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ALLAN O'BRIEN
MAYOR AND CHAIRMAN

R. H. STODDARD
CITY CLERK

Record

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MOTION - ALDERMAN ABBOTT RE: AMENDMENT TO CITY CHARTER FOR THE ESTABLISHMENT OF ASSISTANT CITY MANAGER AND PERMISSIVE DELEGATION OF POWER BY THE CITY MANAGER TO THE ASSISTANT CITY MANAGER

Alderman Abbott: "This item was deferred when I brought it before Council in order to give us an opportunity to have a meeting with the Manager in this connection. We have not yet had a meeting with the Manager about this motion. I am going to move that it be deferred for a further two weeks until the next regular meeting of Council to give us a chance to meet with the Manager."

His Worship the Mayor: "Is there a seconder for the motion - Alderman Ivany Re. Assistant City Manager - to be given to the City Manager?"

MOVED by Alderman Abbott and seconded by Alderman Meagher that the motion be deferred for two weeks.

Alderman McGuire: "I like to question the Alderman, if I may, Your Worship. Is that at a meeting of a full Council with the Manager? Is that your intention?"

Alderman Abbott: "Oh Yes."

Alderman McGuire: "Secret?"

Alderman Abbott: "I don't care if it is secret or otherwise. The Mayor would call the meeting. This was the idea when I brought it to Council first that we should meet with the City Manager."

His Worship the Mayor: "It is involved in the other questions, I think, that we have agreed to discuss privately with the Manager."

Alderman LeBlanc: "Debatable as to time only?"

His Worship the Mayor: "Yes."

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His Worship the Mayor: "Ready for the question?"

"Yes"

His Worship the Mayor: "All those in favour say, aye."

His Worship the Mayor: "Contrary minded, nay."

His Worship the Mayor: "Take a vote Mr. Clerk."

For the Motion: Aldermen Abbott, MacKeen, Hogan,
Ivany and Meagher 5

Against: Aldermen LeBlanc, McGuire,
Sullivan and Allen 4

His Worship the Mayor: "The motion is carried."

Motion - Alderman Ivany Re: Additional Powers of Authority to
be given to the City Manager

Alderman Ivany: "In view of what has just happened, it would seem to me that there is some merit in deferring or removing this item from the Agenda. I'm not satisfied myself that since the motion was originally moved by myself that we have generated the kind of thinking and study and thought by all of us to make the kind of decision that should be necessary tonight and I do not want to make any kind of snap decision and I do not want the Council. Unless we can bring ourselves together to give this the kind of in-depth study by all of us, the City Manager and the Council, I would either want it deferred or taken off the Agenda. I am a little disappointed. Perhaps some of the fault lies with me as I should have gotten around and stirred up a little more interest and probably encouraged us in an additional meeting. The Manager, as you know in the private session we had, felt that he had some objection to the appeal clause and we left the meeting with no definition on the ~~common~~ or on the agreed approach. In the meantime I have called some of the

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larger firms in the area and I find that there are areas where Department Heads certainly must be protected some way. A union man is given all the protection"

Alderman LeBlanc: "On a point of order, I would suggest with respect to Alderman Ivany, he is making his point, so we are going to be precluded from any opportunity for rebuttal, Your Worship."

His Worship the Mayor: "I think the point is well taken and Alderman Ivany should either move the motion or move its deferment, or sit down.... one of the three. If you want to withdraw it, sitting down would have that effect unless some other Alderman wanted to move"

Alderman Ivany: "Do I give any reason why I wish to have it deferred? Am I not entitled to do that?"

His Worship the Mayor: "Yes."

Alderman Ivany: "That's what I am doing. I would say that is what I am doing."

His Worship the Mayor: "Yes, but if you are moving to defer it then the Council knows it is a deferment that is before us, that is all."

Alderman Ivany: "How much time do I have to make that? Well we are being very technical here....how much time does one have to say nothing?"

His Worship the Mayor: "If I may, Alderman, it is normal that when one rises to speak one has in mind what one wishes to say and it is the case of moving the motion which is down in your name or allowing someone else to move it or moving its deferment. Is there any other Alderman who wishes to move it?"

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Alderman Meagher: "I move we defer it."

His Worship the Mayor: "You are moving that Item 5(b) be deferred; is there a seconder?"

Alderman Abbott: "I'll second the motion."

His Worship the Mayor: "It has been moved and seconded that the item be deferred for two weeks. Are you ready for the question. All in favour say aye. Contrary minded nay."

