



Human Resources

2024 Revenue Budget

2023 Highlights

- **Change in Leadership**
 - Retiree and one vacancy
 - Have 2 new permanent f/t employees join the HR dept (switched from 1 coop to f/t)
 - New Director of HR started in September 2023
- Lot of learning opportunities
- Predominate focus on relationship building and getting to know our employees to build trust and establish confidence in our service.
- Department assessment
 - Focused on role clarities-eliminate duplication of duties
- Improve and update processes



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Moving Forward-2024

- Negotiations Local 1146 (expired in 2023)



- Fire Collective Agreement expires in 2024

Moving Forward 2024 cont'd



- This year we have planned a salary market survey to determine wage competitiveness.
- Updating and creating HR and Corporate policies that are missing but are really needed.
- Moving toward standardization of all processes so that each dept does it the same.

Moving Forward-2024 cont'd

- The focus is on catching up on all training impacted by Covid.
- Budgeting for 2025 \$10,000 towards replacement of the fit test equipment.
- Just completed Naloxone training video-employee and all customer-forward facing employees will get a kit
- Working on continuous improvement of the H&S program
- Updating Safety Plans for each dept



2024 Budget Requests



2024 Budget Requests



Meetings & Luncheons



Subscriptions & Memberships



New Equipment & Office Supplies

2024 Addition to Base Request

- Co-op Health and Safety Student
 - \$0



Thank
You