



Date: December 18, 2025  
To: Council  
cc:  
From: Warden Eleanor Roulston  
Re: Code of Conduct - Councillor Carl MacPhee

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Council received a Code of Conduct complaint from a member of the public on October 2, 2025 regarding Councillor Carl MacPhee (then Deputy Warden MacPhee) under Schedule A, Section 5 of the Appendix to the *Code of Conduct for Municipal Elected Officials Regulations* (the Code). Following an independent investigation of the complaint, the investigator found the allegations against Councillor MacPhee are substantiated and that the Councillor made several inappropriate comments during a public Council meeting, comments that were inconsistent with the behavioural expectations outlined in Schedule A of the Code.

Council has reviewed the investigator's report and have determined that there was a breach of the Code. Councillor MacPhee's comments failed to demonstrate respect for fellow council members, the democratic process, and the public. They also risked diminishing public confidence and the reputation of the Council of the Municipality. While Councillor MacPhee has demonstrated remorse and taken steps to apologize to one colleague, this does not negate the breach.

The Code outlines sanctions Council may impose on a Councillor who is found to have breached the Code. In this case the following sanctions shall apply:

- 1) Councillor MacPhee must issue a written public apology for the inappropriate comments made during a public Council meeting.
- 2) Per Section 18 of the Code, Councillor MacPhee will be required to take additional Code of Conduct training, to be organized through the Municipal Clerk's office.

This report shall serve as the public record under Section 15 of the *Code of Conduct for Municipal Elected Officials Regulations*.