



TOWN OF ROCKY MOUNTAIN HOUSE

P.O. BOX 1509 5116 50 AVENUE ROCKY MOUNTAIN HOUSE, AB T4T 1B2

September 7, 2022

Mayor Debbie Baich

Dear Mayor Baich:

Re: Determination of Council Code of Conduct Complaint made against Mayor Baich

Council received a complaint under the Council Code of Conduct Bylaw 2018/13V (the Bylaw) in relation to your conduct in your role as Mayor of the Town of Rocky Mountain House. The complaint received by Council alleged that you engaged in behavior contrary to the towns bylaws and policies. Council takes seriously the compliance by Council members with the Council Code of Conduct.

Following Council's consideration of the investigation report and submissions made on your behalf, Council has concluded that:

1. you breached the Town of Rocky Mountain House Council Code of Conduct Bylaw s. 11.1 when you posted a video filmed at Henry's Western Wear on June 17, 2022.
2. your attendance at the Central Alberta Economic Partnership (CAEP) AGM and breakfast violated Council Code of Conduct s. 4.1.b and 5.

On behalf of Town Council, and further to the direction given by Town Council on September 6, 2022, I am writing this formal letter of reprimand to advise you of the sanctions Council has imposed on you arising from the complaints.

Council has passed a motion imposing the following sanctions:

1. Council issue a letter of reprimand to you;
2. The letter of reprimand be published on the Town's web page for a period of 4 weeks from September 9, 2022 and then removed from the Town's web page;
3. You take the following Courses:
 - a. A time management course to be completed no later than the end of 2022;
 - b. The Mayor attend the orientation session to be provided to the newly elected Councillor when it is provided to that councillor;

4. You are suspended from the ICC Committee and the Police Committee until October 18, 2022 or the date of the next organizational meeting; and
5. The executive summary of the investigation report regarding the above 2 allegations be posted on the Town's webpage for the same period as the letter of reprimand is published.

Council takes seriously the compliance by Council members with the Council Code of Conduct. All Members of Council are expected to hold themselves to the highest level of professionalism. It is both an immense privilege and a great responsibility to hold public office. We all have an obligation to do right by those who are relying on us for leadership, and to not do anything that damages the trust they have in us. Your conduct falls below that which we expect. Your conduct has an impact on the trust that all citizens have in their Town Council.

The citizens of the Town of Rocky Mountain House deserve better than this. I hope you have learned from your actions and that you will respond in a way that shows an understanding of the seriousness of what you have done.

Sincerely,

Redacted under section 17 of the FOIP Act

Councillor Len Phillips

CC: Members of Council
Scott Harwardt, KAO LLP