



Report to Council

Report Number: REP-CL-02-2026

Subject: Contract Renewal – Integrity Commissioner 2027-2028

Date of the meeting: April 27, 2026

Prepared by: Aimée Roy, Clerk

Circulated to and/or collaborated with: Nadia Knebel, Treasurer

Approval: Pierre Leroux, CAO

In agreement with the recommendation based on the contents of this report.

Recommendation

[That Council consider and approve the by-law authorizing a two-year agreement with Jean-Jacques LaCombe for Integrity Commissioner services for the 2027–2028 term.]

Financial Considerations

The financial implications of this recommendation have been reviewed and are consistent with the approved annual budget and applicable policies and by-laws. The retainer will be incorporated into the multi-year budget.

Context

Legislative Responsibility

Section 223.3 of the *Municipal Act, 2001*, as amended, authorizes a municipality to appoint an Integrity Commissioner.

The Integrity Commissioner is an independent and impartial officer who reports directly to Council. The role includes the following core functions:

- **Advisory Role:**
The Integrity Commissioner provides confidential written and oral advice to the Mayor, Members of Council, and Local Board appointees regarding the Code of Conduct for Members of Council and other applicable by-laws, policies, and procedures governing ethical behaviour. This includes general advice related to the *Municipal Conflict of Interest Act*.
- **Investigative Role:**
Complaints regarding alleged breaches of the Code of Conduct are submitted to the Integrity Commissioner in accordance with Council's approved Complaint Protocol. Where a contravention is found, the Integrity Commissioner may recommend sanctions for Council's consideration. Available penalties range from a reprimand or apology to the suspension of remuneration, as permitted by legislation.
- **Educational Role:**
The Integrity Commissioner is responsible for delivering educational programs to Members of Council and Local Boards.

Past Contracts with Integrity Commissioners

In 2019, The Nation established the Office of the Integrity Commissioner, as required by legislation, and appointed John Sawyell as the municipality's first Integrity Commissioner.

In 2020, The Nation appointed Jean-Jacques Lacombe as Integrity Commissioner for a term from 2020 to 2022, with the option of a two-year renewal, pursuant to By-law 109-2020. The contract was subsequently renewed for an additional two-year term from

2022 to 2024 under By-law 110-2022, and again for the term 2024 to 2026 under By-law 27-2024.

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Mr. Lacombe has expressed his willingness to enter into a new contract under the same terms and conditions for a two-year term, covering 2027 and 2028. The proposed retainer would remain consistent with 2025, at \$6,000 per year for each of the two years; the hourly rate for investigations would remain \$200 per hour.

The proposed agreement is based on the original contract and subsequent renewals; it maintains the terms and conditions of the most recent contract. It was also reviewed by the Municipality's insurance provider, who recommended updates to the insurance provisions. These suggested improvements have been incorporated into the draft agreement and were approved by the Integrity Commissioner. The proposed contract is attached as Schedule A.

The Clerk's Office recommends approving the contract for this additional two-year term and subsequently collaborating with other willing municipalities in 2028 to undertake a joint request for proposals for the next appointment to the Office of the Integrity Commissioner.

Relevance to strategic priorities

This recommendation supports Council's commitment to good governance, accountability, and ethical leadership. The continued appointment of an experienced Integrity Commissioner ensures consistent interpretation and application of the Code of Conduct, promotes transparency in municipal decision-making, and reinforces public confidence in Council and local governance.

The recommendation also supports operational continuity and risk management by maintaining stability in an independent oversight role, particularly during and following an election cycle. From an organizational perspective, the approach aligns with prudent resource planning and inter-municipal collaboration, as the proposed future joint request for proposals would promote efficiency and value for money.

Communication Plan

Information regarding the Office of the Integrity Commissioner, relevant by-laws and policies, and how to submit a complaint is available on our municipal website.

Other Option/Options to the Recommendation

In addition to the recommended approach, the following options were considered:

- *Renew the contract for a shorter term (e.g., one year).*

This option is not recommended, as it would reduce continuity and could limit the

Integrity Commissioner's ability to provide consistent advisory and educational support to Council and Local Boards.

- *Proceed independently with a request for proposals following the current term.* While feasible, this option would likely result in increased administrative effort and costs compared to a collaborative regional procurement approach. The request for proposals would need to be developed, issued, and completed during the municipal election year, a period that is already legislatively prescribed and operationally intensive for the Clerk's Office. Conducting a standalone procurement process at that time would place additional administrative pressure on limited staff resources and compete with statutory election responsibilities.

A joint request for proposals with neighbouring municipalities is expected to enhance efficiency, broaden the candidate pool, and leverage shared expertise, while reducing duplication of effort.

Attachments

- Schedule A, Proposed by-law and contract with Jean Jacques LaCombe