



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

---

Human Resources

# 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**

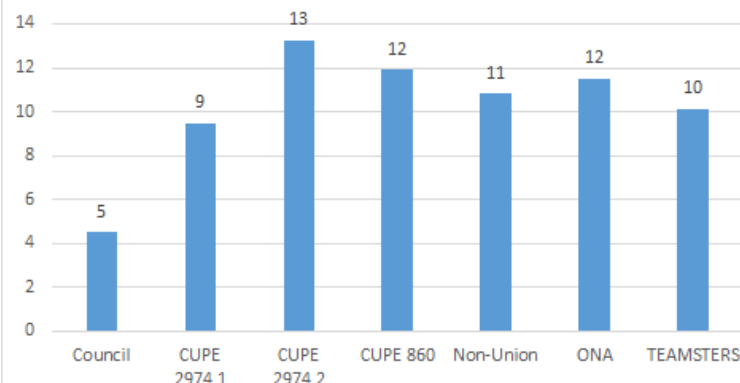
**Teamsters**  
Local 879  
**33**

**CUPE**  
Local 2974.2  
**319**

**Management and Non-Union Staff 92**

**Temporary/Casual Staff 43**

Average Years of Service by Labour Group



**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 and 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!