

CITY OF HAMILTON

MOTION

General Issues Committee: June 11, 2025

MOVED BY COUNCILLOR M. SPADAFORA

SECONDED BY COUNCILLOR J. BEATTIE.....

Review and Rationalization of Unfilled Council-Approved Positions

WHEREAS, over the current term, Council has approved a significant number of Full-Time Equivalent (FTE) positions based on departmental requests and service expansion plans;

WHEREAS, a substantial number of these positions have remained unfilled for extended periods of time, raising concerns about whether these roles are operationally essential or fiscally justified;

WHEREAS, ongoing vacancies suggest a misalignment between staffing approvals and actual organizational capacity or need, contributing to unnecessary base budget increases.

THEREFORE, BE IT RESOLVED:

- (a) That the City Manager be directed to report back to the General Issues Committee (GIC) with a comprehensive review of all Council-approved FTEs from 2022 to present, including:
 - (i) position title, department, and year of approval;
 - (ii) whether the position has been filled or remains vacant;
 - (iii) vacancy duration;
 - (iv) impact (if any) of the unfilled position on service delivery; and,
 - (v) budgetary impact of carrying unfilled positions in the base budget;
- (b) That the City Manager be directed to identify and recommend for elimination:
 - (i) any approved FTEs that have remained vacant for more than 12 months without demonstrable service impact; and,
 - (ii) any roles that are no longer operationally required or can be absorbed through existing resources;
- (c) That the City Manager be directed to develop a policy whereby FTEs that remain unfilled for a continuous 12-month period are automatically flagged for Council review and potential removal from the budget; and,
- (d) That any savings from the elimination of unfilled or redundant positions be redirected to offset tax levy pressure.