

Public Works Department Biodiversity Action Plan Resourcing Plan

The following table outlines the Biodiversity Action Plan actions where leadership or support from Public Works Department staff is needed.

The 2025 Budget request for 4 (four) full time equivalent (FTE) staff members for the Public Works Department, Environmental Services Division, are required to set up the framework by gathering data and creating systems and processes, in order to move future biodiversity actions forward. The annualized cost to support four new full-time equivalents is \$560,000.00. Financial resources noted in the following table are premised on receiving the four new full-time equivalent staff.

Key Priority	Action	Action Text	Time	Lead	Public Works Divisional Support	City of Hamilton Resources Required
1. Administration and Governance	1.1	Identify long-term funding strategies to implement the BAP for the protection and enhancement of the natural environment to improve biodiversity.	0 – 1 year	BAP Steering Committee	Corporate Asset Management	Staff: Corporate Asset Management staff to work with BAP team in developing the long-term financial plan. Financial: None.
2. Evaluation and Monitoring	2.1	Prepare a State of Environment report to track the and report the City’s progress towards achieving the City’s natural heritage protection goals. The basis of this report would be the Natural Areas Inventory.	1 – 3 years	City of Hamilton (Planning and Economic Development - Planning Division)	Corporate Asset Management, Environmental Services	Staff: Corporate Asset Management staff to provide relevant information. Environmental Services will require additional staff members to complete this action. Financial: FTE to support this work to be referred to the 2025 Operating budget.
	2.2	Centralize and standardize the collection and sharing of biodiversity data.	1 – 3 years	BAP Steering Committee	Environmental Services	Staff: Environmental Services will require additional staff to complete this action. Financial: FTE to support this work to be referred to the 2025 Operating budget.

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	2.3	Develop a process for updating Natural Areas Inventory database along with ongoing maintenance.	1 – 3 years	City of Hamilton (Planning and Economic Development - Planning Division) Hamilton Naturalists’ Club Hamilton Conservation Authority	Corporate Asset Management, Environmental Services, Hamilton Water	Staff: Corporate Asset Management staff will support what inventory information should be collection to ensure alignment with the larger asset management program. Environmental Services will require additional staff to complete this action. Hamilton Water staff will coordinate this action with the Watershed Action Plan. Financial: FTE to support this work to be referred to the 2025 Operating budget.
	2.4	Develop a Report Card to be completed by Biodiversity Action Plan partners to report on Actions and to assist in writing future progress reports.	1 – 3 years	BAP Coordinator	Environmental Services	Staff: Environmental Services will require additional staff to complete this action. Financial: FTE to support this work to be referred to the 2025 Operating budget.
	2.5	Organize an annual Biodiversity workshop to discuss monitoring, results, ongoing and future projects, and collaborations related to the BAP, and to share progress on the BAP actions with the public.	1 – 3 years	BAP Coordinator	Corporate Asset Management, Environmental Services	Staff: Corporate Asset Management staff will work with asset owners to develop and track key performance indicators which would be presented at the workshop. Environmental Services will require additional staff to complete this action.

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						Financial: FTE to support this work to be referred to the 2025 Operating budget.
3. Long-term Protection and Connection	3.1	Investigate and prioritize wildlife corridors and identify wildlife corridors, particularly where roads bisect Core Areas identified within the Natural Heritage System and respond by investigating appropriate best management practices and tools.	3 – 5 years	City of Hamilton (Planning and Economic Development - Planning Division)	Corporate Asset Management, Engineering Services	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Engineering Services staff will work with the Planning Division to investigate. Financial: Any additional costs to implement wildlife protection measures will need to be referred to future budgets.
	3.2	Review existing inventories of protected lands to identify additional key areas (ex. alvars, Niagara Escarpment, water quality improvement areas, wildlife corridors) that should part of an overall land securement strategy.	3 – 5 years	Hamilton Naturalists’ Club	Corporate Asset Management, Environmental Services	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Environmental Services will require additional staff to complete this action. Financial: FTE to support this work to be referred to the 2025 Operating budget.
	3.3	Review the Natural Heritage policies of the Rural and Urban Hamilton	1 – 3 years	City of Hamilton (Planning and	Environmental Services	Staff: Environmental Services will require additional staff to complete this action. This has impacts on the

