

<b>SUBJECT</b>	Code Suspension from EPA Committee			
<b>MEETING DATE</b>	June 21, 2023			
<b>SUBMISSION TYPE</b>	MOTION <input checked="" type="checkbox"/>	FOR INFORMATION <input type="checkbox"/>		
<b>MOTION OR SUMMARY</b>	<p>Whereas Code Section V, Article 15, Paragraph 3 requires the EPA Committee to collect feedback on the Executives starting in June, but no mechanism has been created yet for collecting feedback;</p> <p>Be it resolved that Council suspends Code Section V, Article 15, Paragraph 3 until the end of July.</p> <p>Note: Requires 2/3s Approval</p>			
<b>MOVE + SECOND</b>	<b>MOVED:</b> N/A	<b>SECONDED:</b>	N/A	
<b>SUBMITTED BY</b>	Max Holmes, Speaker of Council and Chair of the EPA Committee			
<b>RELEVANT COMMITTEE or EXECUTIVE</b>	<b>COMMITTEE</b> <input checked="" type="checkbox"/> EPA Committee	<b>EXECUTIVE</b> <input type="checkbox"/> Select		
<b>SUPPORTED BY</b>	EPA Committee			
<b>COMMITTEE VOTE RESULT</b>	<b>YES</b> <b>7</b>	<b>NO</b> <b>0</b>	<b>UNANIMOUS</b> <input checked="" type="checkbox"/>	<b>NOT APPLICABLE</b> <input type="checkbox"/>
<b>ATTACHMENTS</b>	N/A			

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**DESCRIPTION &  
RATIONALE**

The Executive Performance and Accountability (EPA) Committee has met to discuss its terms of reference and how to collect feedback about the Executives. Since this Committee was newly created and the Governance Review did not create a feedback mechanism for collecting feedback about the Executives we need more time to create this process. Consultation has already begun with Senior Management (HR and Managing Director) and the Executive. In order to create a process that can be trusted and effectively contributes to Council's ability evaluate Executive Performance the Committee needs until the end of July to complete this work.

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**BENEFITS**  
Reputational,  
Financial,  
Sustainable, Social

Allowing the EPA Committee the time needed to create a good process for feedback and evaluation of the Executive will result in a process that better supports Council. It is better to get something new like this right by spending the appropriate time to create a good process then rushing something that may need to change latter. Additionally, this time will allow the Committee to review its terms of reference and make appropriate changes.

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**RISKS**  
Financial,  
Operational,  
Reputational

Not collecting feedback in June may result in the EPA Committee missing issues with Executive Performance. This risk is mitigated by the incamera feedback sessions Council already has on a regular basis and feedback can be submitted to the EPA Committee at any point.

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**COSTS**  
Financial,  
Resources, Lifecycle

N/A

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**TIMELINE**  
Implementation  
Timeline

By the end of July the EPA Committee will come back with any revisions to is Terms of Reference and a plan for evaluation of executive performance that includes feedback.

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**CONSULTATION**  
Internal & External  
Groups

The EPA Committee unanimously approved the code suspension and both senior management and the executive committee were consulted.