His Worship the Mayor: Mr. Clerk, record the vote.

For the Motion: Alderman Abbott, MacKeen,
Hogan and Meagher 4

Against: Alderman Ivany, LeBlanc,
McGuire, Sullivan and Allen ... 5

His Worship the Mayor: "The motion to defer is lost and unless someone moves the motion it will be dropped from the Order of Business."

Alderman Abbott: "Your Worship, I don't think it should be dropped if the intention is to drop it and then bring it back again."

His Worship the Mayor: "Then are you prepared to move it?"

Alderman Abbott: "Yes, I am prepared to move Alderman Ivany's original motion."

His Worship the Mayor: "Is there a seconder?"

Alderman McGuire: "I'll second it Your Worship."

His Worship the Mayor: "The motion has been moved and seconded. Would you read the motion Mr. Clerk."

City Clerk: "The motion before the Council is that the City Manager of Halifax be given authority for the following:

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1. to engage and dismiss Department Heads;
2. to move Department Heads from one Department to another and take what action is necessary in the interest of the City of Halifax;
3. that should a dismissal take place, a period of fifteen (15) days be allowed for an appeal to be made in private to the City Council;
4. the City Manager submit an annual report to City Council.

His Worship the Mayor: "The matter is open for discussion."

Alderman Ivany: "Well the reason tonight, Your Worship and Gentlemen of Council, I did not want to take positive action was because I felt we should not make any kind of a snap decision. You may recall that some time ago we made a decision to have tenants run for Aldermen and I think in the final analysis when we made our decision we had enough evidence of other cities and other cases across the country that it would from a logical position. I don't think that the information we have now and as I said a bit earlier with thought and internal discussion and thinking among the Aldermen and with the Manager that we have given the kind of in-depth study that certainly should have been given. I think if we are going to give the Manager of this City, no matter who he is, and this is not personality. We must certainly have some built-in consideration for Heads of Departments. People who have given some valuable and good work to the City of Halifax. We did have a meeting with the Manager as you know and we left that meeting not clear whether we should be satisfied with a fifteen (15) day appeal. I felt that we left that meeting without any clear definition. In the meantime I have called quite a number of firms in the area and I find that many of these firms certainly with a period of employment

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of ten (10) years or more, I find that the local manager cannot fire, that they must go to the Head Office or the Board of Directors."

His Worship the Mayor: "To the Head Office or the Board of Directors or the General Manager of the Head Office?"

Alderman Ivany: "The way I had it expressed to me... to the Head Office. I just wanted to find out about it and again I cannot clear it completely. I had an appointment set up to talk with one of the personnel managers in the City and I haven't had a chance to have that interview with him. I was very please with this particular firm that I am talking about but we find that Heads of Department and other people in the store are not performing well. There are two laid down corrective interviews that are a must before any kind of a firing can take place. So we know in our own Union even in the lower echelon, Union people are entitled to some consideration before they are completely fired. Therefore, basically Your Worship, because we have not had the kind of in-depth consideration and study by the Council as a group. I don't think it can be done in the open. It needs a little bit of sitting down and talking the thing through. I cannot and then of course from some recent difficulties in Development and uncertainties it is not opportune to make a motion tonight and make a decision for that reason I felt that I could not and would not move. I would have been prepared to have delayed it or deferred it."

His Worship the Mayor: "How did you vote on the motion?"

Alderman Ivany: "Well, in moving that I voted...I certainly took the stand that I did because I felt that it would not give me the opportunity on my feet to say what I wanted to say

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originally and in support of the action I wanted to take so I was stopped in that debate so I sat down."

Alderman McGuire: "Your Worship, I wonder if it would be possible to divide the motion into two parts leaving the appeal part from the body of the motion."

His Worship the Mayor: "You are proposing that we divide it into two parts being 1, 2 and 4 on the first part and item 3 on the second."

Alderman McGuire: "I do not have a copy of the motion, Your Worship."

His Worship the Mayor: "Item 4 had to do with the annual report from the Manager to Council. The first 2 have to do with the Manager's capacity to hire or fire and move around Department Heads. And No.3 is the appeal."

Alderman McGuire: "Well it is the appeal that I am suggesting we separate. I think perhaps we could I would see it divided either into 4 motions or into 2 motions... Items 1 and 2 being one aspect of the total thing and the other 2 being of lesser importance and Item 3 is the one that Alderman Ivany mentions he has some difficulty with and I would suggest perhaps you could divide the motion. Perhaps we could defer that section of the motion for the same period of time as Alderman Abbott's motion."

