

Re: Agenda Item 4.7.1

NTAG comments re slide 15 of the REV It Up Initiatives presentation:

The Administrative & Service Delivery Review Presentation on December 16, 2019 recommended “reorganizing and clarifying roles and responsibilities to ensure more optimal and efficient service delivery” and noted that some areas have a lot more supervisors than staff.

The report identified “Performance Management” and “Organizational Review” as High Priority, with significant direct costs savings.

In June 2015 NTAG, in a deputation to Town Council identified the unavailability of performance objectives for employees and asked Members of Council to

“ direct staff to create and implement HR policies specific to defining and measuring employee performance”

NTAG strongly suggests that the Town of Newmarket move forward with Performance Management and Organizational Review and not defer to 2021 or later.

Kathy (Toth) Kumpula

President

Newmarket Taxpayers Advocacy Group Inc.

“Advocating for YOU, the taxpayer.”