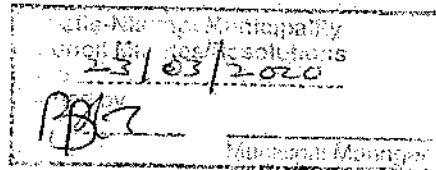




**COUNCIL RESOLUTION FOR SPECIAL COUNCIL MEETING HELD ON
THE 23RD MARCH 2020 AT 09H00.**

**SC.10/2019-2020/5.1.1: REPORT ON ALLEGATIONS OF MISCONDUCT
AGAINST THE EXECUTIVE MANAGER TECHNICAL SERVICES**

**COUNCIL RESOLUTION NO. 5.1.1.10/2019/2020: REPORT ON
ALLEGATIONS OF MISCONDUCT AGAINST THE EXECUTIVE MANAGER
TECHNICAL SERVICES**



Council resolved:

- To accept and adopt the report by Bowmans Gilfillan Inc. as the official investigations report on the allegations of misconduct against the Executive Manager: Technical Services. Council accepts the findings and recommendations in the report that the Executive Manager: Technical Services committed serious misconduct which warrant that disciplinary proceedings be instituted against him.
- That disciplinary proceedings be instituted against the Executive Manager: Technical Services Mr. Ranko Ruiter.
- To note that in his response to the intention to suspend the Executive Manager: Technical Services made several admissions to conduct which would serve as a valid basis to charge him for misconduct e.g. item 4 on page 7 of his representations he admitted that he made/processed payments to a service provider despite the lack of service level agreement. Council resolves that such conduct should also be included in the charges against the Executive Manager: Technical Services.
- To authorise the Acting Municipal Manager to appoint and sign letters of appointments of an external Chairperson and Prosecutor/Officer to lead evidence for the said disciplinary proceedings.





COUNCIL RESOLUTION FOR SPECIAL COUNCIL MEETING HELD

ON THE 23RD MARCH 2020 AT 09H00.

- To authorise the Acting Municipal Manager to take appropriate action against the junior employees who are implicated in the report, in line with the applicable disciplinary code.
- That any litigation which may be instituted to challenge this Resolution or the implementation thereof should be defended.
- That the Acting Municipal Manager is authorised to take all steps necessary to ensure that any litigation which may arise regarding this Council Resolution or implementation thereof be defended and interests of Council be protected including but not limited to obtaining legal advice, instructing administration to appoint attorneys and advocates to represent Council, deposing to affidavits on behalf of Council, instructing any employees of the Municipal Council and Councillors to do anything he considers necessary to protect the interests of the Municipal Council regarding this resolution and possible litigation.
- That the Acting Municipal Manager should provide Council with progress report on a regular basis regarding the implementation of this Council Resolution.

