

From: Meunier-Côté, Lily <lily.meuniercote@mcadvisory.com>
Sent: Thursday, April 24, 2025 10:17 AM
Subject: MC Advisory - Code of Conduct Investigation Services
Attachments: MCA - Code of Conduct Investigations - 2025.pdf

Good morning,

I'm reaching out on behalf of MC Advisory to introduce our **Code of Conduct investigation services**, now available to municipalities across Nova Scotia. We are proud to share that we have been identified by the Association of Municipal Administrators of Nova Scotia (AMANS) – along with several individual municipalities – as a qualified provider to support municipalities with fair, thorough, and impartial investigations under the *Codes of Conduct for Municipal Elected Officials Regulations*.

We understand the importance of public trust and procedural fairness in municipal governance. Our team brings deep expertise in workplace investigations, municipal policy, and conflict resolution – ensuring each matter is handled with professionalism, discretion, and clarity.

We've created a brief promotional overview that outlines how we work and the support we can provide. I've attached that information here for your review.

Should your municipality need independent assistance with a Code of Conduct matter, or if you'd simply like to learn more about [MC Advisory](#), I would be pleased to connect you with a member of our team.

Best regards,



Lily Meunier-Côté PMP
Program Manager
MC Advisory

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MC ADVISORY

CODE OF CONDUCT INVESTIGATIONS

Our team of Certified Investigators support municipalities across the region to responsively address allegations of misconduct and conflict. Recognized for our objectivity and credibility, we are named as the Association of Municipal Administrators of Nova Scotia (AMANS) qualified investigators, Halifax Regional Municipality (HRM) qualified investigators, and the preferred advisory partner of UMNBS.

EXPERIENCED

MC Advisory understand the nuances of the public sector, elected officials and the importance of transparency, procedural fairness and the overall reputation of your entities. With decades of public sector experience, our team has worked alongside municipalities, towns and villages throughout Atlantic Canada, conducting investigations, alternative dispute resolution and providing human resources and labour relations support.

TRAUMA-INFORMED

We are trained to recognize trauma and conduct investigations responsively.

CERTIFIED

We are certified in best practice approaches and through affiliation with McInnes Cooper, maintain up-to-date knowledge and training in case law and legislation.

TIMELY

With a team of six Advisors and four Lawyers, we are confident that we will always have the capacity to start an investigation within 72 hours.

COST EFFECTIVE

MCA rates are \$250/hour
MC rates are \$275- \$370/hour

**It is anticipated that MCA will conduct the majority of investigations.*

OUR PRIMARY INVESTIGATORS

Our experienced and progressive advisors will provide the strategic advice and solutions you require.



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