

Reference No. 2022-040

July 13, 2022

**Via Electronic Mail**

Hon. Daniel Allain  
Minister of Local Government and Local Governance Reform  
Marysville Place  
P. O. Box 6000  
Fredericton, NB  
E3B 5H1

Dear Honourable Minister:

**Re: Appointment of CAO for Entity 40 (Town of Tantramar)**

On July 6, 2022, Chad Peters the Provincial Facilitator overseeing the Local Governance Reform Process for Entity 40 informed the Elected Officials Advisory Committee that you had accepted the recommendation of the HR Committee for Entity 40 and would be appointing Jennifer Borne as Chief Administrative Officer for Tantramar.

On behalf of the Town Council for the Town of Sackville I am writing to inform you of Town Council's serious concerns at the process leading to this recommendation, and to request that you refrain from appointing Ms. Borne until we have had the opportunity to meet with you to express our concerns at this fundamentally flawed process.

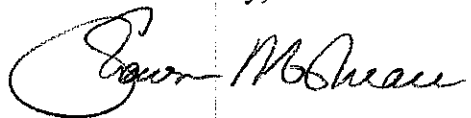
The Town's legitimate expectation was that the recruitment and hiring process for CAO's would be based on a "fair and objective HR process that reflects the requirements of the role". This assurance was provided by A/Deputy Minister Ryan Donaghy in his memo dated May 4, 2022.

Based on the limited information available to us – due to the lack of transparency of the process due to confidentiality agreements imposed on the members of the HR Committee – we can only view the outcome as unreasonable and inconsistent with the expectation set by Mr. Donaghy.

We are asking to meet with you to elaborate on our concerns and to request that you have the entire hiring process leading to the recommendation to appoint Ms. Borne reviewed by a reputable, independent human resources consulting firm. If the process was flawed, this would allow for the matter to be addressed before irrevocable decisions are taken; if the review finds that the process was appropriate and reasonable, it would provide Town Council and the citizens who we represent with confidence in the appointment.

Given the urgency of this matter, we are requesting a meeting with you as soon as possible and can adjust our schedules accordingly.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Shawn Mesheau". The signature is fluid and cursive, with a large initial 'S'.

Shawn Mesheau  
Mayor, Town of Sackville  
Cc: Council