

December 5, 2022

The Town of the Blue Mountains

Attn: Mayor and Council

Re: Staff Report FAF.22.162 Dated November 29, 2022

It is proven these periodic reviews are essential to the success on any organization. I also believe a review is only as good as its parts and a vital part may have been overlooked. It is of equal importance the review include a thorough assessment of all managerial and supervisory positions to ensure effective and efficient service and product delivery. Normally the consultant will the Town to other similar and/or slightly larger municipalities, especially those experiencing similar development and growth pressures.

This generally entails comparing similar job descriptions, accurately defining minimal educational requirements, pertinent experience and normal work loads. This helps to ensure staff are fully capable of fulfilling their responsibilities. It will also provide a fuller understanding of the effectiveness of the corporate structure and will identify missing rungs and/or redundancies impacting delivery efficiencies.

I request Council consider these recommendations and ensure they are included in the proposed RFP.

Respectfully

R. Tipping

cc: Clerk