

## Compliments Of The Burg Watch – Elected Council Members’ Answers 2014

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**Question 1.** Amherstburg Town hall has been losing senior employees at an alarming rate. It seems pretty obvious that there is a negative culture at Town Hall. If the culture is not changed we will continue to waste taxpayer dollars paying to resolve conflicts and re-train employees when adults can't get along. How will you unearth the root causes and fix the toxic culture at Town Hall and save Amherstburg from this costly mess? We can no longer afford the costs of discontinuity.

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Mayor  
Aldo DiCarlo

In order to answer this question, I will assume that Town Hall does indeed have a toxic work environment. The first thing I would do is confirm this to be true. It has been my experience that toxic work environments originate from the top, at least more often than not. A good leader, regardless of their title or position, should always be aware it exists. Assuming competence and awareness of the environment, it has to be then that the toxic work environment is being allowed to fester. The alternative is that those who lead, that should know, don't actually know the environment exists, and that becomes a question of competence. Therein lies the answer. Were/are the senior administrators aware of the issue and what are they doing about it? It is my position that the Council, like a board of directors, is an oversight body that governs and holds accountable those whose job it is to address such issues. If the issue is actually originating at the 'top', then the 'top' must be held accountable, whatever that means for the circumstances at the time. Hiring and/or retaining is the best way to stop the revolving door of staff, regardless of their position. With the recent hire of the latest CAO, hopefully the toxic environment will be dealt with. Unearthing the root causes of the toxic culture is the job of the CAO, that's what they get paid for. As mayor and a member of council, I'd hold the CAO accountable for doing their job. If it turns out yet another CAO has been hired that can't address this issue properly, sadly I don't know that there would be any other alternative but to embark on the search for another. If this worst case happens, as mayor, I'd make sure the next hire isn't hired the way the rest have been.

Councillor  
Joan Courtney

Thank-you for your question. I completely agree that we have a major problem at Town Hall in terms of retaining employees, especially in the higher positions. If you read the River Town Times you will see that this is part of my platform. When you see a steady turnover of employees something is wrong. Longtime employees who are abruptly on sick leave or stress leave is not a coincidence. If elected I would try to find a common thread between these leaves of absence as well as the frequent turnover in senior administration. There has to be something permeating the atmosphere. Fear? Intimidation? Those are the two that come to my mind. I would want to know how many people we've had on stress or sick leave in 2012-2014. I would also want to know how many employees were dismissed and how long they had worked for the Town. How many golden handshakes were given costing the taxpayers how much? How many new employees were hired (at a higher wage?) then their predecessors were given. How many new positions were created with a possible duplication of services? I realize that some of this information may be protected by the Right To Privacy Act. But there should still be plenty of answers we can get if we just dig deep enough.

Councillor  
Jason Lavigne

It is no secret that the current mayor and CAO have difficulties leading the corporation and are extremely confrontational with not only employees but also members of the public. The leadership has been lacking and this will hopefully be corrected with a new mayor and council. The tools to run a successful company are already in place, Amherstburg ran smoothly with little employee turnover before the current council.

Councillor  
Diane Pouget

It is my belief the new Council must collectively inform the new CAO, that Council makes the decisions and the CAO must take direction from Council. Unfortunately, this has not been the case. The current CAO has hired and terminated employees without Council's direction. This type of behavior will continue as long as there is a 4-3 division on Council.

**Question 2.** Generally when an organization has many Senior Management Team leave, transfer or get terminated there is a deep culture problem in the organization. So much staff turnover costs the organization money several thousand dollars and devastates employee morale. Do you believe that there is a toxic work culture at Amherstburg Town Hall and if you do how will you work with town Administration to make sure the work culture is fixed?

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Mayor  
Aldo DiCarlo

This question seems to stem from question 1. To start, I believe there is likely a toxic work culture at Town Hall. If there isn't, there's definitely something wrong that needs to be addressed. As I stated in my answer to the first question, I believe the environment stems from the top. As mayor, I would definitely bring a new perspective and foster an environment of openness and congeniality that will hopefully trickle down. I believe in leading by example. Only by allowing people to share ideas, without fear of repercussions, can there be any movement to a positive and productive work environment. I can't see dealing with this issue without a detailed review of the Town Hall staff structure.

Deputy Mayor  
Bart DiPasquale

I do not support arbitrary firings in any way. This term poisonous work environment has been used by the Mayor in the past. It appears there could be a bad environment which will be mended with the new leadership.

Councillor  
Joan Courtney

The evidence of toxic work culture is alive like a virus at Amherstburg Town Hall in my humble opinion. As I said in Question 1 the turnover in administration is alarming. There seems to be a juggling act going on; and with no definite administrative plan in place there is bound to be a breakdown in morale. I was shocked to see that there was an "office" in the lobby at the Town Hall! How sad for the person working under those conditions. This suggests to me that if we no longer have the space for our administration we have to explore the idea that perhaps we need a new building or perhaps we are "top" heavy. As I am not a councillor I'm not sure what the best way is to solve the work culture problem. But I would like to start by erasing the lines in the sand and moving to full disclosure between Council and Administration.

Councillor  
Jason Lavigne

I believe this question is similar to question 1 and the answer is also similar. Yes I believe there is currently a toxic work environment at town hall. New leadership will hopefully correct the unhealthy relationship between council and administration.

Councillor  
Diane Pouget

Yes, I believe there is a toxic work culture in many departments throughout the Amherstburg Work Force. I believe the main reason is due to the fear of being terminated at any time, just because that person "doesn't fit in." Further to that, several employees have been promoted without a fair competition and without the qualifications to suit that position. It is of the utmost importance, that all promotions in the past one and half years must be re-evaluated by Council and the new CAO.

**Question 3.** There is no shortage of stories of lottery winners who go broke within 5 years of their big win. One reason they go broke is because they have not learned money management skills. With only a partial audit to learn from Amherstburg Town Hall and Administration are risking a repeat of their past mistakes. There has been a herculean effort to avoid a full audit, how can we learn what really went wrong without a full audit? Do you support a full independent audit of the town's finances over the past 5 years?

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Mayor  
Aldo DiCarlo

This is a difficult question to answer with the understanding that the cost would not be cheap. On one hand, I agree wholeheartedly that a full audit should have been approved and done by the past council, since they were the elected representatives at the time, and they should be held accountable for whatever may have come from a full audit. Some reports and investigations have been done that elude to the lack of understanding of the past councillors when it comes to finances and budgets. It is not fair to say all councillors, but some, and I'm sure everyone has some in mind. What seems to be coming to light is that there really is no smoking gun, to coin a phrase. The trouble the town is in can only be explained by what appears to be a complete lack of understanding of what was going on, who was doing what, what they were supposed to be doing and what they were supposed to know. Outside of my bid for the mayor's seat, as a tax paying citizen, I can't believe that we had paid, and unpaid, people in town hall with so little understanding of what was going on. I believe this can begin to be rectified with a new council. If new councillors are elected who actually understand finances, budgeting and oversight, I'm not sure that we need to spend any more money on the past. The town still has plenty of issues to address, issues that will require money to fix, and that money would be better served going towards those issues. With no disrespect to all of the previous councillors, I don't understand why it is being proposed that no one could have known what to ask or do. There were those who did, yet they were silenced. If a mayor and councillors are elected that were part of those who voted in favour of issues without the proper understanding, or at least accepting that they weren't educated with the issue enough to proceed without more information, then I'd be demanding a full audit so they can see what went wrong more clearly. If a new council is elected with a proper balance of backgrounds, backgrounds related to the Town's issues, I believe they can move us forward without having to spend money, as they would already understand most of what went wrong in the past.

