

# CITY OF HAMILTON

## MOTION

General Issues Committee: April 15, 2026

**MOVED BY COUNCILLOR M. TADESON.....**

**SECONDED BY COUNCILLOR C. KROETSCH.....**

### **Strategic Workforce Capacity and Consultant Utilization Review**

WHEREAS, the City of Hamilton has initiated a review of consultant utilization to identify opportunities for operational efficiencies and cost containment;

WHEREAS, strengthening internal workforce capacity supports long-term fiscal sustainability, organizational resilience, and service delivery continuity; and,

WHEREAS, Council requires defined timelines and measurable reporting to ensure progress toward optimizing internal capabilities and capacity, and reducing reliance on external consultants where feasible.

THEREFORE, BE IT RESOLVED:

- (a) That staff BE DIRECTED to provide an update on the Recruitment and Retention Strategy presented to Council in 2023 including any progress made to attract and retain talent and report back to the General Issues Committee no later than Q3 2026;
- (b) That staff BE DIRECTED to prepare a Report that provides an outline of the time, resources and methodology that will be required to conduct a comprehensive Skills Gap Analysis which may inform strategies related to competency and or capacity as it's related to the dependency of external consultants , in collaboration with Human Resources, Finance and operating departments, with the objective of assessing current workforce competencies against current and projected service delivery needs, and report back to the General Issues Committee no later than Q4 2026 with an outline.
- (c) That staff BE DIRECTED to provide a consolidated report no later than Q4 2026 outlining:
  - (i) current consultant utilization trends and associated expenditures;
  - (ii) areas of sustained external consultant reliance;

- (d) That Staff BE DIRECTED to include Senior Leadership Team (SLT) management action plans as presented in the 2017 Calendar year, for addressing the implementation of the Audit report recommendations #1 – 12, to Appendix “A” of Report AUD17008, respecting the Use of External Consultants Performance Audit, on a future General Issues Committee agenda as an Item for Information by June 2026; and,
- (e) That staff provide an update on the current status and future plans of the implementation of recommendations #1 – 12, as attached in Report AUD17008 Appendix A to the General Issues Committee by Q4 2026.