



Administrative Report

Office of the Director, Human Resources

To: Warden MacDonald and Members of Essex County Council

From: Gary Filiatrault, CHRL
HR Business Partner, Human Resources

Date: Wednesday, March 15, 2023

Subject: Human Resources Annual Service Report 2022

Report #: 2023-0315-HR-R02-GF

Purpose

For members of Essex County Council to receive a report outlining some key analytic data regarding the delivery of Human Resources (HR) services for the 2022 year. This is the first service report from HR for the new Council. It is intended to be an annual report. Please note the information contained within this report covers the annual period from January 1, 2022 – December 31, 2022.

Background

Human Resources is a team of dedicated professionals responsible for the following HR functions within the organization (including EWSWA and some HR services for Essex County Library):

- Recruitment and Selection
- Training and Development
- Performance Management
- Employee Relations
- Labour Relations and Collective Bargaining
- Compensation and Benefits
- HR Systems, Reporting, and Data
- Health and Safety, Ability and Wellness

The work performed by the HR team has a meaningful impact on every department within the organization. The intention of this report is to provide some insight into the nature of the work performed.

Discussion

The following information represents data specifically for the year 2022.

Employee Demographics:

- 1) Overall staffing level – **900** total employees
 - 66 employees (CUPE 2974.1 Inside/Outside)
 - 319 employees (CUPE 2974.2 EMS)
 - 328 employees (CUPE 860 SPH)
 - 24 employees (Ontario Nurses Association - SPH)
 - 33 employees (Teamsters)
 - 92 employees (Management and Non-Union)
- 2) Total Compensation Expense: \$63.4 million
- 3) Average Age: 42
- 4) Overall average Length of Service: 12 years

Recruitment and Retention:

- 1) 139 Departures
 - 70 Resignations
 - 11 Retirements
 - 15 Terminations
 - 43 Other
- 2) 89 job postings resulting in 142 new hires
- 3) 2800 individual applicants and over 170,000 job views
- 4) The 2-year retention rate for the County in 2022 was 66%

Health & Safety, Benefits, and Pension, Wellness and Training and Development:

- 1) 50 people received first aid training
- 2) 19 individual ergonomic assessments were completed
- 3) 4 individuals completed the emerging leader's program
- 4) 31 individuals were approved for and started a program under our tuition reimbursement program

- 5) 780 employees are members of OMERS and 685 are included in one of our various benefit plans
- 6) 508 WSIB, STD, LTD and Medical Claims managed
 - 218 EMS
 - 23 COE
 - 267 SPH

Labour Relations and Collective Bargaining

- 1) Successfully bargained two (2) agreements
- 2) Schedule for negotiating four (4) agreements in 2023
- 3) 37 grievances were filed
- 4) 2 Arbitrations (legacy)
- 5) 33% of STIPP Time Taken

Recommendation

That Essex County Council receive the Human Resources Annual Services Report Number 2023-0315-HR-R02-GF.

Approvals

Respectfully Submitted,

Gary Filiatrault

Gary Filiatrault, CHRL, Human Resources Business Partner

Concurred With,

Kristie Cronin

Kristie Cronin, CHRL, Director, Human Resources

Concurred With,

Mary Birch

Mary Birch, Interim Chief Administrative Officer