



The Corporation of the County of Essex - HR Services Report 2022

An HR team dedicated to:

“Optimize the Potential”
of all County of Essex employees.



Recruitment
and
Selection

Training
and
Development

Performance
Management

Employee
Relations

**Human
Resources
Team**

Labour
Relations
and
Collective
Bargaining

Compensation
and
Benefits

HR Systems
Data
and
Reporting

Ability
and
Wellness

Human Resources supports the work and well-being of more than **900 staff**, with total compensation expenses of **\$63.4 million**.



CUPE
Local 2974.1
66

CUPE
Local 860
328

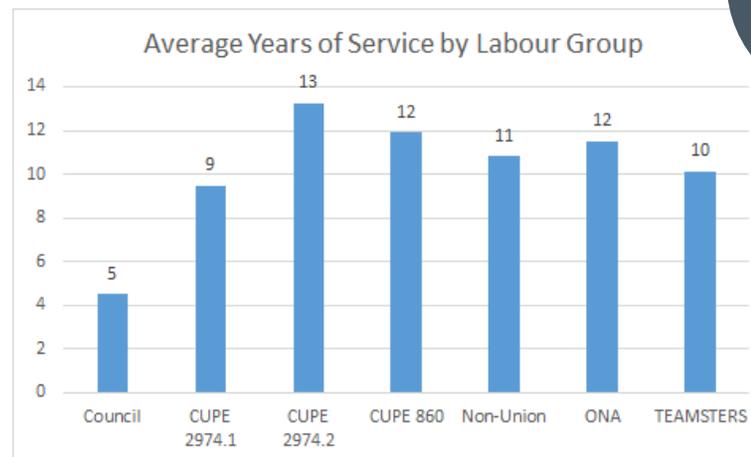
ONA
Local 772
24

Teamsters
Local 879
33

CUPE
Local 2974.2
319

Management and Non-Union Staff 92

Temporary/Casual Staff 43



42

The average age
of a County
employee

12

The average
years of service
by a County
employees

**Note: This report focuses on data primarily collected for the fiscal period of January 2022 - December 31, 2022.*



Recruitment Compensation Benefits

Human Resources manages compensation and benefits for the entire County.

780

approximate number of active members in the OMERS pension plans

685

members in the County Benefit Program

Compensation

The County of Essex offers competitive total rewards to recruit and retain top talent.

Recruitment and Retention

In 2022, the County saw the following:

139	Departures
142	New Hires
89	Job Postings
2800	Applicants

Retirement Tools and Support

The County of Essex employees participate in the OMERS pension plan with unique tools, calculators and information readily available at their finger tips.

A retirement workshop was offered on in 2022 to aid employees with retirement preparedness

employees attending retirement planning sessions in 2022

12

31

Tuition Reimbursement applications processed

Tuition Reimbursement Program

The Tuition Reimbursement program is an example of the dedication and emphasis the County places on helping employees achieve their professional potential and enhance their capabilities.

Psychological Health and WellBeing

A psychologically healthy work environment supports employee engagement, worker health and well-being, recruitment and retention, productivity, effective risk management and corporate social responsibility. The supports provided by the County aim to foster mental wellness in you and those you know – including access to:

- FSEAP –Employee Family Assistance Program
- Psychological Benefit Coverage
- First Aid Training
- Ergonomic Assessments

19
ergonomic assessments facilitated

50
First Aid program completions



Labor Relations Ability and Wellness

Our team manages labor relations between the organization and its 5 union groups in addition to supporting the Essex County Library.

2

collective agreements bargained

4

collective agreements to bargain in 2023

Collective Bargaining

We continue to plan for and bargain with each of our bargaining units with the goal of reaching agreements for each.

37	Grievances filed
2	Legacy Arbitrations
218	EMS Claims
23	COE Claims
267	COE Claims

Labor Relations

Our department's goal is to continue to maintain and develop strong labor relations. This includes working with leaders to address issues as they arise and education on the collective agreements and their interpretation and application.

% of STIPP time taken

33

500+

WSIB
Short and Long
term claims

Ability and Wellness

The goal within this program is to help ensure employees received the best chance of early and safe return to work after dealing with an occupational or non-occupational injury.

Workplace Accommodation

Our ability and wellness specialists work with department leadership, union officials and employees to identify and implement opportunities for accommodated work in an effort to reduce lost time and increase return to work efforts.

188

EMS
Claims
Closed

23

COE
Claims
Closed

Thank you!