His Worship the Mayor: "A relevant rule is that any member may require the division of any motion when in the opinion of the Chairman or on an appeal thereof to the Council the sense will admit of it. My view is that the sense will admit of it and it has been required by one Alderman therefore the motion will be divided."

"Agreed."

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His Worship the Mayor: "The motion before us then is, Clauses - 1 and 2 only at the present time."

Alderman McGuire: "Your Worship, on a point of order, is it permissible to defercan you accept the motion to defer the second part at this time."

His Worship the Mayor: "If we divide the motion we have the first part of it before us and you can either deal with that or defer it and then when we've disposed of it we will have the third and fourth Clauses which will be the second part of the motion and you can defer those or act on them one way or another.

The motion before us is that the City Manager of the City of Halifax be given the authority for the following: to engage and dismiss Department Heads; to move Department Heads from one Department to another and to take what action is necessary in the interest of the City of Halifax.

Alderman Meagher: "Your Worship, I wonder if you would read from the present City Charter what the powers of the City Manager are in this respect."

His Worship the Mayor: "While the City Solicitor looks it up, with respect to Department Heads, the engaging and dismissing requires a majority vote of all the Aldermen which means six aldermanic votes to either engage or dismiss a Department Head."

Alderman Meagher: "On this point, Your Worship, in the last period of your Office, has there every been a time that the Council has not up-held the action of the City Manager in either hiring or dismissing the upper top of the City Hall?"

His Worship the Mayor: "There has been, in the time I have been in office, to my knowledge, no occasion when there has been ^{er}a recommendation to dismiss but there have been recommendations

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to engage which have been approved by the Council."

Alderman Meagher: "It has been"

His Worship the Mayor: "I don't think there has been a motion presented before....."

Alderman Meagher: "No, but it had been suggested and everybody agreed with it."

His Worship the Mayor: "Yes."

Alderman Meagher: "So up to this point, during your period of time, there has not been a time that the Council has not up-held the recommendations of the City Manager in this line."

His Worship the Mayor: "A recommendation made publicly, Yes."

Alderman Sullivan: "Your Worship, at the start I must say that I am very much against this motion because I think, Your Worship, that irrespective whether the administrative powers... do they have the authority to hire and fire while or does Council. There is going to be a certain amount of empire building and if it comes down to contest between the administrative section and the aldermanic section, I think it is far more important that the Aldermen have their..... After all we are the elected representatives. We are voted in by the people and it is the peoples' right.....and God knows it's their right, to approach us and ask us to do something, because after all they put us there but can you imagine, Your Worship, an ordinary taxpayer, a voter, approaching an administrative head and asking him to do something. He would get short shrift. I am sure of that. So I think that is one of the reasons. Then we hear you, Your Worship, from time to time, too much work on Staff. They have too much to do. In the name of heaven, if we give the City Manager this responsibility, isn't he going to be weighted down

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with too much responsibility. Isn't he going to have too much to handle. I cited a case where one senior administrative person on Staff of City Hall....he was in a comparable position and we all know what happened. I'll mention no names. So from my point of view, I don't see how we can work with this motion and I am very definitely against it."

His Worship the Mayor: "I hope I didn't hear you correctly, Alderman, I thought you said that if citizens approached appointed officials that they would get short shrift. Is that a correct recollection of what you had said."

Alderman Sullivan: "That is exactly what I said and the reason why I said it was this....can you imagine an ordinary citizen going to the City Manager and asking for his help in getting someone appointed to a position."

His Worship the Mayor: "Well I would have answered right. I would have hoped he would get short shrift from the elected people on that kind of a question but not short shrift from the City Manager since this is in the Manager's responsibility normally but to make a blanket statement like that in my view is a condemnation of appointed civil servants in a very general sense which I think needs to be qualified."

Alderman Sullivan: "Well Your Worship, it is the name of the game and you know it is done and it always will be done. It is a form of lobbying. We have lobbied from the dawn of time and we'll lobby until the end of time. You know it as well as I do."

His Worship the Mayor: "Speak for yourself, Alderman."

Alderman Ivany: "Is the motion

Alderman Weigher: "And this motion in effect will prevent

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His Worship the Mayor: "The motion is divided and we have only the first 2 Clauses before us."