Deputy Mayor  
Bart DiPasquale

Always have supported a full audit. We were offered the review and didn't really have a choice after council was assured the review would also look at other matters which may have stood out.

Councillor  
Joan Courtney

I absolutely believe in a full audit. I am astounded that there is still a duly voted and passed motion for an audit that was never rescinded and is floating around out there in cyberspace. That is WRONG and is totally against proper procedure for motions. Any Councillor who decided to ignore the first motion does not understand his or her position. And after four years there is no excuse for that. The report by Deloitte did help in terms of procedures. But an audit gives us the numbers, and we need both.

Councillor  
Jason Lavigne

I gave a presentation to council in January asking for a full audit and presented over 500 signatures on a petition supporting this request. I still agree that a full audit was required. I believe everyone knows that the current and last council overspent with no concern for tax dollars which is the main reason Amherstburg is in the current situation. The difficulty that now exists is that there is no money left to spend. \$100,000 was spent on the financial review. A full audit would likely cost double that. It will be a difficult decision for the new council, choosing to spend more money to make sure every dollar was properly accounted for, or move on from the negative financial mess and learn from the mistakes making sure the proper safeguards are now in place.

Councillor  
Diane Pouget

Yes. I did support a full independent audit of the Town's finances.

**Question 4.** Council members currently receive their notes on the Friday before the council meeting, just days before to digest a large amount of information. In other municipalities council receives much more time to digest and are actually briefed on the several pages of documents they are responsible to read. Is it any wonder that there were several disagreements on partially understood information? How will you change the process at Town Hall to bring them in alignment with other municipalities? How will you design the process so it is less of a speed read and more of a conversation based on information that is well understood?

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Mayor  
Aldo DiCarlo

This is a pretty easy question to answer, as it was also an issue with the members of the University Of Windsor Board Of Governors when I was a member. Everyone digests and understands at different rates and levels. I don't believe that there is any concrete timeframe that applies to everyone. The next council should discuss and agree on what a 'reasonable' amount of time is. Then, they should stick to it. If information is not available within the prescribed time, post pone the meeting. I know there are those who might argue the inconvenience to those who have planned for the date posted, but then I ask, "Would you rather have a meeting with councillors who aren't prepared to properly address issues now, or would you rather they deal with the issues when they fully understand the agenda, and have had time for proper consultation with any citizens necessary?" As a final thought, a mayor and council who are abreast of issues, and stay informed with ongoing issues, won't likely be presented with much they don't already understand. This is not to say that I, nor anyone else, can know everything or anything all of the time, but part of the job of council is know their municipality's issues, citizens, concerns and needs. No one person can know the whole town, but if everyone on council knows something, collectively they can know quite a lot. This would include what they *don't* know, and need to find out. I'm not someone who is afraid, or opposed, to admit when they need more information.

Deputy Mayor  
Bart DiPasquale

They are usually ready by the Wednesday or sometimes Thursday before the meetings. Is usually enough time to review and ask questions before the meetings.

Councillor  
Joan Courtney

This is quite easy to answer. We would make a motion to receive the agenda perhaps a day earlier after comparing what other Councils and School Boards are doing. I prefer a hard copy so I can make notes.

Councillor  
Jason Lavigne

The deadline for additions to Monday council meetings should be changed from Friday to a day earlier in the week. As well the current delegation rule requiring 1 week prior notice should be changed to correspond with the agenda deadline.

Councillor  
Diane Pouget

I do support Council receiving information regarding the agenda by Wednesday prior to the Monday meeting. It is imperative the new Council refuse to accept the information administration tries to sneak in at the last minute, because a member of Council does not have the time to prepare and often makes wrongful decisions when this happens. Administration calls this last minute information a Supplementary.

**Question 5.** Towns need to differentiate themselves in order to compete for potential residents and businesses to relocate to their locale. Studies show that tourists who visit areas for History Tourism spend twice as much as an average tourist. Heritage Districts have popped up all over the country bringing much needed jobs and tourists. The current town council has stalled the implementation of a ready to go Heritage District in Town. Will you work with Town Administration and Heritage Committee to bring a much needed Heritage District to Amherstburg.

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Mayor  
Aldo  
DiCarlo

I have always felt that Amherstburg's heritage has been understated. I would look forward to working with the Administration and Heritage Committee. My research has shown me that most of the problems with heritage buildings are related to excessive repair costs due to neglect and lack of planning. The first thing that I think should be done is to designate which buildings are heritage, their current conditions and expected costs of maintenance and/or repair. Something like a 10 year plan should be established to address the known issues. For areas that require extensive repair, hard decisions will have to be made. Ideally, repairing buildings and then setting out a long term maintenance schedule should keep the Heritage District a viable option for the Town. All of this, of course, is just my ideas and I would definitely need ideas and input from those who understand the Heritage District better than I. Solutions that work are generally developed from multiple ideas, not just one. The current approach seems to be ineffective, otherwise, I don't believe this question would be here.

Deputy Mayor  
Bart DiPasquale

The Heritage District I believe would help tourism but with the many other matters before council, many are financial, Heritage District has taken a back burner position.

Councillor  
Joan Courtney

I would be most happy to work with Town Administration and the Heritage Committee to bring to Amherstburg a healthy and active Heritage District. I agree that towns which can offer areas of culture and history will attract families, tourists, seniors and school tours. Combine that with our other attractions and the inflow to Amherstburg would definitely increase as well as offering valuable historical knowledge about this area.

Councillor  
Jason Lavigne

I support the idea of implementing a heritage district.

Councillor  
Diane Pouget

Yes. I will definitely work with administration and the Heritage Committee regarding the Heritage District. It is very unfortunate, that administration has dragged their heels on this issue, due to the fact, there were several members of Council who did not support this project.

**Question 6.** If elected, will you commit to council obtaining an OPP costing and if appointed to the police services board, will you commit to removing the OPP takeover clause in the police contract? If running for re-election, why did you not consider doing the above?

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Mayor  
Aldo DiCarlo

With my labour background, and expertise in contract negotiations, this question is not difficult. For the record, I have negotiated 4 major contracts and facilitate workshops, related to bargaining preparation and successfully negotiating contracts. That said, I spoke with the major stakeholders related to this issue. The information I received was both confusing and frustrating. The current board has had 4 years, at least related to this contract, to request and obtain a costing to switch to OPP services. To my knowledge, no such costing has been requested to this date. Further, such costing has been free of charge to the municipality, but may actually require costs in the future. As a tax paying citizen, this particular point downright infuriates me. Why would the board not acquire something free that could help the Town decide what's in their best interests. They might tell you that doing so could cause morale problems. However, I now know that they never bothered to even ask the Police Association, so this is just a speculative position. Now the final logic. For those who look at the current demographics of our current Police Force, they'll notice that the average age is on the young side. Since there is a grandfather date in the contract, this clause wouldn't apply to most of them. If you see where I'm going, now is the time to successfully remove the takeover clause. I'm sure there would be a minimal cost compared to the cost of implementing the clause, but that's why it's called negotiations. There has to be give and take. I can't honestly say which I'd prefer, municipal or provincial policing. What I can say, what I know, is that the current board didn't do their due diligence in acquiring the information for us to make an educated decision on what would be best for the town...information that would have been 'free'. I would definitely acquire this information, if given the chance, and then work with the appropriate parties to achieve what's best for the Town, or more importantly, what the Town feels is best for them.

