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<b>Moved By</b>	<u>SUZANNE SEGUIN</u>	<b>Resolution No.:</b>
<b>Last Name Printed</b>	<u>SEGUIN</u>	453-21
<b>Seconded By</b>	<u>BRIAN DARLING</u>	<b>Council Date:</b>
<b>Last Name Printed</b>	<u>DARLING</u>	November 1, 2021

**WHEREAS** at the Committee of the Whole Meeting on October 28, 2021, Council considered a memo from the Chief Administrative Officer regarding the Town of Cobourg Organizational Review Implementation Plan; and

**WHEREAS** at the Committee of the Whole Meeting on October 4th, 2021, Council received the draft report on the Organizational Review from KPMG and directed the Chief Administrative Officer to prepare a report with recommendations from the Organizational Review findings to analyze and implement for 2022 and beyond to be brought forward to Council at the October 25th 2021, Committee of the Whole Meeting;

**NOW THEREFORE BE IT RESOLVED** Council direct the Chief Administrative Officer to pursue the recommendations proposed by staff in Section #1) Staffing Adjustments, with the amended direction to the Chief Administrative Officer; and,

**FURTHER THAT** Council direct the Chief Administrative Officer to pursue the recommendations proposed by staff in Section #2) Organizational Realignment as presented; and

**FURTHER THAT** Council direct the Chief Administrative Officer to pursue the recommendations proposed by staff in Section #3) Enhancement to the Town's policy environment to right-size decision making processes, and the Town's operating processes and ways of working; and

**FURTHER THAT** Council direct staff to bring forward all items related to these Council approved recommendations to the 2022 Municipal budget; and

**FURTHER THAT** Council direct the CAO to implement the cost reduction and cost savings recommendations, building upon the KPMG Organizational Review Report on Cost Savings Strategies as discussed in Closed Session, to be reflected in the Draft 2022 Budget deliberations to be held in Open Session.