Alderman McGuire: "We have this part that I requested in the Charter."

His Worship the Mayor: "I think we will hear the Solicitor. The motion is divided. The second part that is not included was that should a dismissal take place a period of 15 days be allowed for an appeal to be made in private to City Council and that the City Manager submit an annual report to City Council. Those items will be dealt with later. Yes, moving one Department Head to the other."

City Solicitor: "Aldermen, the Charter provides that the City Council may, by an administrative order, create departments in the City of Halifax. Each department will be headed by a director and the director shall be removed in accordance with the terms of Section 156 of the City Charter which provides that if basically he is to be removed from office if necessary, by a resolution of Council. The City Manager is, under the Charter, empowered with the authority to appoint, promote, demote, suspend and dismiss all other employees of the City. I take it the effect of this motion will be a Charter change if necessary or there could be legislation drafted but that all employees of the City whether directors or officers of the City will be appointed, I think the motion says, or dismissed by the City Manager rather than by the City Council."

Alderman Meagher: "So, what you are saying Mr. Murphy, at the present time people below the director level, he can dismiss."

City Solicitor: "Yes."

Alderman Meagher: "And this motion in effect will prevent

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him from dismissing anybody."

City Solicitor: "No, it will enable him to dismiss anyone."

Alderman Meagher: "So what you are saying, Mr. Murphy, is, at the present time, people below the director level, he can dismiss."

City Solicitor: "Yes."

Alderman Meagher: "And this motion in effect would prevent him from dismissing anyone."

City Solicitor: "No, it will enable him to dismiss anyone."

Alderman Meagher: "Yes, it will enable him to dismiss anyone. At the present time, it has the recommendation of the Manager to the City Council and then the testimony, majority vote in City Council. Is that right?"

His Worship the Mayor: "It is the majority made up of aldermen alone in the sense that it says, 'must have the affirmative majority vote of the total number of aldermen'....meaning six (6) aldermen."

Alderman Meagher: "So this....under the present system, the City Council is the Court of Appeal."

City Solicitor: "No the City Council is the one who makes the decision whether the"

Alderman Meagher: "Yes, it is to the extent that if the Manager recommends to dismiss somebody, then the City Council upholds what the Manager says. This is the Court of Appeal then for the person is it not?"

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City Solicitor: "Both."

Alderman Abbott: "I'm not happy about dividing this motion. I would like to see some kind of an appeal there and I think the Manager would like that as well. I am at a loss as to understand the reasoning behind Alderman Ivany's remarks. The motion that I move is Alderman Ivany's original motion. I moved to have it deferred and Alderman Ivany got up and spoke against the motion and he said he wanted more time to think about it....he didn't have time to go into it in depth which I agree with him in the end but when the motion was put to defer he voted against it. I would suggest to Alderman Ivany that he move the whole thing be deferred for two weeks."

Alderman Ivany: "That's what I....."

Alderman Abbott: "No you voted against the motion."

Alderman Ivany: "I tried to speak originally to defer or take it off the Agenda and I was not allowed to give my reasons."

Alderman Abbott: "All right, I think, since this is your original motion, you should move to have it deferred for two (2) weeks at least. Now if we don't have time to go into the thing in two (2) weeks in depth like you are speaking about, you can always defer it for another two (2) weeks. I can't support the motion as it is divided."

Alderman LeBlanc: "Well Your Worship, I get the distinct impression that City Council has a tiger by the tail. We don't know how to dispose of it. I think there are some members of Council who wish to heck they had never brought it up but at the time this was initially discussed, items (a) which I'm not entitled to speak on at this time and Items (b) got clear majority that action must be taken and that we must certainly encourage the City Manager

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and have a strong capable administration which will fall into place and so on and so on. Now possibly recent development, plus the fact.. the statements which I have made to subscribe to and things which I have alluded to in the past and which obviously were not received. When I mentioned over the years the statement such as empire building, lack of efficiency, poor morale, and other things, I think maybe now, that we are on the eve to give these particular powers to the City Manager, we may question in our minds whether we are indeed doing the right thing, because we have to, I think, retract at this stage and assess not only the powers to give the City Manager but is the City Manager strong enough to assume those powers. This is the thing I think, that some Aldermen have on their minds at this time and it is an unpopular thing to say..it's distasteful but I think this is the crux of the matter, and I think we have to resolve this. Now there is a time for honesty, an honest appraisal for people to stand up and be counted and to lay their cards on the table and it is now. This is, as far as I can see, but we made these two items, and they were referred to on various occasions in the past thinking that this is the answer and I think we have had second thought in some respect and now, this was way back in July if I recall, prior to Alderman MacKeen's joining the Council....nice warm days in Summer. Now that we are approaching Fall maybe we are having second thoughts but I know that these two items are no longer relevant. These two items should be combined in some other motion which is going to be called for again, and I may quote Alderman Ivany, for an in-depth perceptive study of our system and I harken to add that the City Manager System in the City of Halifax, under the present condition is indeed unsatisfactory. These are the things which I think

