



INFORMATION ONLY COUNCIL REPORT

To: Paul Gipps, CAO





Date: June 23, 2020

From: Michelle Reid, Director of Human Resources

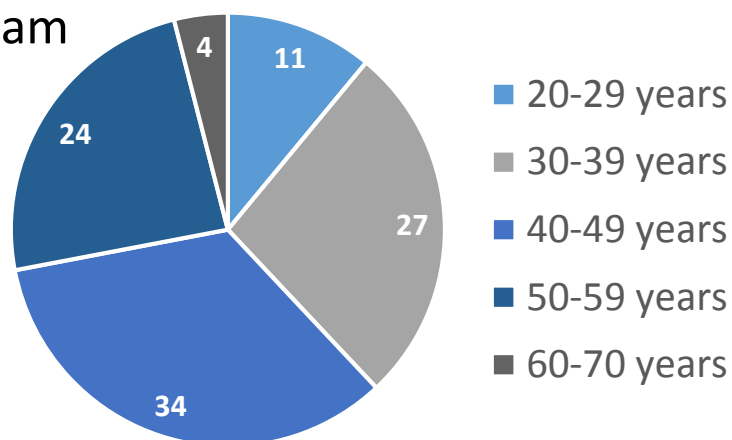
File No:

Subject: **Attachment 5 - Human Resources Stats**

New Initiatives in 2020





-  Computer Purchase Program
-  Bike Purchase Program
-  12 Earned Time Program
-  Funday Friday Draw

Age Demographic



Age Demographic June 2020 (%)

Coming Soon!

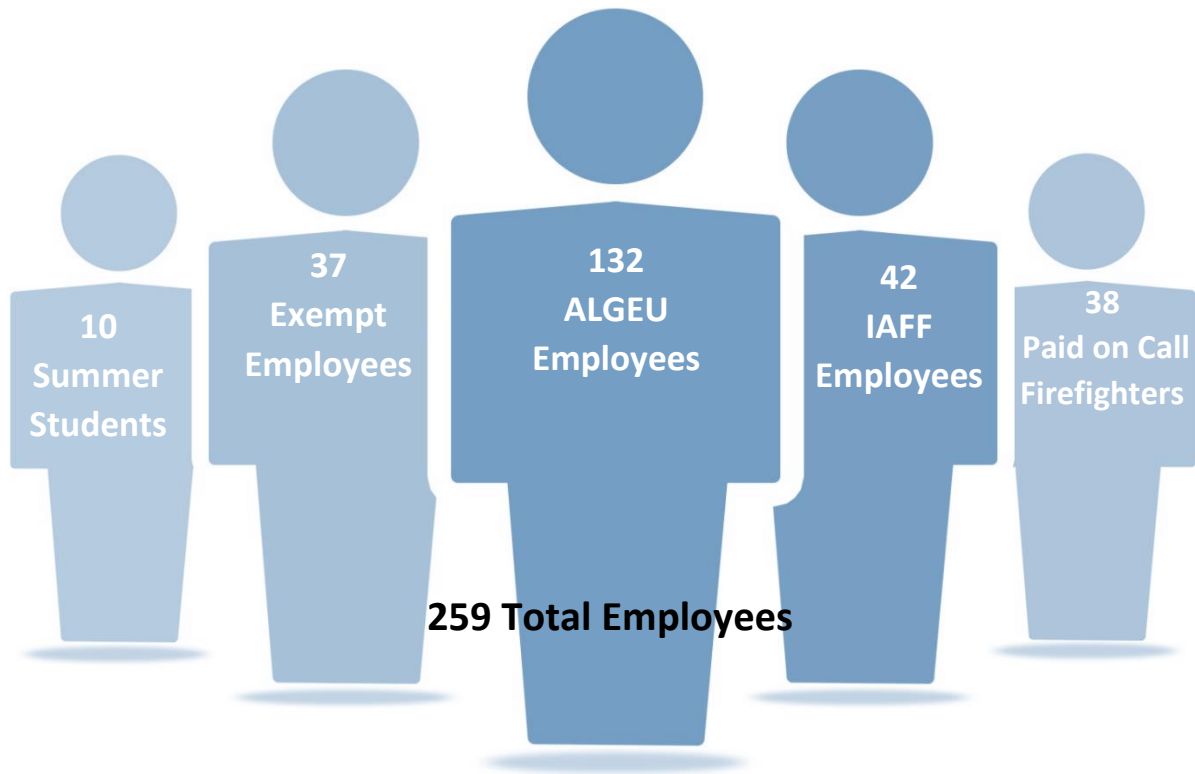
-  City Apparel
-  BYOD with a twist
-  Recruitment Referral
-  Departmental Hike Challenge

HR Team



Human Resources Information

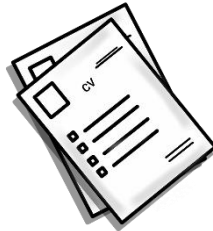
Head Count



Recruitment

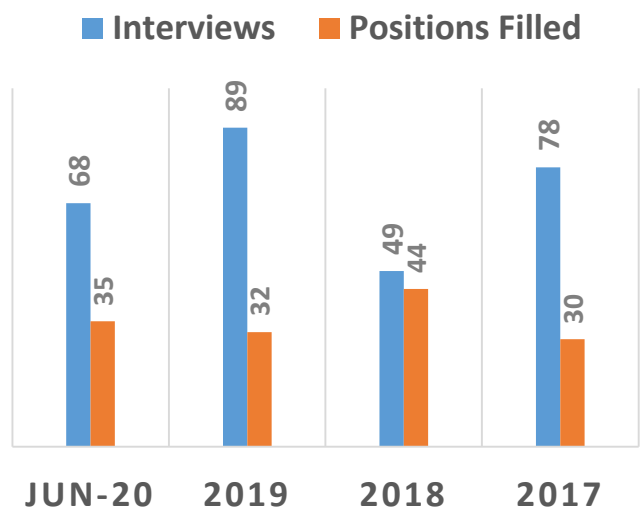
2020-2017 Total:

Applications	4,296
Interviews	284
Hired	141



Job Applications:

2020: 961 (June)	2018: 1317
2019: 983	2017: 1035



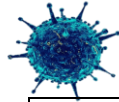
Human Resources Information

Health and Safety



2019 COR Audit Results

Stay at Work/ Return to Work	99%
Safety Program	97%
Incentive: \$47,200	



COVID 19 Response

Safety Procedures Created	21
Employee Memos	15
Risk Assessments	15
Signs/Posters Created	18