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		Official Plans and investigate options for amendments to strengthen protection of biodiversity in both the rural and urban contexts.		Economic Development - Planning Division)		development of parks and might see some overlap with the strategic goals of the Parks Master Plan. Financial: FTE to support this work to be referred to the 2025 Operating budget.
	3.4	Develop a Conservation Organization Working Group comprised of the City of Hamilton and Conservation Organizations to determine and understand acquisition priorities, assist in the evaluation of applications, and to further communicate the availability of this fund.	1 – 3 years	City of Hamilton (Planning and Economic Development - Planning Division, and Office of Climate Change Initiatives)	Environmental Services	Staff: Environmental Services will require additional staff to complete this action. Financial: FTE to support this work to be referred to the 2025 Operating budget.
	3.5	Review the findings of the Natural Areas Inventories to determine which Species at Risk depend on City of Hamilton owned lands and develop a plan to undertake recovery and protection activities.	3 – 5 years	City of Hamilton – Public Works (Environmental Services)	Corporate Asset Management, Environmental Services, Hamilton Water	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Environmental Services will require additional staff to complete this action. Hamilton Water staff will coordinate this action with the Watershed Action Plan.

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						Financial: FTE to support this work to be referred to the 2025 Operating budget.
	3.6	Identify options to enhance the function of existing greenspaces to increase connectivity. e.g. actively managing existing woodland areas for biodiversity, increasing buffer areas, restoring /creating new habitat connection.	1 – 3 years	BAP Coordinator	Corporate Asset Management, Environmental Services, Hamilton Water	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Environmental Services will require additional staff to complete this action. Hamilton Water staff will coordinate this action with the Watershed Action Plan. Financial: FTE to support this work to be referred to the 2025 Operating budget.
	3.7	Continue to support opening vistas at key areas along the escarpment to deter unauthorized trails which result in negative impact to sensitive escarpment habitat.	0 – 1 year	City of Hamilton – Public Works (Environmental Services)	Corporate Asset Management, Environmental Services	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Environmental Services staff will continue to work on this action. Financial: None
	3.8	Preserve and enhance City managed dune habitat along the Lake Ontario shoreline by reducing erosion through	1 – 3 years	City of Hamilton – Public Works (Environmental Services)	Corporate Asset Management, Environmental Services,	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management

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		maintaining dedicated beach access and leaving Deadwood following a Dune Management Plan that will be developed.			Engineering Services	Plans. Environmental Services will require additional staff to complete this action. Staff will coordinate this action with the Hamilton Beach Shoreline Protection Strategy and the Confederation Beach Park Master Plan. Engineering Services staff will coordinate this action with a Hamilton Water shoreline erosion study. Financial: FTE to support this work to be referred to the 2025 Operating budget.
4. Education and Stewardship	4.3	Encourage increased use of natural burial in City of Hamilton cemeteries that will consider biodiversity through landscape design, species selection and maintenance approach.	1 – 3 years	City of Hamilton – Public Works (Environmental Services)	Corporate Asset Management, Environmental Services.	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Environmental Services staff will reseed the site and will coordinate with a controlled burn professional. Financial: Funding to be referred to a future budget process.
	4.4	Develop tools that will support biodiversity friendly plantings on cemetery properties by cemetery patrons.	1 – 3 years	City of Hamilton – Public Works (Environmental Services)	Corporate Asset Management, Environmental Services.	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management

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						Plans. Environmental Services staff will develop brochures to share with interment rights holders to guide plantings. Financial: Funding to be referred to a future budget process.
	4.9	Target outreach and education to landowners who have property boundaries adjacent to natural areas.	1 – 3 years	BAP Coordinator	Hamilton Water	Staff: Hamilton Water staff will coordinate this action with the Watershed Action Plan. Hamilton Water staff will support Hamilton Conservation Authority with existing resources. Financial: None.
	4.10	Investigate the potential of hosting workshops for landowners on topics including manure runoff and well decommissioning.	1 – 3 years	Hamilton Conservation Authority	Hamilton Water	Staff: Hamilton Water staff will coordinate this action with the Watershed Action Plan. Hamilton Water staff will support Hamilton Conservation Authority with existing resources. Financial: None.
	4.11	Encourage regular use of native plants in all planting projects led by BAP partners to maximize the resilience of greenspaces and to support habitats.	0 – 1 year	BAP Coordinator	Waste Management, Hamilton Water	Staff: Waste Management staff have planted pollinator plants in open and closed landfill properties. Hamilton Water will coordinate this action with the Watershed Action Plan. Will support the BAP Coordinator using existing resources.

