

COUNCIL MEMBERS' MOTION

*For consideration at the Standing Committee on Policy and Strategic Priorities meeting on
June 3, 2026*

5. More than Zero: Integrity and Accountability for Staff and Department Changes

Submitted by: Councillor Orr

WHEREAS

1. The City of Vancouver's 2026 budget has significantly impacted operations at the City of Vancouver, including significant impacts on City staff;
2. Since at least January 1, 2024, the City has undertaken staffing and operational changes in anticipation of, or in response to, 2026 budget pressures. These actions may include layoffs, position eliminations, vacancy freezes, reclassifications, hours reductions, and the contracting out of previously in-house functions;
3. Many of these changes have occurred without explicit Council direction or public disclosure, and residents, workers, and elected officials lack a clear and comprehensive account of what has been cut, reduced, or restructured; and
4. Transparency about the scope and impact of these changes is necessary for Council to exercise its oversight responsibilities, and for the public to assess the impact of budget decisions in a democracy.

THEREFORE BE IT RESOLVED

- A. THAT Council direct the City Manager to produce a public, non-confidential written report to Council within 10 days of adoption of this motion, comprehensively disclosing all staffing and operational changes made across all City departments and functions between January 1, 2024, and the date of this motion that relate to meeting budget targets, including but not limited to:
 1. Positions eliminated or delisted;
 2. Layoffs and terminations;
 3. Vacancy freezes (positions left unfilled by policy or direction);
 4. Reductions to hours or employment status;
 5. Reclassifications resulting in reduced compensation or scope;
 6. Functions, services, or work contracted out to external providers; and
 7. Any other measures that reduced the City's workforce or service delivery capacity.
- B. THAT the report identify, for each change: the department affected, the nature of the change, the number of positions or workers affected, the date the change was implemented or directed, and the estimated annual budget impact.
- C. THAT the report disclose all City departments, teams, projects, and tasks ended, defunded, or paused during this period, and the estimated annual budget impact.

- D. THAT the report disclose all new costs incurred, including subcontracts and automation, to complete work previously done by staff.
- E. THAT no information in this report be withheld on the basis of budgetary confidentiality, and that the report be made available to the public upon tabling.

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