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this Council must consider. I don't intend that this become a public meeting in view of the remarks you made at the initial opening of the meeting, rather that you wanted again to discuss this and the Manager wanted to discuss this. You know, Your Worship, I say to you, with all the respect to the Aldermen, this is what I term as waffling. We have done it often. We have something here and we don't know how to take it and we are not as convinced now as we were a couple of months ago that this is the right thing. I think we must be honest and say this...are we going to once and for all establish that the City Manager system is effective and is the best thing for the City of Halifax and are we satisfied that those at the top level are strong enough to administer it and are we satisfied that we as the City Council will accept those decision if we are convinced that the City Manager and Senior Staff are strong enough to administer this City which is having more and more problems of magnitude thrown upon it each day. The City Manager is in a most untenable position. The workload is piling up and he has Staff problems. He has said the morale in one case is good. Publicly he said later on, it was bad and I mentioned that so we don't really know. It's like a barometer. I did not use that phrase the last time but it goes up and down. I would think, we would have to establish these things first, Your Worship. If you are going to defer it, let us do with honesty. Let us say we don't know where we stand at the moment. There is some apprehension in some of our minds, and on the parts of others that we are not too familiar with this system under the way it is going as satisfactory. These are things. We have to get into it in greater depth."

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Alderman Ivany: "I would like to say that I'm not sorry that I brought it up. I think that at the time I introduced the motion here there was considerable concern about the administration and we were all anxious. Certainly I was and all of us who voted for it at the time. We were very anxious that we take a look at the administration and if it was logical and sensible we should give the Manager the authority to have that power. And you may recall when I introduced the motion, I also said we should also give consideration to studying the system and looking at the Commissioner Form of government to see if there is any merit in that system, and even in our private discussion....we know that the City Manager of Windsor has since retired and it was suggested by myself to bring him down here to have a look and to give us some of his thinking, and this was greeted quite good by all of us present but it never...."

His Worship the Mayor: "I've made inquiries and he is fully occupied since retirement, I believe, with the Municipal Affairs Department of Ontario."

Alderman Ivany: "Fully occupied was he? Well I'm trying. Just to let you know that I am serious about it. I talked to Mr. Price in Saint John. I went over to talk to him. This is serious business for me. I don't take it lightly and if I do something as I said over there. I said if we are going to change something that has been long standing, Your Worship, I want to give this the proper consideration and in-depth study. We haven't done it with this. I don't intend to make one move to change something unless I have given it a clear, concise and a kind of a thinking and study it warrants and that is why I am hesitant."

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Alderman McGuire: "Your Worship, I suggest that the Alderman has already taken.....made the one move. He introduced the motion and I don't question that he is serious about it at all but it seems to me quite a serious thing to put an item on the Agenda of this Council. We defer a great many things and I sometimes think we defer too often. If I get my way tonight we will defer another item but I don't think that we should be deferring this one. To speak of the present situation to me clouds the issue. What I think we are trying to achieve or at least for myself, and I find it difficult to see how other Aldermen can speak for more than themselves in this context. What I am trying to achieve is control by the elected officials of the City of Halifax. Control of the affairs of this City. The pressure that would be created by a successful motion of this nature would be a pressure not only on the City Manager, who ever he may be at what ever day, but a greater pressure on the Aldermen of the City. The way I see it, we do not have any control at this time over the affairs of individual departments or individual divisions of departments and by giving the Manager of the City that control then we have the Manager where we want him as far as I am concerned. He has the full authority to administer the affairs of the City and we know who is answerable to us and to whom we can direct our questions and our probes and to whom we can direct our suggestions for improvement in the operation of the affairs of the City. To introduce recent difficulties with City Hall to me is completely irrelevant to the argument and is to me further evidence of the lack of control that this Council has over their own affairs. We talked about barometers. It is that

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very barometer that is influencing this Council tonight I suggest in the waffling of this particular motion. I think that there is a great deal of uncertainty suggested here tonight. The mover of the motion in my understanding spoke against the motion which is his right to do but at the same time he still indicates that he is in favour of pursuing the issue. So if it is in order, Your Worship, I will move that we defer the whole deal."