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						Financial: None.
	4.12	Establish a working group to develop and implement a communications plan to raise awareness about biodiversity in Hamilton and the role everyone has to play in protecting and celebrating it. Undertake a public survey to determine if biodiversity understanding has changed in this first 5 year BAP.	1 – 3 years	BAP Coordinator	Environmental Services, Waste Management	Staff: Environmental Services will require additional staff to complete this action. Waste Management staff is working on proper and safe disposal communications through multiple channels. Have worked with By-law to ensure proper legislation for disposal of noxious weeds and invasive species. Financial: FTE to support this work to be referred to the 2025 Operating budget.
	4.15	Host volunteer and community events to manage invasive species, plant native species on public lands to increase biodiversity, connect fragmented landscapes, and create new natural areas.	0 – 1 year	Hamilton Conservation Authority, Hamilton Naturalist’s Club, Bay Area Restoration Council	Corporate Facilities & Energy Management, Environmental Services	Staff: Corporate Facilities staff will provide space for invasive removals and native species plantings for still-to-be-selected locations. Environmental Services staff will require additional staff to complete this action. Will coordinate with partners to determine sites. Financial: FTE to support this work to be referred to the 2025 Operating budget.
	4.16	Develop and maintain a focal habitat creation site on public lands in each Ward to demonstrate the	3 – 5 years	Hamilton Naturalist’s Club	Corporate Asset Management,	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the

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		potential to increase biodiversity in the urban area by planting native trees, shrubs and wildflowers.			Environmental Services	<p>respective Asset Management Plans. Environmental Services staff will coordinate with partners and in some cases will aid with site preparation, plant materials, and soil.</p> <p>Financial: FTE to support this work to be referred to the 2025 Operating budget. Program funding to be requested in a future budget process.</p>
	4.17	Install trial pollinator gardens in areas of the City designed to promote increased pollination and are focused on native species of plants and pollinating insects (i.e. bees, butterflies etc.).	1 – 3 years	City of Hamilton – Public Works (Environmental Services)	Corporate Asset Management, Environmental Services	<p>Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Environmental Services staff will coordinate with partners and in some cases will aid with site preparation, plant materials, and soil.</p> <p>Financial: Funding to be requested in a future budget process.</p>
	4.18	Create naturalized areas in selected parks by planting native perennials and low growing shrubs.	3 – 5 years	City of Hamilton – Public Works (Environmental Services)	Corporate Asset Management, Environmental Services	<p>Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Environmental Services staff</p>

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						<p>will coordinate with partners and in some cases will aid with site preparation, plant materials, and soil.</p> <p>Financial: FTE to support this work to be referred to the 2025 Operating budget. Program funding to be requested in a future budget process.</p>
	4.19	Community tree planting through volunteer groups planting native species of container stock trees to rehabilitate public lands within the City.	0 – 1 year	City of Hamilton – Public Works (Environmental Services), Hamilton Naturalist’s Club	Corporate Facilities & Energy Management, Environmental Services	<p>Staff: Corporate Facilities staff will provide space for community tree plantings for still-to-be-selected locations. Environmental Services staff will coordinate this action with the Urban Forest Strategy and identify “no-go” zones to preserve development/re-development opportunities of the parkland.</p> <p>Financial: FTE to support this work to be referred to the 2025 Operating budget.</p>
	4.22	Undertake stewardship events on past tree planting sites and urban pollinator garden sites focusing on replanting and invasive species removal in degraded woodlands and creating new and	0 – 1 year	Green Venture	Environmental Services	<p>Staff: Environmental Services will require additional staff to complete this action. Will coordinate with partners to determine sites.</p> <p>Financial: FTE to support this work to be referred to the 2025 Operating budget.</p>

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		expanding existing woodlands with native trees and plants.				
	4.23	Celebrate local biodiversity excellence through initiatives including the Monarch Awards, Pollinator Paradise certification programs, and others. Integrate natural function into Trillium Awards program, modify program to celebrate sustainable gardening.	0 – 1 year	City of Hamilton – Public Works (Environmental Services) Hamilton Naturalists’ Club		Staff: Environmental Services staff will be training judges, designing new awards, and creating new brochures as part of the communication plan for the expansion of the Trillium program. Financial: Funding to be requested in a future budget process.
5. Coordinated Invasive Species Management	5.4	Strengthen working group of local partners and agencies undertaking invasive species management in Hamilton to share data and expertise and to collaborate on management initiatives and maximize resources, where possible.	0 – 1 year	Hamilton Conservation Authority	Environmental Services, Transportation Operations & Management, Hamilton Water	Staff: Environmental Services will require additional staff to complete this action. Transportation staff will collect invasive species data and collaborate with local partners for management resources (including creation of pilot programs where feasible). Hamilton Water will coordinate this action with the Watershed Action Plan and support the action with existing resources. Financial: FTE to support this work to be referred to the 2025 Operating budget. Program funding to be requested in a future budget process.