Councillor  
Jason Lavigne

I believe there should be a cost comparison between the opp and our local service done. In order to get a true idea of the possible cost savings the "poison pill" needs to be addressed. Unfortunately this can only be done by the police services board and not council. There are currently 3 members of the police service board running in this election, residents should be questioning these 3 candidates in regards to this issue.

Councillor  
Diane Pouget

Yes. It is only common sense that one should compare costs, whether it is police, banking, engineering, garbage pick up, etc. I believe it is of the utmost importance to remove the OPP clause, because it is unfair to our residents and should never have been included in the police contract.

**Question 7.** What do you believe is the Town's role in Tourism? Is Tourism an essential service which benefits all taxpayers? We have a tourism and cultural department that has ballooned to an annual budget of over one million dollars. This department was started with a \$60,000 Trillium grant from the Provincial government to help the Town promote itself. Where are we today?

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Mayor  
Aldo DiCarlo

I believe Tourism is essential and benefits all taxpayers. I can't say much to answer this question, except to say I would definitely look into it. Perhaps some of this money was related to the 1812 funding from the government? I am interested to see what the actual 'regular' budget is for Tourism. If it is \$1M, I definitely want to know what it's being used for and what we're getting for our money. When I say part of my platform is accountability, I don't say it as an election buzzword. If you know me, you know I follow through with accountability. If you don't know me, ask someone who does. Budgets are budgets. If we need \$1M to properly support Tourism in Amherstburg, I wouldn't want to change the amount. Services cost money, I would just want to make sure we're getting something for the money we pay in taxes.

Councillor  
Jason Lavigne

The tourism dept. needs to reduce its budget along with all other departments. I believe tourism plays a role in Amherstburg's success, but it needs to be something that doesn't cost the taxpayers more than it generates for the local economy.

**Question 8.** How will you curtail spending and pay down the debt? Would you eliminate jobs? Would you reduce each department's budget?

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Mayor  
Aldo DiCarlo

This is a difficult question to answer as an 'outsider'. There is no doubt that the Town Hall structure and spending needs to be analyzed. What I can say is that I would not be opposed to any difficult decisions that need to be made to move the Town in a positive financial direction. That said, some debt is necessary or beneficial. An example is the Libro Centre. There is often talk about the operating deficit. There should always be investigation to see if there is a way to operate with a balanced budget or a surplus. Some debt needs to be 'owned' however. I believe the Libro Centre provides numerous services and facilities for everyone, young and old, and if taxes are required to maintain such a positive service for the Town, we should pay that. Any time I was at the Libro Centre, it was always bustling with people using the facilities. If you compare costs, I believe we are currently paying for the Libro Centre what we were paying to keep up the old arena. When you compare the two, how can you argue it isn't money well spent? An overall review needs to be done to determine efficiencies and deficiencies, and fees required.

Councillor  
Jason Lavigne

In order to get the finances in order at budget time every dept. needs to aim for 5% reductions. Council will also have to look at administration to see if any savings can be found through attrition or restructuring.

**Question 9.** What will you do if elected to ensure that all communities in Amherstburg such as Kingsbridge, Pointe West, Golfview, McGregor and Malden have parks, sidewalks and walkable neighbourhood commercial and institutional destinations?

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Mayor  
Aldo DiCarlo

I believe, as I'm sure most do, that safety is something that has to be addressed, even it has a cost. Similar to the answer to question 8, some debts have to be owned. Sidewalks, for example, aren't just cosmetically pleasing, they're necessary for safety. Not every neighbourhood needs a park, although we may want them to, but every neighbourhood needs a safe way for people to walk, run and bike. There are less expensive ways to achieve safety while acquiring funds to do it the way we would prefer. The walk/bike lane on Simcoe/Pike, for example, was a cost effective way to provide a path to the Libro Centre at a reduced cost to concrete sidewalks. I believe this is the bridging answer for Texas Road. The Texas Road discussion started because the need for a sidewalk became a safety issue once Kingsbridge joined Texas Road. Many residents now walk either the short path thru Kingsbridge or all the way around using Concession 2. That entire walkway can be done with a paved lane and a rumble strip on one side of the street. I honestly couldn't tell you where the grandiose dream of curbs, concrete sidewalks, decorative light posts, etc. came from. Having a lot of family and friends in that area, they've expressed their distaste with the plans as it would add a 'bump' in to their driveway, where now it is a smooth transition. Regardless, for those that 'need' a sidewalk now, it can be done inexpensively while repaving the road, which could hardly be disagreed is overdue. This is just one example of finding ways to give communities what they want, and pay for, without huge debt. Consultation with all the affected residents is obviously where to start. It doesn't matter so much what council thinks, it's what the citizens need.

**Question 10.** What will you do to help establish regional transit within walking distance of all Amherstburg communities so that residents do not have to rely on car travel to commute to work or get to appointments in Windsor?

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Mayor  
Aldo DiCarlo

I will continue to work with the other municipalities to try and achieve this goal. This is a large project that cannot be achieved without the support, both financial and otherwise, from the rest of Essex County. The cost of doing this without government subsidies is unlikely due to population gaps throughout the County. Nonetheless, I would work towards a common goal that could help the entire region. Amherstburg does, however, have various alternative transportation methods for individuals without means like the Amherstburg Care A Van. While we work to find a way to establish regional transit, we can look at expanding what we already do well. Even if there were a nominal 'ride' fee for people who required transportation (ie; post secondary school students et al.) we may be able to achieve a temporary solution. The town could also look into busing for major events in other parts of Essex County, much like we do for the SOE Wine Festival. Public consultation is key.

**Question 11.** There has been much discussion about the financial and economic issues Amherstburg is facing. What is your understanding and your thoughts about the societal and environmental issues facing the communities that comprise Amherstburg?

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Mayor  
Aldo DiCarlo

This answer may sound like I'm passing the buck, but as much as Amherstburg has to deal with these issues as a municipality, these issues are so big that they need provincial and federal support. In this respect, I would advocate for Amherstburg at a provincial and federal level for support.

**Question 12.** Do you approve of this Council/Admin selecting a new CAO on your behalf. Would you prefer to select your own CAO?

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Mayor  
Aldo DiCarlo

As much as I'd like to select my own CAO, or more properly the new council select the new CAO, it doesn't seem like a viable option for the best interests of the Town. Having been on the VP Administration & Finance hiring committee for the University, I learned quickly the complexities of hiring at such a high level. It is not a short process by any means. My best assumption would be at least a 6 month process to hire the right individual. It might be done in a shorter time, depending on the candidates available, but I believe in planning conservatively. With Mr. Phipps making his intentions to leave by December clear, there wasn't much of a choice in hiring now. The Town could have looked at hiring yet another interim CAO, but I can't honestly see how that would have been better. It is my understanding that the new CAO, Mr. Miceli, has a contract that would have to be paid out if he was dismissed. Not working with the new CAO would be detrimental to the staff and costly. I spoke with employees of the City of Windsor to inquire about Mr. Miceli's abilities. It seemed to be the consensus that Mr. Miceli is capable of working in a collaborative manner, something Town Hall desperately needs. I confirmed that he was directing large projects, in the millions of dollars, and he did so effectively. If I were elected mayor, I would work with Mr. Miceli to get the Town back on track. I don't believe doing otherwise will benefit the town. We should hold him accountable to do the job he was hired to do before paying him to go away.

