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**For Immediate Release****Council Approves Municipal Service Review  
Phase 2 of Corporate Strategy to Address Economic Challenges**

Cambridge, Ontario. October 26, 2009... Cambridge City Council tonight approved the second phase in a series of initiatives undertaken by the corporation as a means of addressing some very difficult and challenging budgetary constraints in the near future.

Phase 2 will see a comprehensive internal review of municipal services beginning this November. The purpose of the review is to offer service delivery options to address expected budget challenges in time for the 2011 budget process. The new Council will then have alternatives to consider going forward in the 2011 budget process.

"We achieved a \$200,000 Operating Budget reduction for 2009 as part of Phase 1 through a mini re-organization which eliminated three vacant positions," says Jim King, Chief Administrative Officer. "Further, in September, we introduced a 'Vacancy Gapping Procedure' to enable on-going payroll savings without reducing staff levels." King notes that from 1990-2009, the City's full-time complement of employees had experienced zero percent growth, while part-time staff increased by only one percent over the same time.

The focus for Phase 2 will be on service quality, succession planning, and effectiveness and efficiencies within the organization. The City will strike internal task forces utilizing a cross-section of employee skills to perform the review. Areas such as public works, legal services, fire dispatch, and service delivery levels in all departments will be addressed. There will also be a review of the City's succession planning, productive work time and staff time associated with advisory committees. The process is expected to conclude in October 2010 with two updates to Council slated for June and September of the same year.

"We face difficult economic times and our priority is to continue to deliver the most effective and cost-efficient services to our citizens. As our community grows, and the needs change, it is only prudent that we review our service delivery models with a view to providing Council with key data on which to base future budgetary decisions," adds King.

The full report can be found in the Council section online at:

[http://www.cambridge.ca/cs\\_pubaccess/minutes\\_list.php?date=2009-10-26&cpid=70&scpid=0&did=2&sid=0&ssid=0&tp=0&grid=0&type=Council&subtype=Regular](http://www.cambridge.ca/cs_pubaccess/minutes_list.php?date=2009-10-26&cpid=70&scpid=0&did=2&sid=0&ssid=0&tp=0&grid=0&type=Council&subtype=Regular)

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The City of Cambridge is one of the fastest growing areas in the country. It is strategically located astride highway 401 in Southwestern Ontario, part of Canada's Technology Triangle. In 2009, the population reached over 126,000 people. With a multicultural mix and a strong foundation of support services, Cambridge has a diverse economic base with leading industries in manufacturing, automotive, high technology, pharmaceutical, business and financial services and hospitality/retail. The Corporation of the City of Cambridge is an employer with a work environment that offers the opportunity to provide service to the community through creativity and innovation, and with opportunities for career growth and advancement.

For more information on the area or the corporation visit [www.cambridge.ca](http://www.cambridge.ca)

The City of Cambridge press room is located at

[http://www.cambridge.ca/the\\_office\\_of\\_the\\_chief\\_administrative\\_officer/corporate\\_communications\\_marketing](http://www.cambridge.ca/the_office_of_the_chief_administrative_officer/corporate_communications_marketing)

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