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	5.5	Expand the Adopt-a-Park Program to include support for adopting natural open spaces, pollinator patches, seed banks, habitat structures, and invasive species management on Parks properties.	1 – 3 years	City of Hamilton – Public Works (Environmental Services)		Staff: Environmental Services will require an additional staff to complete this action. Forestry and Landscape Architectural staff will support the action using resources. Financial: Funding for additional staff to be requested in a future budget process.
	5.6	Implement Invasive Species Strategy and identify goals related to mapping and management of invasive species in priority areas.	0 – 1 year	Hamilton Conservation Authority Hamilton Naturalists’ Club	Environmental Services	Staff: Environmental Services will require additional staff to complete this action. Financial: FTE to support this work to be referred to the 2025 Operating budget. Program funding to be requested in a future budget process.
6. Aquatic Habitat Restoration and Enhancement	6.1	Develop a Watershed Action Plan to meet the expectation for a cleaner aquatic environment. Build on the City-assembled consortium of agencies with a common goal of improving harbour conditions and ultimately delisting Hamilton Harbour as an Area of Concern.	1 – 3 years	City of Hamilton (Public Works - Hamilton Water)	Environmental Services, Waste Management	Staff: Environmental Services will require additional staff to complete this action. Waste Management staff will complete this action through monitoring programs. Hamilton Water staff will coordinate this action with the Watershed Action Plan. Financial: FTE to support this work to be referred to the 2025 Operating budget.

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	6.2	Through the development of City-wide Low Impact Development Guidelines, the City will consider landscape-based stormwater infiltration techniques for enhancement of onsite local biodiversity in accordance with area specific EIS and sub watershed study recommendations.	0 – 1 year	City of Hamilton (Planning and Economic Development – Growth Management Division)	Corporate Asset Management, Environmental Services, Engineering Services, Transportation Operations & Management, Hamilton Water	<p>Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Environmental Services staff will coordinate these guidelines with existing operational guidelines. Engineering Services staff will assist with the guideline preparation and incorporate the new guidelines with the Public Works Design guidelines. Transportation staff will ensure guideline compliance in future projects. Hamilton Water staff will ensure compliance in future projects.</p> <p>Financial: FTE to support this work to be referred to the 2025 Operating budget. Additional funding to be requested in a future budget process.</p>
	6.3	Consider lot level stormwater management, green infrastructure, and grey water reuse opportunities at the design stage of park and cemetery projects.	1 – 3 years	City of Hamilton – Public Works (Environmental Services)		<p>Staff: Environmental Services staff will ensure these water management techniques are incorporated into designs.</p> <p>Financial: FTE to support this work to be referred to the 2025 Operating budget.</p>

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	6.4	Develop and implement stormwater fee program.	0 – 1 year	City of Hamilton (Financial Planning & Administration)	Hamilton Water	Staff: Hamilton Water staff will coordinate this action with the Watershed Action Plan. Hamilton Water will support City of Hamilton Finance with existing resources. Financial: None.
	6.5	Deliver technical and (where applicable) financial assistance to private property owners implementing agricultural Best Management Practices (BMPs) and Stormwater Low Impact Development (LID) practices on private properties.	0 – 1 year	Hamilton Conservation Authority	Hamilton Water	Staff: Hamilton Water staff will coordinate this action with the Watershed Action Plan. Hamilton Water will support Hamilton Conservation Authority with existing resources. Financial: None.
	6.6	Assess opportunities to reduce water consumption through monitoring, maintenance, and implementing best practices.	1 – 3 years	City of Hamilton – Public Works (Environmental Services)	Corporate Asset Management, Corporate Facilities & Energy Management, Environmental Services.	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Corporate Facilities staff will look for opportunities through facility maintenance and new builds (smart/sensory plumbing fixtures, rain barrels, and rainwater harvesting/collection). Environmental Services staff will

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						support existing meters using existing resources. Financial: None.
	6.7	Implement the Hamilton Salt Management Plan as it applies to public roads, bicycle infrastructure, sidewalks, and pathways.	1 – 3 years	City of Hamilton – Public Works (Environmental Services)	Corporate Facilities & Energy Management, Environmental Services, Transportation Operations & Management, Hamilton Water.	Staff: Corporate Facilities staff will ensure Salt Management Plan compliance. Environmental Services staff will ensure Salt Management Plan compliance. Transportation staff will ensure compliance to plan. Staff will investigate alternative products and best practices. Salt Management Plan is to be updated by December 2026 as per the Hamilton/Halton Source Protection Plan. Hamilton Water staff will coordinate this action with the Watershed Action plan. Staff will use existing resources. Financial: Potential funding to be requested in a future budget process.
	6.8	Enhance biodiversity at stormwater management facilities by establishing maintenance procedures and practices.	1 – 3 years	City of Hamilton – Public Works (Watershed Management Services)	Corporate Asset Management	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Hamilton Water staff are currently following an existing

