

CITY OF HAMILTON M O T I O N

Audit, Finance and Administration Committee: June 12, 2025

MOVED BY COUNCILLOR M. SPADAFORA

SECONDED BY COUNCILLOR

Review of Prolonged Acting Management Assignments

WHEREAS, prolonged acting management assignments can lead to uncertainty among staff, hinder long-term planning, and negatively impact productivity and morale; and

WHEREAS, permanently filling leadership positions is essential to ensure organizational stability, clarity in decision-making, and accountability across departments;

THEREFORE, BE IT RESOLVED:

- (a) That the City Manager be directed to report back to the Audit, Finance and Administration Committee by September 11, 2025 with a list of all current management positions across the organization that are not permanently filled and are being covered through acting assignments, such report to include:
 - (i) The title of the positions, the departments or divisions, and the duration of the acting assignments to date; and
 - (ii) a summary of any current acting assignments that have exceeded six months, along with an explanation of the reason(s) the position has not been filled permanently, and anticipated timelines for permanent recruitment, if applicable.