeting on Thursday as it is obvious to me what they will do is get together as a group prior to Thursday and determine how they're going to deal with the report. I think this is pretty well Standard operating procedure for the senior team I do think they meet as much as weekly and perhaps even more.

My plan is to say to the senior team at the end of the meeting on Thursday that as I agreed to meet with them and not have members of Council present I have also agreed to meet with Council and not have staff present. If you are okay with this I will indicate that I have your support for this activity. I will be ready to deal with what I expect will be a negative response to me having a meeting with Council in camera with me is the clerk but the municipal act still allows for that to occur. The fact that Council can appoint a deputy clerk will work for us.

Immediately after the meeting on Thursday I will send you the revised findings report and you could forward that on to Council. I would then also send that same report to the senior management team.



**From:** Tim Dobbie [REDACTED] >  
**Sent:** Friday, March 03, 2023 4:36 PM  
**To:** [REDACTED]  
**Cc:** Tim Dobbie  
**Subject:** RE: Update ?

Hi Andrew, I spoke to Michelle Graham today and she would rather have us have both the meeting with Council to look at the report and the workshop with the staff as in camera meetings that have me as the clerk. I tried to explain to her my concern that I would much rather put us in the position of not fighting about our way of handling in camera meetings properly but rather doing a more public one in getting a message out from the new Council that you are ready to tackle the big issues facing the Municipality.

[REDACTED] seem to want to discuss a lot about [REDACTED] and [REDACTED] is of the view that [REDACTED] should be let go. [REDACTED] mentioned that [REDACTED] thinks we would need to pay [REDACTED] out in order to let [REDACTED] go. [REDACTED] plan was to suggest to me that the new Deputy Clerk could be the one that could start a meeting and then Council could appoint me as the clerk and then we would be able to meet in camera.

Would you know what it is that the majority of Council are looking to achieve in our meeting to discuss this report? If it is taking action on staff as mentioned above there may be a different approach that we could take. I have talked to several HR professionals and one lawyer who is a friend of mine and if Council has a major issue and if I have not identified the major issue in the findings report that I sent out earlier today then there might be a different approach to how we could do this. Let's talk about this when we get a chance.

**From:** Tim Dobbie [REDACTED] >  
**Sent:** Saturday, March 04, 2023 4:09 PM  
**To:** [REDACTED]  
**Cc:** Tim Dobbie  
**Subject:** RE: Update ?

Hi Andrew, just a brief update for today. So the report went out as I mentioned yesterday to all of staff in all of Council I sent it out on separate emails given that we have a member of Council and a member of staff who are married I am trying to keep my correspondence separate from Council and staff.

I did receive a response fairly quickly from Councillor Halpin she indicated that she favored the idea of going to Council on March 13 that would be the Workshop type session that I have been talking about. She is interested in taking part in a zoom meeting as long as we follow the municipal act rules. I have not received any other response from a member of Council to this point.

**From:** [REDACTED]  
**Sent:** Saturday, March 04, 2023 4:15 PM  
**To:** Tim Dobbie  
**Subject:** Re: Update ?

Thank you Tim

Councillor Halpin replies quickly to most emails so not a surprise. She has been taken under the wing of [REDACTED] and responded to me as well  
That she “hopes the discussions are next level”  
The rest of Council are quite pragmatic.

I think we could use the new deputy clerk for the zoom and cover our bases. Thoughts?  
Thx for sending that out and timing is good. 7pm should work.

Great news that you are speaking to someone and fingers crossed from this end

Andrew

**From:** Tim Dobbie [REDACTED] >  
**Sent:** Saturday, March 04, 2023 4:31 PM  
**To:** [REDACTED]  
**Cc:** Tim Dobbie  
**Subject:** RE: Update ?

For the Zoom meeting I agree I think we should use the deputy clerk. This purpose of the Zoom meeting is to have a discussion about the findings report this is the same as we did with the staff. I would also prefer that all seven members of Council be on the call with me and with the deputy clerk. If we do it this way I believe the only downside would be that if a member of the public wanted to put in a freedom of information request on the notes from the meeting I think they might be able to get but I reached the conclusion that that is not a big issue. Anyway I will work towards this and get in touch with you immediately if it's not working out. Tim

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**From:** [REDACTED]  
**Sent:** Tuesday, March 07, 2023 9:20 PM  
**To:** Tim Dobbie  
**Subject:** Re: Update as of Tuesday, March 7 8:48 PM

Thanks for this.

I'm glad you are meeting [REDACTED]

Should we book the Thursday zoom call to have a discussion about the report and mention you're looking at candidates ?

I do worry that if we do go with [REDACTED] that staff shouldn't know In advance of [REDACTED] coming to the meeting on Monday.

So we have a balance between a discussion with councillors who are "itchy" for movement. Halpin. Baughman and Michelle todd norm and i who are more pragmatic.

Let's chat tmrw and thx.

Andrew

**From:** Tim Dobbie [REDACTED] >  
**Sent:** Sunday, May 07, 2023 2:08 PM  
**To:** [REDACTED]; Andrew Sloan  
**Cc:** Tim Dobbie  
**Subject:** I am comming to your Council meeting on Monday night

Andrew , I will be appearing at Council on Monday night in central Elgin to do a review of my findings report with the members of Council. My plan is to try as hard as I can to get all of Council and the senior team move forward and tackle the big issues facing central Elgin rather than the few discussions that we've had at Council where a particular member of Council continues to find and state criticisms about the work that I'm doing.

I had a good meeting with Wendell this week and he seems to be moving staff along with the ideas that I've been trying to get them at to adopt which is to start and treat the new Council with the respect that they deserve and join them in getting working hard effectively on the Central Elgin agenda . I will be available tomorrow afternoon for a phone discussion or if you prefer and want to give me any suggestions feel free to send me an email.

See you tomorrow at Council. Tim [REDACTED]

*Tim L. Dobbie*  
CONSULTING LTD.