

CITY OF HAMILTON

MOTION

General Issues Committee (Budget): February 13, 2026

MOVED BY COUNCILLOR J. BEATTIE.....

SECONDED BY COUNCILLOR

Restoration of Adherence to Paramedic Services 10 Year Master Plan – FTE Allocation in 2026

WHEREAS, the Mayor’s Budget Instructions clearly states that the proposed budget “must not compromise the services that residents rely on and deserve”;

WHEREAS, the Hamilton Paramedic Service Master Plan – 2022-2031 proposes the hiring of 10 Paramedics (FTE’s) per year, from 2023 to 2031 in order to maintain appropriate service response levels;

WHEREAS, the Hamilton Paramedic Service Master Plan – 2022-2031 recommended paramedic staffing enhancements based on an annual response growth increase of 3.3% per year;

WHEREAS, the hiring of 10 Paramedic FTE’s in 2025 as recommended in the Hamilton Paramedic Service Master Plan – 2022-2031, was eliminated by the Healthy and Safe Communities Department as a cost mitigation initiative, to achieve the internal directive;

WHEREAS, paramedic responses have increased 4.97% in 2024, 4.93% in 2025 and are projected to increase 4.58% in 2026, instead of the anticipated projection of 3.3%;

WHEREAS, the 2026 budget proposes hiring 5 Paramedic FTE’s instead of the recommended 10 Paramedic FTEs in the Hamilton Paramedic Service Master Plan – 2022-2031, as a cost mitigation initiative;

WHEREAS, continued delineation from the recommended Paramedic FTE hiring schedule in the Hamilton Paramedic Service Master Plan – 2022-2031, will put additional pressure on front line Paramedic staff, and is projected to further exacerbate response times;

WHEREAS, continued delineation from the Hamilton Paramedic Service Master Plan – 2022-2031 FTE hiring recommendations will lead to ‘bulk’ hiring of FTE’s to restore and realign response times, as was done in 2023; and,

WHEREAS, new Paramedic FTE's require one-time funding at 100% by the City of Hamilton in 2026, and 50% funding on a go-forward basis in 2027, with Provincial funding allocating the remaining 50% in 2027 and beyond.

THEREFORE, BE IT RESOLVED:

- (a) That the Proposed 2026 Tax Supported Budget be amended as follows:
 - (i) That staff **BE DIRECTED** to amend the Business Case for Paramedic Services to reflect an additional 5 Full Time Equivalent positions for a total of 10 Full Time Equivalent positions, at an additional gross cost in 2026 of \$728,510; and,
 - (ii) That the Reserve Strategy (Appendix E to Report FCS26001) be amended to include an additional contribution from the Tax Stabilization Reserve 110046 of \$728,510.