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						Planting Plan for Stormwater Management ponds. Financial: Will require a roster consultant assignment to identify any opportunities for pond enhancement and coordination with existing Ontario stormwater management pond legislation.
	6.9	Deliver education programs about stormwater management to the public and businesses to increase stormwater management on private lands.	0 – 1 year	Bay Area Restoration Council	Hamilton Water	Staff: Hamilton Water staff will coordinate this action with the Watershed Action plan. Staff will use existing resources. Financial: None.
	6.10	Initiate conversations with institutional landowners about installing stormwater management systems (rain gardens, bioswales, rain barrels, etc) in schools and businesses.	1 – 3 years	BAP Coordinator	Hamilton Water	Staff: Hamilton Water staff will coordinate this action with the Watershed Action plan. Staff will use existing resources. Financial: None.
	6.11	Mitigate flooding and erosion risks and improve water quality in the lower urban area of Stoney Creek by increasing stormwater retention via the installation of	1 – 3 years	Hamilton Conservation Authority	Corporate Asset Management, Hamilton Water	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Hamilton Water staff will coordinate this action with the

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		constructed wetlands in the upper watershed area of Battlefield and Stoney Creek.				Watershed Action plan. Staff will use existing resources. Financial: None.
	6.12	Install Seabins and litter traps in catch basins surrounding the Harbour to collect litter entering the Harbour. This will also include regular maintenance to ensure they continue to work as designed.	1 – 3 years	City of Hamilton – Public Works (Environmental Services)	Corporate Asset Management, Engineering Services, Transportation Operations & Management, Hamilton Water	Staff: Corporate Asset Management staff will support asset owner to document the action in the appropriate section of the respective Asset Management Plans. Environmental Services staff currently maintain litter traps and sea bins. Financial: Funding for additional litter traps and/or sea bins to be requested in a future budget process.
7. Local Decision-making	7.1	Develop an Open Space Management Plan to guide City of Hamilton natural open space stewardship.	3 – 5 years	City of Hamilton – Public Works (Environmental Services)		Staff: Environmental Services will require additional staff to complete this action. Financial: FTE to support this work to be referred to the 2025 Operating budget. Project funding to support roster consultant assignment will be referred to a future budget process.
	7.3	Perform an initial review of Parks Bylaw for areas for improvement from a biodiversity perspective.	1 – 3 years	City of Hamilton – Public Works		Staff: Environmental Services will require additional staff to complete this action.

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				(Environmental Services)		Financial: FTE to support this work to be referred to the 2025 Operating budget.
	7.4	Incorporate biodiversity in the Non-Public Facing Yards Review as a guiding principle for any new projects.	3 – 5 years	City of Hamilton – Public Works (Corporate Facilities & Energy Management)	Environmental Services, Transportation Operations & Management, Waste Management	Staff: Environmental Services staff will include biodiversity in new projects. Waste Management staff will ensure observations and maintenance at site will be included in associated contract. Financial: None.
	7.5	Consider the BAP when initiating City projects and studies, looking for opportunities for mitigation of key threats to local biodiversity.	1 – 3 years	City of Hamilton (Planning and Economic Development – Planning Division)	Corporate Facilities & Energy Management, Environmental Services, Engineering Services, Transit, Transportation Operations & Management, Waste Management	Staff: Corporate Facilities staff will ensure new projects will include biodiversity. Environmental Services will require a staff to be a representative in the BAP Steering Committee. Engineering Services staff will provide additional staff time for each project to ensure biodiversity is protected. Transit staff have ensured biodiversity in new projects (i.e. MSF) and will consider biodiversity in new projects. Transportation staff will consider biodiversity in new projects. Waste Management staff will ensure to continue to monitor biodiversity in open and closed landfills.

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						Financial: FTE to support this work to be referred to the 2025 Operating budget.
	7.8	Initiate a City-wide Ecosystem Services Study to better understand the valuable benefits provided by various natural assets in both the rural and urban areas of Hamilton.	1 – 3 years	City of Hamilton (Planning and Economic Development – Planning Division)	Environmental Services, Hamilton Water	Staff: Environmental Services will require additional staff to complete this action. Hamilton Water staff will support PED with existing resources. Financial: FTE to support this work to be referred to the 2025 Operating budget.