

CITY OF HAMILTON

NOTICE OF MOTION

General Issues Committee: May 21, 2025

MOVED BY COUNCILLOR M. SPADAFORA.....

2026 Budget – Full-Time Equivalent (FTE) Cap and Optimization Strategy

WHEREAS, the City of Hamilton must take urgent steps to restore fiscal discipline and demonstrate responsible stewardship of taxpayer dollars;

WHEREAS, significant year-over-year spending increases, including the addition of 746 Full-Time Equivalent (FTE) positions during this term of Council, have contributed to escalating operating costs;

WHEREAS, the continued expansion of the City's workforce is unsustainable and adds to the growing financial pressure on residents, many of whom are already facing affordability challenges; and,

WHEREAS, it is essential that the City begin to operate within its means and maximize the effectiveness of existing resources;

THEREFORE, BE IT RESOLVED:

- (a) That Council request the Mayor to include the 2026 budget directive a requirement that no additional Full-Time Equivalent (FTE) positions be added in the 2026 operating budget, and that existing FTEs be repurposed and reprioritized to align with and support Council's 2026 strategic direction and priorities; and,
- (b) That this only relates to FTEs that are non-legislative positions (excluding Hamilton Police Services, Fire and Paramedics).