Councillor  
Leo Meloche

I believe it would be wise to let the new council select and develop a strong working relationship with the new CAO as opposed to creating an air of skepticism and mistrust on another decision made by current Council.

**Question 13.** The Town now is in the process of negotiating a new contract with our local police force. Within this contract (expires Dec 2014) is a clause which if activated could cost our town dearly! What is your knowledge of this buyout clause? what is your understanding of the rationale behind the inclusion of it in our contract? What and how many officers would be involved? What would be the cost to our town if enforced one day? From my understanding, we are talking anywhere from 8-10 million dollars would be paid out to officers changing uniforms, not losing jobs? Your thoughts please!

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Mayor  
Aldo DiCarlo

Here's what I know: The buyout clause was inserted sometime in the 1990's during amalgamation of Essex County. At the time, pensions were not transferable from municipal policing to provincial policing plans. The clause was meant to compensate, or rather not penalize, officers who might be forced to switch. Since that time, municipal pension plans can be transferred to provincial for the officers who choose to go to the OPP. There would be a shortfall for the officers, as their current pension plans aren't quite equal to the provincial plans. This could likely be negotiated at minimal cost compared to the cost of implementing the clause as is. Approximately half of the current officers would be affected by the pre-hire date of October 2001, that is, the officers hired prior to this date would receive the maximum 3 months' pay for every year of service. The others would receive 3 weeks' pay, I believe. I can't tell you the exact figure for the cost if enforced today, but I've been told it is in the millions? Please see my answer to question 6 for more. As a matter of clarification for those that might think the Police Association has some control over the costing from OPP, they do not. The costing for OPP services must be done by the Board. Please look up who is currently on the Board and ask them why they have never bothered to cost out the OPP services or ask the Association for their position?...at least not to my knowledge.

Edited: I have recently been corrected on who is required to request the costing for OPP. I am told that the OPP costing must be requested by Council, not the Police Board. The rest of my position remains the same. There has been numerous years to request OPP costing by Council, of which there was no cost to the Town.

**Question 14.** I would like to know what the real plan is to start control some of these recent floodings in the area, as a twice flooded and \$74,000 insurance claim in 2011 less \$1000 deductible and a 2nd \$20,000 insurance claim now Sept 2014 less another \$1000 deductible and loss of flood coverage moving forward need some real answers.. I called town hall and was told "We are not talking flood complaints at this time" ... for real?? All that did was anger me more, I'm out \$2000 now and risking greater loss if this happens again and being left in the dark with no communication from the town.. I have seen the old plan of disconnecting eaves trough lines from the street which I might add were done when these homes were built 25-35 years ago and direct that rain water onto the lawns, this will solve nothing because I have pictures and video of my street with water blasting out of the storm and sewer covers flooding the area several times since Aug 2011 and whether roof top rain water dumps into the sewers or flooded streets isn't going to matter because it will still end up in the same place, peoples homes.. My home value is decreased, I'm stressed to the max and with already suffering from health issues don't know where to turn or what to say.. I'm paying \$2500 a year in property taxes for all this!

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Mayor  
Aldo DiCarlo

I believe Glenn Swinton does a very good job, with his response to this question, in trying to narrow down the problem. I'm not ashamed to refer to another candidate's comments. I would use this to reiterate a point I tried to make earlier, in that, no one can know everything alone, but collectively we can find solutions. Once the cause is determined a solution *must* be designed and executed. Much like I spoke about the need to spend money on safety, spending money addressing flooding issues is also necessary. These are issues we pay taxes for, the bare essentials. If we can't say we have safe neighbourhoods, proper drainage and sewage lines, etc., what are we paying taxes for? This is not to say we shouldn't look for government funding, grants, etc., to help, but it has to be addressed. I am astounded that the Town told you they weren't taking complaints for flooding. Since I've never had to call for a complaint like flooding, I always assumed that a complaint was a complaint. If the Town can now ignore complaints by category, we may be in worse trouble than believed.

Councillor  
Diane Pouget

Amherstburg Council is very concerned with the flooding problem in Amherstburg. It is especially disturbing, that it appears some homes have flooded several times. This is not acceptable. Council has directed administration to prepare a full report regarding this situation, including everything that must be done to ensure our residents will not have to worry about this serious problem. We must determine if all factors including back flow valves, sump pumps, sewer capacity, plugged or broken drains, eves troughs disconnection, etc are working and we must prepare for heavier rain falls, that are becoming more frequent.

**Question 15.** In your opinion why are we 67 million in debt? How do you think it got to this? What will you do to stop this from happening again?

Mayor  
Aldo DiCarlo

To keep the answer from taking up pages, I'll just say the bulk of the debt is believed to be based on the waste water treatment plant and the Libro Centre. The debt got to this level because much of what we needed had to be built. We were obligated to build a new waste water treatment plant by the government. The cost seems to be reasonable in comparison to similar municipalities. The plant should last for years if properly designed and built, with minimal maintenance costs. Again, I don't think anyone should deny the reality that we had to spend the money. I explained my thoughts on the cost of the Libro Centre in my answer to question 8. Considering we were spending millions trying to keep the old arena usable, with all the problems of scheduling and other issues, the money we are spending on a first class facility is money well spent. At least that's my position, and of many people I spoke with. All communities should have a facility as great as ours. How the money was allocated, however, is a whole other problem. Single bank accounts for multiple endeavors and obligations leaves me speechless...that's not common for me. The new CAO will be held accountable for reorganizing the Town's financial situation and the council must oversee the administration with a level of understanding to ensure it is done properly.

Councillor  
Diane Pouget

I believe the Town of Amherstburg is so far in debt because the Council of the day took advantage of so many grants, not realizing that they had to repay one third of the cost. Some of these grants were spent on non-essential items. The new Council must focus on paying down the debt, building the reserves and only spending money on much needed infrastructure, instead of wants.

**Question 16.** What is better for Amherstburg: 500 tourists or one newly-created full-time industrial job?

Mayor  
Aldo DiCarlo

This is an interesting question but I'm not sure it has enough detail to answer. Why are the 500 tourists in town and how much money was put into Amherstburg's economy from them? What does the industrial job pay? I don't like not answering a question. If someone took the time to ask it, I'll answer it the best that I can. Assuming the stabilization of economy, I'd have to lean to the industrial job. Jobs contribute to the tax base in numerous ways. I don't think I need to go into the details of what I mean, the research is all on the internet. Ideally, I don't see why we would have to choose, but that's my answer on a grand assumption. With more detail I would answer the question again.

Councillor  
Diane Pouget

That is a tough question. On one hand, the 500 tourists might spend money in town, spread the word about our beautiful community, thus more tourists will visit our town and spend more money. In fact, some of those tourists might decide to relocate here or open a business. However, one newly created job will ensure more revenue to be spent in Amherstburg, perhaps resulting of the purchase of a home that would bring in more tax dollars.

