

STAFF REPORT TO COUNCIL

1100 Patricia Blvd. | Prince George, BC, Canada V2L 3V9 | www.princegeorge.ca

DATE: October 26 2021

TO: **MAYOR AND COUNCIL**

NAME AND TITLE: Walter Babicz, City Manager

SUBJECT: Proposed Whistleblower Policy

ATTACHMENT(S): Draft Whistleblower Policy

RECOMMENDATION:

That Council APPROVES the draft Whistleblower Policy attached to the report dated October 26, 2021 from the City Manager titled "Proposed Whistleblower Policy".

PURPOSE:

At the January 17, 2021, Special Closed Council meeting, Council directed the Acting City Manager to "develop a whistleblower policy inclusive of elected officials and all staff and to return a report to Council for approval".

An initial draft of the policy was prepared for discussion, and Administration then consulted with its CUPE and IAFF union executives on the first draft. Administration has incorporated feedback received into the draft policy where appropriate. In developing the policy, Administration researched similar policies at peer municipalities and other sources for comparison purposes, and has incorporated what it believes to be best practices into the draft Whistleblower Policy attached to this report.

Given that the direction to have the Whistleblower Policy apply to elected officials as well as to City staff, the document has been prepared as a Council Policy rather than an Administrative Procedure. The attached draft Whistleblower Policy provides a mechanism for elected officials and employees to raise concerns related to serious misconduct, outlines a process for investigating such concerns, and provides protection from retaliation to those who report concerns or participate in related investigative processes.

SUMMARY AND CONCLUSION:

Provided that the draft Whistleblower Policy meets Council's intent, Administration recommends that Council approve the draft Whistleblower Policy.

RESPECTFULLY SUBMITTED:

Walter Babicz, City Manager

Meeting Date: 2021/11/08

Prepared by: Rae-Ann Emery, Director, Corporate Services