Alderman LeBlanc: His Worship the Mayor: "You can only move that we defer the action on the motion that is before us now which is half of the original."

Alderman McGuire: "All right, I'll move that we defer that to the same length of time as Alderman Abbott's motion and I regret having to do that." Alderman Meagher seconded the motion.

His Worship the Mayor: "By the way, I think that is three weeks rather than two."

It has been moved and seconded that the motion now before us is that we defer action on that for three weeks until the next regular Council meeting. Are you ready for the question? All those in favour say Contrary minded Nay? Alderman LeBlanc voted against the motion. Motion carried. Now we have the other parts of the motion."

Alderman McGuire: "Your Worship, I move that we defer that for the same length of time."

Alderman Meagher: "I'll second that motion."

His Worship the Mayor: "It has been moved and seconded that the second half of the motion be deferred for three weeks. Are you ready for the question?"

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Alderman Ivany: "Alderman Abbott has said he'd give me time to satisfy my own requirements....to make a decision if...."

Alderman McGuire: "Your Worship, that is not the intention of this mover to give Alderman Ivany time....to give us all the time."

His Worship the Mayor: "Are you ready for the question? All those in favour say aye. Contrary minded nay. Alderman LeBlanc voted against the motion. Motion carried."

Also present: City Manager, City Solicitor, City Clerk, and other staff members.

The City Clerk advised that the meeting had been called to consider unfinished business from the meeting of City Council held on September 19, 1969, as follows:

- 19 - Notice of Motion, Alderman McGuire.
- 20(a) - Extension to a Non-conforming Building and Modification of Front and Side Yard Requirements - 4 Fairmount Road.
- 20(b) - Expropriation - 1325 Westland Street.
- 20(c) - Staff Establishment, Morale, and Structure.
- 20(d) - Call by Constituents to their Alderman.

NOTICE OF MOTION

Notice of Motion - Alderman Abbott: Amendment to Ordinance Number 137, Respecting the Deferred Payment of Taxes.

In the absence of Alderman McGuire, Alderman Abbott gave notice that, at the next regular meeting of City Council to be held on Wednesday, the 15th day of October, A.D., 1969, he proposed to introduce an amendment to Ordinance Number 137, Respecting the Deferred Payment of Taxes. The purpose of the amendment will be to provide that applications

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**ADJOURNED CITY COUNCIL
M I N U T E S**

Council Chamber,
City Hall,
Halifax, N.S.
September 25, 1969
5:00 p.m.

An adjourned meeting of the City Council was held on the above date.

Present were: His Worship the Mayor, Chairman; and Aldermen Abbott, Hogan, Ivany, LeBlanc, Meagher, and Sullivan.

Also present: City Manager, City Solicitor, City Clerk, and other staff members.

The City Clerk advised that the meeting had been called to consider unfinished business from the meeting of City Council held on September 24, 1969, as follows:

- 19 - Notice of Motion, Alderman McGuire.
- 20(a) - Extension to a Non-conforming Building and Modification of Front and Side Yard Requirements - 4 Fairmount Road.
- 20(b) - Expropriation - 2325 Maitland Street.
- 20(c) - Staff Establishment, Morale, and Structure.
- 20(d) - Call by Constituents to their Alderman.

NOTICES OF MOTION

Notice of Motion - Alderman Abbott Re: Amendment to Ordinance Number 137, Respecting the Deferred Payment of Taxes.

In the absence of Alderman McGuire, Alderman Abbott gave notice that, at the next regular meeting of City Council to be held on Wednesday, the 15th day of October, A.D., 1969, he proposed to introduce an amendment to Ordinance Number 137, Respecting the Deferred Payment of Taxes. The purpose of the amendment will be to provide that applications

Adjourned Council,
September 25, 1969

for postponement of the payment of taxes with respect to the year 1969 may be made to the Director of Finance on or before December 31, rather than August 31 as now provided in the Ordinance.