**Question 17.** What will you do to ensure that citizens living outside of the historical core of Amherstburg receive the same quality municipal infrastructure and services? This means sidewalks, parks, multi-use trails, neighbourhood commercial and institutional uses.

<p>Mayor Aldo DiCarlo</p>	<p>When planning municipal infrastructure and services, there has to be included the cost of providing these things to ALL citizens, yes ALL. To me at least, I don't see how one can determine that one citizen should receive something that another doesn't based on geographic location. Certainly there must be long term plans and funding put in place to achieve these services for all, but to discriminate against a group of citizens based on the location doesn't seem right. I'll bet if you ask, they'll both say they should have those services. They all pay taxes for services, there must be a way to provide some form of services to all. An example I could give would be like the Texas Road issue I offered at question 9. Addressing Chad Barrette's answer to this question, as the concession roads are repaved, extended paving and rumble strips on one side would help get cyclists off the main roadway. I don't mean to say this is the answer to everything, different problems require different solutions with input from the relevant stakeholders. In this case, the stakeholders would include the citizens of the town...frankly, it should always include input from citizens, to some degree anyway.</p>
<p>Deputy Mayor Bart DiPasquale</p>	<p>I strongly believe that all areas be treated equally in receiving services. It was evident during last election, many areas felt left out in the cold.</p> <p>With our financial situation all projects of this nature need to be prioritized. Edgewater through an MOE citation is on the list in ridding of the lagoons and tying those areas to our Waste treatment plant. Texas road has been waiting for numerous years. A grant has been sought for both projects but , there no guarantees for grants.</p> <p>We must live within our means and at the same time work on sustainable projects .</p>
<p>Councillor Diane Pouget</p>	<p>Council was well aware that many residents outside the core area of Amherstburg felt their needs were being ignored. Councillor Bart DiPasquale was successful in passing a motion to have budget meetings in Anderdon (old Fire Hall) and Malden (Sportsmen Club) in 2013. Unfortunately, these meetings were not well attended. It is very important, that the new Council advertise all budget meetings and reach out to our residents for their input. Unfortunately, the new Council will have limited funds and must focus on needs instead of wants in order to pay down the debt and build up the reserves.</p>

**Question 18.** Do you believe the Poison Pill Clause should be eliminated in the Police Contract in order to get an OPP costing to compare the costs of policing of OPP versus Amherstburg Police.

<p>Mayor Aldo DiCarlo</p>	<p>Please see my answers to questions 6 and 13. No offence to the author of the question, but I would not refer to the clause as the 'Poison Pill'. It is a clause that had legitimate compensation when it was first introduced. It may not be in the best interests of the Town today, but I believe it can be addressed appropriately.</p>
<p>Deputy Mayor Bart DiPasquale</p>	<p>I believe this part of the contract should be negotiated out of the contract so we can be on the same playing field as the rest of the Province I getting the best bang for the dollar.</p>
<p>Councillor Diane Pouget</p>	<p>Yes I believe the Poison Pill Clause should be eliminated in the Police Contract to get an OPP costing. This is not to say that we must go with the OPP, but it is only fair to obtain this cost comparison for our residents.</p>

**Question 19.** How would you prioritize infrastructure projects in Amherstburg? How would you fund them? Do you agree or disagree with the decision to not sell the towns share in Essex Power Corp? Do you feel that by not selling we can avoid insolvency or bankruptcy by using share dividend payments to off set accumulated/future debt? If the town becomes insolvent or bankrupt, what would happen to this share?

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Mayor  
Aldo DiCarlo

I'm not completely sure why bankruptcy is even considered at this time. From the information I've received, even with our current debt, we're not nearing bankruptcy. I do not believe in selling the Essex Power Corp shares. The shares are providing income for the Town. As long as it continues to do so, I don't think it should even be considered. Prioritizing infrastructure projects for Amherstburg is for the citizens to decide, in general terms. Although council will have to make the final decision on the projects, input from the citizens is paramount in determining priorities. On the other hand, safety and disaster prevention would be a priority for me. I can't say enough that issues like safe walking/cycling/running and flood prevention, as examples, are paramount for a community. Once we have the basic needs of the Town met, we can look into long term funding for other infrastructure projects. In today's economic times, debt is an unfortunate reality. Debt in itself is not necessarily bad, provided the debt is responsible and transparently articulated and approved by the citizens. In other words, if we couldn't find funding thru other means like government grants, that doesn't mean we couldn't raise taxes a modest amount to fund new initiatives that are important to the town, and that may produce a profit in the long run. Before I get lambasted, I'm not suggesting that my goal is to raise taxes, I just believe that all avenues of funding need to be explored if the Town truly needs or wants something. As an aside, I like Chad Barrette's answer to this question. I have no current association with Chad but I will also be voting on election day.

**Question 20.** What measures would you take to ensure that the Town's employees do their proper jobs and are accountable for their performance?

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Mayor  
Aldo DiCarlo

There are many different avenues to evaluate employee performance. My preference would be this: First, any collective agreements and/or contracts that protect the employees working conditions need to be reviewed to ensure that there are no anticipated violations in any review model. Once it can be confirmed that the evaluation system used will not violate any agreed terms, a process can begin. It is important to use a system that can be applied to all employees, regardless of rank, including the CAO. It has been my experience that using different systems to evaluate different jobs only serves to divide and alienate employees. Using a uniform system should clearly show employees that they are all valued, and considered equal, in the role they play serving the Town. This may sound unreasonable to some but it has been proven to work. At some point in the beginning of the process, an organizational chart needs to be established. It should include the mayor and council as partners in the redevelopment of a more positive and inclusive working environment. For the record, I believe the council should be more like governors than managers, a body that oversees the processes to ensure that they are completed properly. I also believe the lack of understanding and oversight in the past was part of the problem that helped perpetuate the current climate. Any planning should include input from the employees. Without their buy-in, the system will likely fail. They should have the opportunity to provide input in whatever form they wish, including anonymously, to ensure there is no fear of repercussion. The goal is to fix the problems, not create new ones. To keep this answer from getting too long, let's jump to the job descriptions. Clear and defined job descriptions must be established so that people understand what they are accountable for. Once everyone understands what they are responsible for on a day to day basis, then you can begin the process of performance, with all the previously listed considerations of course. Performance should not be evaluated on an 'either you can do it or your out' level. There are many competent employees who may just need further direction, support or some training. Evaluation of jobs and performance usually causes an air of fear and/or anger, that needs to be considered and eliminated, as much as possible anyway. At that point, the resulting accountability can be established and implemented. I don't think it can be defined this early, without first doing all of the steps outlined above.

Councillor  
Diane Pouget

Council must ensure that our employees are qualified for their positions. This must be done through the CAO's office. Evaluations must be completed on a regular basis and reported to Council. If an employee is not performing their duties, the employee should be contacted, offered additional training, be monitored and be given an opportunity to improve. It is imperative that there is a paper trail to protect the employee and our taxpayers. It is also important, that all department heads appear before Council once a month to give a full report.

