



**The Corporation of the Municipality of Wawa
Staff Report**

**Office of the Deputy Treasurer
Manuela Batovanja**

Prepared For: Mayor and Council	Report No.: MB-2017-01
Agenda Date: June 7, 2017	File No.: 9.1

Subject

This report is being prepared at the direction of Mayor and Council through Resolution #RC17073¹ relating to the financial costs for all legal and investigative services as they relate to the actions of Mr. Gerry Liddle and Councillor Tamara Liddle.

Summary of the Recommendation

This report is for information purposes only and as such provides no recommendation(s).

Summary of the Issues

Starting in November 2015, Mr. Gerry Liddle and Councillor Tamara initiated a series complaints and legal actions against selected municipal staff and the Municipality of Wawa. As such, the Municipality of Wawa was under legal obligation to respond to such actions.

List of Stakeholders

The list of Stakeholders includes:

- The Corporation of the Municipality of Wawa
- Mayor and Council of the Municipality of Wawa
- Municipal Staff
- Ratepayers of the Municipality of Wawa

¹ RC17073 attached

Respectfully Submitted By: Manuela Batovanja, Deputy Treasurer, Assistant Director of Corporate Services	Prepared By: Manuela Batovanja, Deputy Treasurer, Assistant Director of Corporate Services
---	---

Purpose of Report

This report is pertaining to the financial costs which were incurred as a result of the actions of Mr. Gerry Liddle and Councillor Tamara Liddle as detailed above.

Financial/Staffing Implications

I have reviewed the legal, investigative and staff associated expenses as directed by Council. The "to date" costs have been divided into two (2) categories; Incremental Costs and Loss in Productivity Costs.

The difference between the two categories is that the loss in productivity relates directly to staff time that was used to manage the behaviour of the Liddle's. The loss in productivity for the most part did not result in incremental costs as management staff is not paid for overtime; the exception being that support staff would be paid for overtime (this amount cannot be quantified).

Incremental costs can be best described as costs where third parties were hired for specific purposes related directly to the actions of the Liddle's and if not for those actions, the third party costs would not have been incurred.

Costs ²	2015	2016	2017	Totals
Loss in Productivity				
Wages	\$ 9,231	\$ 46,378	\$ 3,771	\$ 59,380
Benefit Burden (30%)	\$ 2,769	\$ 13,913	\$ 1,131	\$ 17,813
Total Loss in Productivity	\$ 12,000	\$ 60,291	\$ 4,902	\$ 77,193
Incremental				
Legal	\$ 31,529	\$ 132,234	\$ 6,550	\$ 170,313
Investigative	\$ -	\$ 26,168	\$ 6,331	\$ 32,499
Total Incremental	\$ 31,529	\$ 158,402	\$ 12,881	\$ 202,812
Total Costs	\$ 43,529	\$ 218,693	\$ 17,783	\$ 280,005

² Total costs do not include costs awarded by the Superior Court to the Municipality of Wawa against the Liddles of approximately \$17,600 which have yet to be paid.

The vast majority of the costs (\$202,812 or 72%) are incremental in nature. Setting aside the toll on staff with respect to costs attributed to a loss in productivity, the incremental costs can be related to the annual tax levy as follows:

The 2016 levy was \$4,584,352; the incremental expenses of \$202,812 are equivalent to 4.42% of the total levy. This represents a use of \$119.96 for every \$100,000 in assessment in Wawa.

The costs related to the loss in productivity can be attributed to the following activities:

- Time spent in interviews during investigation
- Employee absence due to stress
- Loss of productivity due to stress
- Time spent producing documentation for investigators
- General office malaise and pre-occupation with the issue
- Preparation of Agenda's and meeting material for this matter
- Collection & preparation of documentation required by legal team
- Collection & preparation of documentation required by investigative team
- Report writing
- Overtime costs in regards to meeting attendance
- Preparation of minutes of meetings
- Interviews with investigators

Policies Affecting Proposal

The following policies have been considered in the preparation of this report:

- Policy No. GG-006 – Accountability and Transparency
- Policy No. PR-007 – Integrated Accessibility Standard
- Policy No. HR-009 – Code of Conduct for Council, Committee Appointees and Municipal Employees

Comments from Relevant Departments/Community and Corporate Partners

The incremental expenses disclosed within this report were obtained from the general ledger accounts of The Corporation of the Municipality of Wawa and a review of the corresponding invoices³.

³ The detail associated with these costs is available if required.

The expenses associated with a loss in productivity were obtained through discussion with the associated municipal staff.

Conclusion

Additional costs are expected as there is one investigation outstanding and a continued loss in productivity due to a stressful, poisoned workplace.

Attachments

See Footnotes





The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

Tuesday, April 4, 2017

Resolution # RC17073	Meeting Order: 18
Moved by: 	Seconded by: 

WHEREAS the Council of The Corporation of the Municipality of Wawa passed Resolution No. RC16174 on August 9, 2016 detailing harassment against CAO, Chris Wray;

AND WHEREAS Resolution No. RC16174 also provided specific actions that were taken against Gerry Liddle and Tamara Liddle to end and prevent any further harassment or similar behavior against CAO, Chris Wray, or other municipal staff;

AND WHEREAS the actions of Gerry Liddle and Tamara Liddle have also come at a large financial cost to the Municipality of Wawa and its ratepayers;

AND WHEREAS the harassing behavior of Gerry Liddle and Tamara Liddle continued despite the actions taken by the Municipality of Wawa;

AND WHEREAS the continued actions of Gerry Liddle and Tamara Liddle continue to have a financial cost to the Municipality of Wawa and its ratepayers;

AND WHEREAS the Municipality of Wawa believes in Accountability and Transparency in all aspects of its governance as provided through Policy No. GG-006: Accountability and Transparency;

AND WHERAS Accountability and Transparency are necessary, where possible, in all financial matters and in matters of the conduct of its Council Members, staff and volunteers;



The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

Page 2

NOWHEREFORE BE IT RESOLVED that the Council of The Corporation of the Municipality of Wawa does hereby direct the Deputy Treasurer to prepare a report to Mayor and Council on the financial cost of the harassing behavior of Gerry Liddle and Tamara Liddle;

AND FURTHER that such Report shall include details on incremental costs such as legal and investigative fees as well as staff costs.

RESOLUTION RESULT		RECORDED VOTE	
<input checked="" type="checkbox"/>	CARRIED	MAYOR AND COUNCIL	
<input type="checkbox"/>	DEFEATED	YES	NO
<input type="checkbox"/>	TABLED	Ron Rody	
<input type="checkbox"/>	RECORDED VOTE (SEE RIGHT)	Yvan Besner	
<input type="checkbox"/>	PECUNIARY INTEREST DECLARED	Bill Chiasson	
<input type="checkbox"/>	WITHDRAWN	Tamara Liddle	
		Sandra Weitzel	

MAYOR - RON RODY	DEPUTY CLERK - CATHY CYR