
From: dan99 [REDACTED]

Sent: Friday, February 2, 2024 11:58 AM

To: Stevenson, Kirsten <Kirsten.Stevenson@hamilton.ca>

Subject: Hamilton Police Service Budget

Good morning Kirsten,

I appreciate the opportunity to provide commentary on the issues surrounding future cuts to the Hamilton Police Service budget.

On February 1 2024, the Hamilton Spectator reported that 2.3 million people in **Ontario** don't have a family doctor.

How did we get here? Successive governments, at every level, have failed to recognize the long term costs of short term thinking.

The same applies to the police budget and budgets that apply to the most important services we have. Three areas of services that our communities rely on are medical, policing and the fire service. These are services that have been put in place to react to situations that require immediate attention. I believe the majority of Hamiltonians hope they never have to dial 911 but when they do, they should be able to expect a quick and timely response. I know I do.

The reality that private and public organizations face is an aging workforce. With long serving public servants eyeing retirement, how do we create a work environment that attracts new people to backfill these critical positions? We don't do it by cutting budgets so that the work environment is so awful no one applies.

We have nurses in our family. Do you think they are recommending nursing as a career? Not anymore. Sadly, their view arises after only four years as nurses. What is the long term impact of this situation? It will impact policing in the same way. These careers are not "post and fill" positions. We need to stop treating them like that.

Individuals that are drawn to medicine, policing and the fire service, already have a mindset of how challenging the work will be before they start. It is clear that successive budget cuts create an environment where important work is almost impossible to do. People no longer stay in vocations where they are on a slow path to burnout. What is the cost of constantly trying to replace those that leave these critical positions?

Does it not make sense to financially support these critical services now so that we attract and retain the best talent? If an environment is created where those working in these careers feel supported, they become advocates not only

for the service they represent but for the City of Hamilton as a whole. Wouldn't that be something!

Kind regards,

Dan Little