**Question 21.** Are you now, or have you ever been officially affiliated with, employed by, fundraised for or held a position with any political party (provincial or federal) in the last 10 years? Is your campaign staff comprised of, or directly affiliated with, a political party? (not interested in which political party you support with your vote on election day)

Mayor Aldo DiCarlo	I have not been employed by, fundraised for or held a position with any political party (provincial or federal) in the last 10 years. I was affiliated with 2 of the parties in Canada some years ago. It was so long ago, I honestly don't remember if it was within 10 years or not, but I thought I would mention it for transparency. To the best of my knowledge, none of the people volunteering for my campaign are comprised of, or directly affiliated with, a political party. In other words, none of the political parties have provided me with any support people or resources. I have not asked them for their political affiliations outside of my campaign work as I don't believe it is any of my business.
Councillor Diane Pouget	I have never been officially affiliated with, employed by, fundraised or held a position with any political party in the last 10 years. I don't have a campaign staff.

**Question 22.** As a candidate running in this Municipal election are you aware of the Fraserville mosquito issue and are you aware of the time sensitive mosquito nuisance program proposal and it's immediate approval to ensure GDG Environmental to acquire MNR permits to commence as early in Spring as possible? Will you be supportive and receptive to this program being implemented?

Mayor Aldo DiCarlo	Yes and yes. Although everyone should be able to enjoy all aspects of their home, including outdoors, I don't think anyone would argue that the Elementary school in the area makes it even more of a health and safety issue.
Deputy Mayor Bart DiPasquale	In my view I believe this problem has progressively become worse and needs to be dealt with as soon as possible.  i would support money be approved to take care of the issue.
Councillor Diane Pouget	I am aware of the problems of the Fraserville mosquito issue and I believe the new Council must budget money as soon as they are elected to set aside funds for this program, in order to obtain approval from various agencies to commence in early spring. It is my firm belief, that this is a health and safety issue and must be addressed as soon as the new Council is sworn in.

**Question 23.** What accreditations do you possess to attest to you being elected to council?

Mayor Aldo DiCarlo	From my Facebook page 'Aldo For Mayor':  Currently: -Physics Laboratory Coordinator – University of Windsor -Member Representative -Libro Amherstburg Branch Council -CUPE National Education – Facilitator  Previous: -University of Windsor Board of Governors – Staff Representative (Voting Member) -University of Windsor Board of Governors – Vice President Finance -& Administration Search Committee -CUPE Local 1393 – President & Chair  Experienced in: -Budget approvals over \$200M -Building approvals over \$100M -Pensions and Benefits -Labour Relations -Administration -Rules of Order -Team & Support Building
Deputy Mayor	I am a lifelong resident of Amherstburg and truly care for our town and its people.

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Bart DiPasquale

Having been a public servant for near 40years I feel compelled to take part in attempting to clear a mess up that has been ongoing for many years.

I served the past four years on council and worked hard with the willing , to see what was not seen for a long time. Many issues came out, angering many citizens in our community and rightfully so.

I wasn't going to enter this election but received much encouragement and support from local people.

In Summary ,my credential are mainly dealing with my police background and other post-secondary training, that I have received dealing with law and protection of persons and property.. Other experience is with budget and team building .I have made several successful motions and one which requested an audit which was voted down in the 4-3 vote. Evenutually a petition brought forward by the people forced a unanimous vote to have an audit.

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Councillor  
Diane Pouget

I have 10 years of municipal experience and have served on numerous committees and boards in our community. I have worked in both union and management positions, with a clear understanding of fair bargaining and budget deliberations. The general public is well aware of the fact that I research and prepare for meetings and I ask tough questions on behalf of our taxpayers.

**Question 24.** I was wondering what specifically made you run to represent Amherstburg?

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Mayor  
Aldo DiCarlo

Born and raised in Amherstburg, I can't imagine living somewhere else. I believe in the Town, the people and the possibilities. Amherstburg is already a beautiful waterfront town with a lot to offer but I believe we can always improve. I believe Council is in need of some change and an infusion of members with some background in finances, major projects, transparency and accountability. I believe in the office of the Ontario Ombudsman and in Andre Marin. Their office has investigated complaints regarding Amherstburg and the findings were not impressive. The biggest reasons I want to be Mayor is to help bring transparency and accountability to Amherstburg's Town Hall, not just at election time, all the time. See this link for more info:

<http://www.ombudsman.on.ca/Newsroom/Ombudsman-in-the-News/2012/Town-repeatedly-broke-the-law%E2%80%9D-in-handling-in-cam.aspx>

Councillor  
Diane Pouget

The Town of Amherstburg is in serious financial shape. Although I initially thought of retiring, I realize there is a lot of hard work and difficult decisions that will have to be made to turn our Town around. I believe I have the will, knowledge and determination to work with the new Council, if elected, to accomplish this task.

**Question 25.** Do you believe that the Town of Amherstburg needs a hotel? If so, do you feel the town should provide financial support to help make that happen?

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Mayor  
Aldo DiCarlo

I do believe the Town needs a hotel. Thanks to the Libro Centre and other venues in Town, Amherstburg has attracted more and more events that would likely require overnight stays by visitors. I don't believe the Town can even consider financial support for a hotel until the finances are clarified and stabilized. Beyond that, the taxpayers should have a say as to whether they want to invest in a hotel for Amherstburg.

Councillor  
Diane Pouget

Yes, I believe Amherstburg needs a hotel. Sometimes a council will weigh all options to determine if it is in the taxpayers best interest to offer an incentive to build in Amherstburg. An example of an incentive could be a reduction of development fees, depending on the number of jobs and taxes and other revenue the hotel would generate in Amherstburg. However, this decision must be made by the entire Council, must be reported out and voted in public session.

**Question 26.** In regards to the Mosquito issue; it has been verified by the Company doing the current Larvaciding in town that the Fraserville neighbourhood indeed has an abundance/infestation of Mosquitos. The breed is known as a Salt Water Mosquito and is considered the one of the most aggressive of all breeds as well as resilient to Winter conditions(they basically hibernate). If elected, it's most likely this issue will come to Council during your term. This issue affects the quality of life in several ways to these residents as well as a school and its students. Will you support a Nuisance Program for this neighbourhood?

Mayor  
Aldo DiCarlo

Yes. It was brought to my attention by a Fraserville resident that the Town wanted to charge a levy to those affected for the program. I do not agree that those residents should have to pay a levy for an issue that is not common to the area and is primarily the result of neighbouring industrial lands. I am, however, confused by the contradicting comments by current council members. Ron Sutherland simply states that the issue "...has been dealt with by council previously" implying it has been dealt with. Diane Pouget states "Administration is expected to have a full report before the new Council in mid January 2015." It seems that Diane has the more appropriate position that council is still investigating and supports the Nuisance Program. I believe the issue should be dealt with as quickly as possible, hopefully before it begins again in the Spring.

Councillor  
Diane Pouget

Administration is expected to have a full report before the new Council in mid January 2015. If elected, I would support a Nuisance Program for mosquitoes in this neighbourhood.

**Question 27.** Some elected officials have heavily relied on staff to resolve ratepayers' complaints; once an issue has been passed off to staff, there has been no follow up and no accountability. If elected, how will you handle concerns from your fellow citizens?