Notice of Motion - Alderman LeBlanc Re: Provision of Bus Service for Kline Heights students attending Armdale Junior High School

Alderman LeBlanc gave notice that, at the next regular meeting of City Council to be held on Wednesday, the 15th day of October, A.D. 1969, he proposed to introduce a motion that the City of Halifax engage, at the cost of \$20.00 per day, a bus to transport forty-five to fifty students from the Kline Heights area to Armdale Junior High School, until such time as the School Board makes suitable arrangements.

Since the motion dealt with a school matter, His Worship the Mayor asked the City Solicitor to check if it was within the competence of City Council to deal with such a motion.

ADDED ITEMS

Extension to a Non-Conforming Building and Modification of Front and Side Yard Requirements - 4 Fairmount Road

MOVED by Alderman Abbott, seconded by Alderman Meagher that, as recommended by the Town Planning Board, the application for an extension to a non-conforming building and modification of front and side yard requirements at 4 Fairmount Road, to permit the construction of a two-bedroom addition to the second-floor by altering the roof of the building, as shown on Plan No. P200/3209, be approved. Motion passed.

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Expropriation - 2325 Maitland Street

MOVED by Alderman Abbott, seconded by Alderman Meagher, that approval be given to expropriate the property at 2325 Maitland Street, Halifax, N.S., Estate of F.S. Beamish, required for redevelopment purposes, for the amount of \$9,000.00 Motion passed.

A formal resolution was submitted giving effect to the foregoing motion of Council.

MOVED by Alderman Meagher, seconded by Alderman Sullivan that the formal Resolution, as submitted, be approved. Motion passed.

STAFF ESTABLISHMENT

At this time, Alderman LeBlanc addressed Council on the subject of Staff Establishment. He referred to or suggested the following:

1. Some person or a Committee be appointed to dissuade Mr. Lubka from resigning his position;
2. Who is going to run the City and the terms of reference for the future development and the administration of the City.

The City Manager asked Alderman LeBlanc to say exactly what he feels is wrong; what the problems are and what is wrong with his performance as City Manager.

3. Alderman LeBlanc said he had written to Departments and had not been able to secure a reply and was not satisfied with City Hall Administration.

4. There were reasons given why Mr. West, under no circumstances could fill the position of City Manager as the job required qualifications of extreme magnitude. He said that Mr. Arnold Ward was forced into the position of City Manager and he wondered how Mr. Ward could meet the

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qualifications laid down for the position.

5. The City Administration is weak and not coordinated.

6. The Scotia Square Project has paralyzed work throughout the other parts of the City.

7. Since annexation, some departments have slipped.

8. No Master Plan has been produced within eight (8) years.

9. Certain conditions still exist as they relate to a property in the West End of the City even though he had written letters to City Staff to take action.

10. The City Manager's Staff has increased to six (6) members from the original appointment of the City Manager and the Secretary.

11. The City Manager told the members of Council that there is bickering, pushing and jealousy among the Staff.

The City Manager replied, in the past, the Administration has had problems. The Administration was getting on its feet when annexation took place and that brought new problems with it. Added to this is the regional growth, regional planning which taxes the efforts of Staff. Before annexation, Staff was shown at 14-1/2 persons per 1000 and it is now down to 11.8. With respect to the Staff, he said that there have been and are members of Staff who are protected by Aldermen which was made plain to him before he was appointed City Manager. In order to improve the efficiency, he said the Administration should be given the opportunity to make

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proper arrangements for dismissal of Staff when necessary and to attract the Staff that is needed. There are all sorts of inefficiencies and wastes.

Alderman Hogan suggested that Alderman LeBlanc has thrown suspicion on all Department Heads and he should give the names.

Alderman Ivany contended that the members of Council had nothing to say whatsoever about Staff morale but that the City Manager himself had made the statement and when he did, he broke faith with the Council. The Alderman referred to a meeting between the Council and Department Heads for the purpose of hearing facts. He felt incentives are needed in the City organization. He then referred to a situation involving the Real Estate Department where a lady was advised not to call her Alderman. He suggested that the members of Council read the 4th Estate wherein it refers to the resignation of Mr. Lubka.

His Worship the Mayor contended that just about every Department Head would admit there is room for improvement but what is the Council willing to do to make improvements in the Civic Administration possible. He contended that public criticism of Staff is damaging to appointed officials who are dedicated but defenceless.

Alderman LeBlanc referring to the Department Heads, stated that they have the power to improve their respective Departments by re-organization.

Alderman Sullivan stated that His Worship the Mayor had publicly castigated a member of the Staff.

