

Tuesday, October 7, 2008

Reeve Tom Flynn
Deputy Reeve Madeline Pearson
Councillor Janet Clarkson
Councillor Peter Franzen
Councillor Bev Matthews

Reeve Flynn, Members of Council and Staff, Ladies and Gentlemen,

It truly is an honour to come before you today as your newly appointed Integrity Commissioner for the Township of Galway-Cavendish and Harvey for a period of one year.

I commend municipal council for your proactive and progressive action by adopting a code of conduct and appointing an Integrity Commissioner. You have demonstrated a sincere desire to move forward together with all members of council, staff, the community and now an Integrity Commissioner to build on your established successes and expound your role of accountability as elected public officials. It is common knowledge that beliefs of inappropriate acts committed by others often transform into convictions of reality and in many instances they may be unjust. It is even more devastating to the values of an organization or the spirit of a community if a repressive state of leadership is allowed to creep in and prevail. Having an open and unbiased process designed to resolve controversial issues is taking one positive leadership step towards maintaining public confidence in our democracy but more importantly it should promote a productive workplace and a caring community.

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Canadian society values their constitutional right to participate in the democratic process of public elections. All business matters transacted by a municipal council has the potential to significantly impact the quality of life in a community. The public expects elected political leaders to be approachable, accountable and conduct municipal affairs through a unified and transparent governance process. Leadership is a privilege that only functions successfully on the basis of trust, credibility and respect. It is commendable when people believe in their leaders but it is exemplary when leaders believe in their people.

Although municipal council and staff are familiar with the role of an Integrity Commissioner, I will summarize the duties for the benefit of all. The Ontario Municipal Act provides the authority for a municipal council to appoint an Integrity Commissioner to ensure objectivity in the application of a code of conduct. Functioning in an independent and impartial manner, the role of an Integrity Commissioner is to conduct investigations into allegations of nonconformity of a municipality's code of conduct for members of council and local boards. An Integrity Commissioner does not have the authority to investigate complaints made against municipal employees. Allegations that normally occur within the previous six months will be addressed either through informal mediation or a formal investigative process. Upon completion of a formal investigative process but within 90 days of receiving an allegation, the Integrity Commissioner will submit a written report to municipal council summarizing the investigation and making a recommendation. Municipal Council is responsible for rendering a decision as to the appropriate action to be taken to properly resolve each incident.

If an accusation is of a criminal nature consistent with the Criminal Code of Canada, the Integrity Commissioner will refer the complainant to the appropriate Police Service. An Integrity Commissioner will not consider a complaint of alleged conflict of interest as the Municipal Conflict of Interest Act provides for an application to be made to the Ontario Superior Court of Justice for adjudication on such matters. All informal mediations and formal investigations are conducted in strict confidence to eliminate the fear of reprisal for making disclosures or participating in investigations.

As your Integrity Commissioner, I will perform my duties with equality and truthfulness, and by working together to build on a corporate culture that fosters harmony and not acrimony in support an inclusive theme of - ***One Team . One Purpose .. One Journey ...***

- Working Together as ***One Team .*** , we will continue to foster an environment that promotes admiration and self-esteem between all members of municipal council, staff and the public.
- Collectively with ***One Purpose ..*** , we will continue to perform as professionals in our work environment and effectively connect with our community in the delivery of cost effective and meaningful municipal services.
- Moving forward together on ***One Journey ...*** , as ***One Team and with One Purpose***, we will continue to work proficiently and resourcefully to enhance the safety, security and quality of life in our community.

I respectfully thank you for your time.

Biography

George Kydd has 39 years of past police experience, having served with the York Regional Police since it's inception and previously the former Town of Newmarket and Township of Whitchurch police departments. George held various operational, administrative and technological support leadership positions progressing to the rank of Superintendent. As a former senior ranking police officer, he was accountable for providing leadership to police officers and civilian staff in the delivery of a quality police service while building positive collaborative relationships within a diverse community.

In November 1995, George graduated from York University and was conferred with a Bachelor of Arts degree majoring in sociology. In June 1999, after completing a program of college studies in municipal administration, he was awarded a professional designation with the Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCT) of which he remains a member in a retired status. George also completed several business, management and human relations certificate courses of study at community and police colleges.

After leaving the police service in 2005, George worked for several months in a part-time capacity as a Court Clerk / Registrar for the Ontario Court of Justice, and a supply Educational Assistant with the Trillium Lakelands District School Board. Currently owning and operating a small sheep and grain crop farm in the City of Kawartha Lakes, working part-time as a Court Services Officer for the Ontario Superior Court, Family Branch, and serving as a volunteer on the Committee of Adjustment for the City of Kawartha Lakes and a steward of a local church, George leads an active lifestyle and is very engaged in volunteerism within his community.

*One Team •
One Purpose ••
One Journey •••*