Mayor  
Aldo DiCarlo

It has been my practice, in all my leadership roles, to follow up with people that their issue was addressed satisfactorily and/or in a timely manner. I also like the practice laid out by Diane Pouget and the detailed plan by Lora Petro. Setting out policies and plans that must be followed by staff seems like the best answer. The policies and plans should be a joint effort by council and administration, with the publics' input. Being able to review and reference the complaints at any time is useful for council, administration and the public. This practice should eliminate the ratepayers' frustration and unnecessary duplication of investigation work.

Councillor  
Diane Pouget

I always forward the complainants concerns to the appropriate department heads with the complainants permission. I also request to be copied on any responses by all parties. Administration is well aware of the fact, if an issue is not dealt with in a timely fashion, I then raise the issue in public session at our Council meeting.

**Question 28.** Amherstburg seems to have an unusually high amount of staff for its size and population; do you think the town has grown to the point that a ward system would better serve the residents?

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Mayor  
Aldo DiCarlo

As a resident living on Richmond Street, I haven't had any service issues. I have heard from residents in the more rural regions of Amherstburg that they can't seem to get proper representation. Ultimately, I believe this is a question for all of the residents collectively. I would not oppose such a change if a ward system was the preference of the majority. As for the staff issues, I have heard from a great many citizens that they have concerns. Staffing will have to be reviewed.

Councillor  
Diane Pouget

Bart DiPasquale tried to have discussions of the Ward System. I am in favor of looking at this issue again, if the public pursues it.

**Question 29.** Will you commit to a municipal policy that no public funds will ever be used to create or perpetuate barriers against persons with disabilities? Will you commit to specific plans to ensure fully accessible public transit and taxi services in your community? How, specifically, will you make Amherstburg more inclusive?

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Mayor  
Aldo DiCarlo

I don't believe we need a policy regarding the use of public funds that might create or perpetuate barriers for persons with disabilities. The Ontarians with Disabilities Act, 2001 seems to legislate the requirements for inclusive planning appropriately. As much as I would like to see more public transit, it is an issue that has to be addressed with the other municipalities. I don't believe that any municipality in Essex County can afford public transportation on their own. This is an issue we need to keep investigating as a County initiative. Taxis are private enterprise and it would be difficult to regulate their accessibility outside of the laws of the province. Amherstburg does currently have the Care-A-Van service, which I believe addresses the public transportation for persons with disabilities. I would work with the Province, County and the Amherstburg Accessibility Advisory Committee to ensure the Town of Amherstburg addresses and meets the needs of persons with disabilities.

Councillor  
Diane Pouget

Council must work collectively and in cooperation with the Accessibility Committees in Amherstburg and Essex County to ensure a safe and barrier free work, home, school, businesses and transportation systems. It is imperative that Amherstburg ensures all publicly owned properties are accessible and we lead by example.

**Question 30.** Would you support electronic polling (secure) on substantive matters plus immediate public release of results? One day perhaps 'OPP versus local police'.

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Mayor  
Aldo DiCarlo

Personally, I am all about technology and feedback. I like the idea but it would require more investigation to make sure it is feasible and affordable. Much like the ward issue, I also believe it is more an issue for the citizens as a whole. If the majority of voters would like to use electronic polling, I don't see why it wouldn't be implemented.

Deputy Mayor  
Bart DiPasquale

I would entertain Electronic polling without reservations if it we weren't in the financial situation we are in.

It would be worth taking the cost into account and go from there.

**Question 31.** Once amalgamation took place, Amherstburg as a whole ( Anderdon, Amherstburg, Malden ) received tax money from ALL the tax payers of the town. Unfortunately only downtown Amherstburg ( old Amherstburg ) seemed to receive the benefits of this amalgamation not Anderdon & Malden. If you are able to win in this election, will you make sure that all the taxpayers receive the benefits of being in amalgamation and not just the downtown ( old Amherstburg )?

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Mayor  
Aldo DiCarlo

In my discussions with voters over the past several weeks, it seems clear that the more rural areas of Amherstburg are not being serviced as they should. This seems more unreasonable when the reason for amalgamation is considered. Amalgamation was intended to improve efficiencies, lower taxes and build reserves. This seems obvious when you consider that the separate townships no longer need to pay for 3 CAO's, 3 police departments, 3 fire departments, etc. Instead, the town of Amherstburg is in debt and the outer rural areas are not receiving the same level of service that 'old' Amherstburg is. I will make sure that the Town gets back on track, distributing services equally to ALL the taxpayers, not just the ones in old Amherstburg. With appropriate policies and procedures, obviously not in place as outlined by the current CAO, this issue should not be hard to develop and maintain.

**Question 32.** Kingsbridge lacks walkable destinations and sidewalks. If elected, will you vote to fund the preparation of a Secondary Plan and/or Community Improvement Plan for Kingsbridge so that all residents have an accessible and walkable community with neighbourhood commercial and neighbourhood institutional scale destinations? Kingsbridge needs walkable small scale retail, medical and professional offices, and perhaps a new elementary school in this part of Amherstburg and a few small neighbourhood parkettes. Tell us how you will make Kingsbridge a community that is complete safe, vibrant and accessible for people of all ages and abilities.

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Mayor  
Aldo DiCarlo

As I believe in being transparent and frank, I do not see funding any development in the Kingsbridge area in the next 4 years. The Town's debt load is far too great to embark on yet another project we can't afford. I agree with everything mentioned, and I believe that all areas of the Town would like such development. I would not be opposed to such development for Kingsbridge once our debt load is stabilized, paid down and other promised projects are completed. Texas Road has been an issue that started as far back as 1997 I've been told. Projects like this must be seen through to completion before beginning new projects. Sadly, I don't believe we have the money to spend in the near future.

**Question 33.** Why aren't some of the candidates answering important questions? Do the incumbents think they are a "shoo-in" as they are a part of the "4" and a proud member of the good ol boy's club? Or are they "newbies" that fail to realize their answers may get them a vote? If either is the case you can trust me when I say you will not get my vote!!!

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Mayor  
Aldo DiCarlo

I'm not sure whether the question meant ALL questions or just some questions. Since I have answered questions in the past, I can only speak to the remaining questions. I only answer the questions after careful consideration and research. If the intent was to ask those who hadn't answered any questions to date, I supposed I just answered a different question.

**Question 34.** Sometime in October, not quite sure of the actual day? Amherstburg will have their new CAO (another of a long line) while at the same time paying Mr. Phipps \$80-\$90 per hour for his consulting. How long will you let this double salary, or paying two CAO's go on? In our current contract with Mr. Phipps, there is a 30 day walkaway clause from either party. Do you allow Mr. Phipps to remain on the payroll while at the same time paying our new CAO his salary? His salary is also unknown since Sutton, Pillon, Davies and Hurst voted against Dianne Pouget's motion to make his salary public? Also would you let Mr. Phipps stay on under some other title? (This is rumored)

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Mayor  
Aldo DiCarlo

I do not believe that Mr. Phipps needs to stay any longer than what we are contractually obligated to pay for. In other words, 30 days after exercising the Town's right to walk away, he needs to walk away. Mr. Miceli developed his experience in a city far bigger than Amherstburg. Although he may need a familiarization period, I don't believe he needs any direction from Mr. Phipps. As a matter of fact, I'd prefer he doesn't receive any direction from Mr. Phipps, as I don't believe Mr. Phipps has operated in the best interests of the Town, nor has he communicated with the citizens in a respectful and accountable manner. I have researched Mr. Miceli and spoke with people who worked with him at the city of Windsor. They were of the opinion that Mr. Miceli was experienced and capable of moving the Town forward. I have addressed this in a previous answer as well. Mr. Miceli will be paid even if we were to hire someone else. I have no interest in paying any more people to do the job of one CAO.

