

September 13, 2017

PRIVILEGED & CONFIDENTIAL

SENT VIA EMAIL (TRACY.SAMRA@NANAIMO.CA)

Ms. Tracy Samra, CAO

Dear Ms. Samra:

At the September 11, 2017 "In Camera" Meeting of Council, Council passed a resolution directing communication with you, which was to express the following information:

1. Council expresses regret for the deterioration in relationships and commits to working diligently to support you in your return to work and to take steps to foster a positive work environment.
2. Council has received the Goldner Report and accepts the seven (7) findings of fact contained in the Report. It also accepts the recommendations made by Ms. Goldner and will continue to work toward implementing those recommendations.
3. Consistent with the above, Council will adhere to the procedures to govern the interactions between Staff and Council, which have been developed by the Human Resources Department with the assistance of the outside consultant. Further, Council will comply with expectations for behaviour between and among Council members, while in the presence of Staff.

On behalf of Council, we look forward to working together in a manner, which is positive and constructive and seeks to serve the citizens of Nanaimo.

Yours truly,



Bill Yoachim
ACTING MAYOR