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His Worship the Mayor replied that he was not the person who named the Staff member as he was named on the radio and maybe on T.V. The statement made by His Worship the Mayor, at that time, was without names.

At this point Alderman Ivany suggested that this debate be terminated. He had made one or two suggestions and he hoped that a fresh start could be made in private on Tuesday night in the Mayor's Office.

Alderman Ivany then briefly addressed Council with respect to the item entitled "Call from Constituents to their Aldermen".

The City Manager stated that the Alderman should have come to him first to give him the facts so he could check them out with the Department or Division concerned.

His Worship the Mayor stated that perhaps one of the reasons that some of the Aldermen have not received answers to some questions that they have put to the City Manager in writing or in Council meetings, is because the City Manager does not have the kind of leverage he ought to have over Department Heads and they perhaps in turn, over Division Heads all down the line. He also stated that Department Heads have been allowed to be not fully responsible to the City Manager and not responsible at all to the City Council and therefore there is a loose administration which Council has failed to come to grips with when it has deferred action on certain Charter amendments.

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A verbatim account of the preceding debate is attached to the official minutes of Council and is available for scrutiny in the City Clerk's Department.

Meeting adjourned 6:00 p.m.

HEADLINES

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| Notice of Motion - Alderman Abbott Re: Amendment to Ordinance Number 137, Respecting the Deferred Payment of Taxes | 869 |
| Notice of Motion - Alderman LeBlanc Re: Provision of Bus Service for Kline Heights Students attending Armdale Jr.High School Extension to a Non-conforming Building and Modification of Front and Side Yard Requirements - 4 Fairmount Road | 870 |
| Expropriation - 2325 Maitland Street | 871 |
| Staff Establishment | 871 |

ALLAN O'BRIEN
MAYOR AND CHAIRMAN

R. H. STODDARD
CITY CLERK

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Staff Establishment, Morale and Structure:

Alderman LeBlanc: My reason primarily for wanting to have this item added at last night's Council meeting was basically on staff establishment. I did this in haste following the deletion of Items 5(a) and 5(b) which I suspected was going to happen, and I thought this might afford me an opportunity to express my views on this matter. It was primarily to see what might be done to dissuade Mr. Lubka from leaving the employment of the City of Halifax. Had Items 5(a) and 5(b) been approved last night, presumably an Alderman would no longer have a say in staff matters, and I would not have had the opportunity. Mr. Lubka's resignation is causing concern throughout the City to planners, developers and indeed to people of much less magnitude who I frankly did not realize we were so dependent upon him for guidance, advice and assistance. Your Worship, in view of the critical situation which I believe, and I have made my views known on it, we face in the City, I feel that the loss of our Senior Planner at this time is a disaster. If we could possibly do something to renegotiate with him: I know that someone is going to say, he has already resigned, but nothing is impossible and I would like someone, at your direction, or someone's direction, or a committee appointed to meet with Mr. Lubka, to see what we could do to dissuade him from resigning. I think I echo the sentiments of many people, not only in my Ward, but people throughout the City, who are genuinely concerned. I would like to say more on this very item, and again I say I had it added before I realized that we would be invited to a conference in your office to discuss other things, and without any attempt or without any con-

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cession on my part to withdraw, what I was going to say, I am going to wait one more time. This is not a deferment but in view of the fact that very shortly and I don't want to divulge too much, we will hear a submission from the City Manager - I am going to wait and in fairness to him for this time and then judge. Then, as I said publicly to the press I would like to have this Council consider just what we are going to do, and if it becomes an election issue, whatever it might be, for the good of the City, settle it - either by dissolving Council and having an election based on those principles - who is going to run the City and what the whole general terms of reference are for the future development of the City and the future administration. But I would like to withhold any remarks right now because once again, I did not know we were going to have a conference last night, and I did know that Mr. Ward might wish to say things, and in respect to him, I am going to wait for Tuesday, and then maybe see what happens.

City Manager: I would appreciate it if Alderman LeBlanc would expound on the particular item he put on the agenda last night. I would like him to give some definite facts, any information he has, so the public can know what his problems appear to be, because the remarks he made last night have had a very damaging effect on staff morale, and indications I have are that he is one of the prime reasons for the poor morale and if the opportunity presents itself later on, I can arrange for Alderman LeBlanc to get some comments, but first of all I would like him to say exactly what he feels is wrong, what are the problems, what is wrong with my own management, for example: He has made all sorts