**Question 35.** On the issue of local developers and development in itself, how can you assure the residents that these developers will pay the current development fees and live up to their obligations through out the entire project until it is completely finished? An example of this is the future of Boblo Island. Mr. Amicone is proposing an additional 200 or more homes. How can you assure us that all future capital costs associated with this project are his responsibility? Who will pay for a projected fire hall and staff (current fire chief is already making his Christmas list) and equipment? Police station (same Christmas List) and staff? Sewage line? Additional ferries? These are all costs which should be born by the developer and passed on to his projected buyers? Examples of this abuse are the fees waived already costing this town over a million dollars.

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Mayor  
Aldo DiCarlo

Not to offend, but this question seems trivial. The answer is bona fide contracts. The issue seems not to be whether or not there are different development fees but that some builders aren't obligated to pay them. If these accusations are indeed correct, there will be a very different policy if I am elected mayor. I've said it before and I'll say it again. POLICIES AND PROCEDURES. If the Town has any, they sure don't seem to be followed. Frankly, some other candidates insist they exist, while the CAO insists they don't, at least in his response to certain citizens. I WILL help council, administration and the public develop NEW policies and procedures that apply to all developers consistently. It is hard to address every circumstance that may occur, but for the ones suggested in the question, I don't see why the developer was exempted from fees that the Town desperately needs.

**Question 36.** Yes we need to move this town forward! We need also to find out who has benefited financially with secret or special deals while the Town continued to pile on debt. Did anyone or developer get a special deal, or have fees waived? How did Season's (developer) attain a different classification to avoid over 3/4 million dollars? Did the developers of the geared to income apartments on Simcoe get some special deal or avoid development fees? Developers have also passed on to the residents, the expense of final layers of pavement on their projects. These are only few of the stories being heard around our town. If these and others are true?

Someone should pay? Not the taxpayers anymore!

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Mayor  
Aldo DiCarlo

This question seems more like statements of frustration than a question. I can relate. Without being elected or currently on council, I can't properly address any of the statements. I do, like others, wonder why no one else on council can address these issues. If the Mayor, Deputy Mayor and councillors can't confirm or deny these issues, why can't

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they tell us why they can't? This information should all be readily available to the public. If I am elected Mayor, it will be.

**Question 37.** Has anyone received their voting sheet from the town in the mail yet? It is only weeks away and no one has? The Town after hiring another bureaucrat under contract, one Mr. Marion to run our election as far as administration responsibilities is now blaming Canada Post for this screw up. The Town simply forgot to mail them out! This is just another example of our administration doing what they want with no council awareness or approval and costing us more money. How will you end such blatant incompetence and get the new council back to running this town?

Mayor  
Aldo DiCarlo

This question begs many answers. I have not received my voter registration card yet. Perhaps Town Hall doesn't want me to vote for change? I have been told that Mr. Marion has a lot of past experience and is quite competent as a Clerk. The question I have is, "Why did we have to hire another Clerk to do the Clerk's job?" Perhaps I should ask why the full time Town Clerk wasn't capable of running the election? The answer is clear job descriptions, policies, procedures and hiring practices. I'm sure there's more that can be done, but I stand by what I'm campaigning on. It's time to create some policies and procedures that will actually provide transparency and accountability, not pretend they already exist. If they do exist, why is no one following them? If they are following them, why do the citizens continue to receive no answers or progress?

**Question 38.** There seems to be special considerations given to certain influential citizens that over ride the concerns of the average citizen. Bylaws were not always supported if special interest individuals sought to get exemptions to pursue projects that were not supported by those affected. What would your approach be to favours requested by wealthy, influential citizens over the average citizen?

Mayor  
Aldo DiCarlo

My approach would be the same, regardless of who I am dealing with. Policies and procedures. Transparency and accountability. Applied equally to all tax payers, without discrimination. Develop new policies and procedures with the new council, the administration and with public input. Make sure everyone understands them. Make sure everyone follows them. Make sure everyone reports on them. It is very easy when everyone does what they are supposed to, starting at the top.

**Question 39.** What I'm looking for here is a straight forward yes or no answer with your reasons why? Do not want a politically correct answer from someone pursuing a seat and trying not to offend anyone but also at the same time, not answering the question. There have been many of the candidates who have mentioned the 41 items or areas of concern brought forward from the Deloitte review. Are these not 41 issues of concern that have happened under our present CAO/consultant? This is a person hired because of his experience and knowledge of municipal procedures. Is this the same person we want teaching our new CAO? How long do we continue to pay Mr. Phipps once the new CAO comes on board? Either yes you want him to stay on or no, you do not see the need? Your reasons are?

Mayor  
Aldo DiCarlo

I believe my answer to question 34 should satisfy the reader. If not, please feel free to contact me.

**Question 40.** Have you ever been personally declared bankrupt or been in a position of authority of a business that has been declared bankrupt? Do you feel a bankruptcy declaration precludes candidates from running for municipal office?

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Mayor Aldo DiCarlo	<p>I have never been personally declared bankrupt, nor have I been in a position of authority of a business that has declared bankruptcy.</p> <p>Personally, I do not feel a bankruptcy declaration should preclude candidates from running for municipal office, on its own. A candidate's attribute's should be looked at as a whole. Although a candidate may have financial management issues, they may excel in other attributes that would help, especially as only one member of a council. The most effective council is one that has a balance of different talents. Not every person has to have every qualification, as long as on a whole, the council can deal with everything.</p>
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**Question For Mayoral Candidates:** For our Mayoral candidates who have full time employment: How will you be able to put in the 40 or more hours required each week as Mayor of Amherstburg? Will you be at Town Hall every day? Will you get a leave-of-absence from your current employer?

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Mayor Aldo DiCarlo	<p>I have checked into this to see if I could find a reference for the question. I could not find any job description for the mayor of Amherstburg or any reference to a 40 hour work week. The job for mayor of Amherstburg is still listed as a part time job, as it is in all the other municipalities in Essex County, except for Windsor. I do not believe that this election is about a debate for a full time or part time mayor's position. This election is about deciding who the most qualified individual is for mayor, not the one with the most availability. I investigated further, by speaking with several past CAO's, council members and staff from the Town, and they all agreed that if the job of mayor is done by a competent individual with skills in delegating, personnel and finance, there should be no need to have a full time mayor. This is a good thing since we can't really afford one right now, nor can I afford to leave my full time employment and support my family. It would be unfortunate for Amherstburg if we started to limit the candidates for mayor to retirees or people of wealth. I do not believe that the mayor should be doing everything. The work should be distributed amongst the councillors, the deputy mayor, and administration. This develops cooperation, transparency, accountability and a positive work environment, regardless of how much time the mayor has to dedicate to the job. That said, I have a full time job with flexibility and I intend to put in whatever amount of hours is necessary to get Amherstburg back into a positive position. Whether that time is in Town Hall, in my home or in someone else's home, I can't say right now. I will say that I can do it more efficiently and more productively than it was done, at least by those on council in the past 4 years.</p>
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