

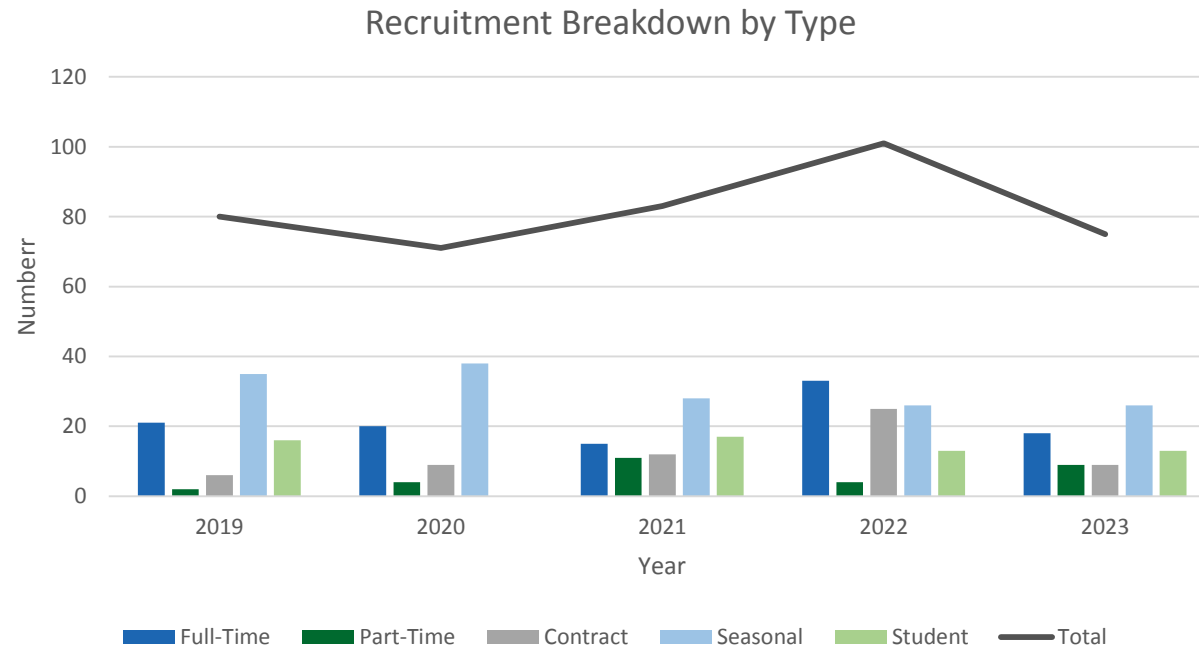


Recruitment and Retention Statistics

Corporate Services Committee

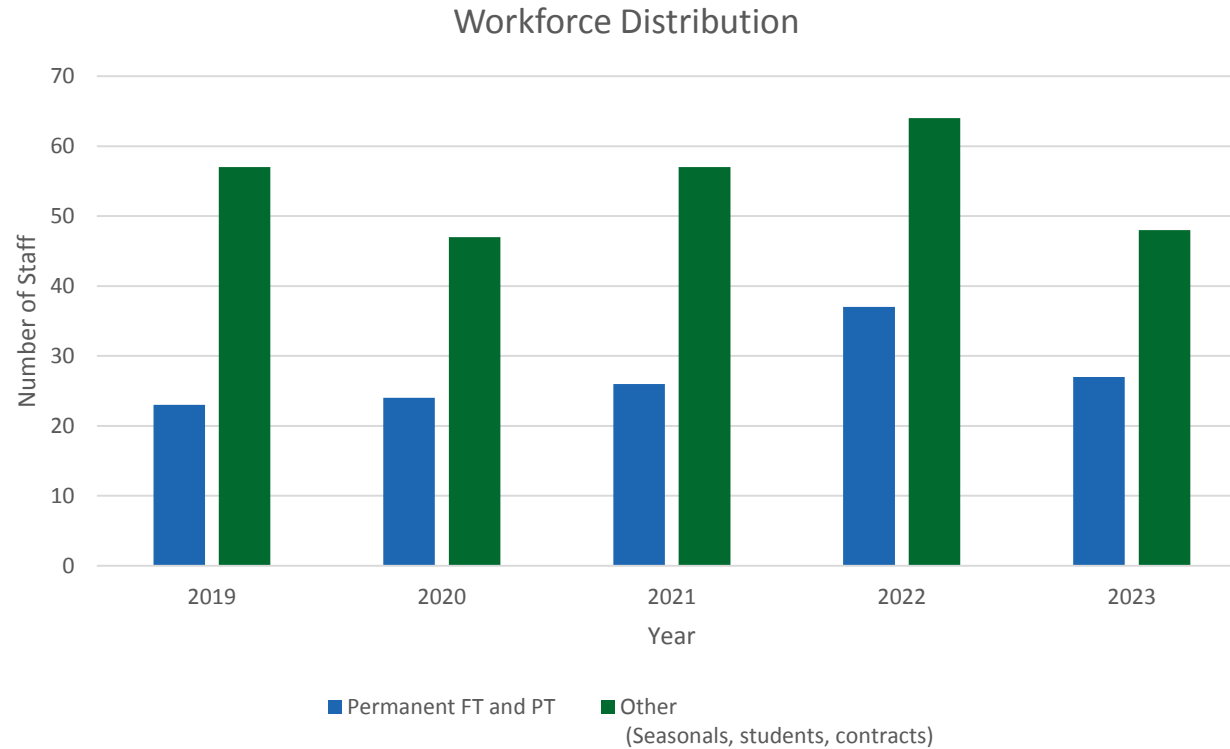
September 12, 2024

Recruitment Breakdown by Position Type



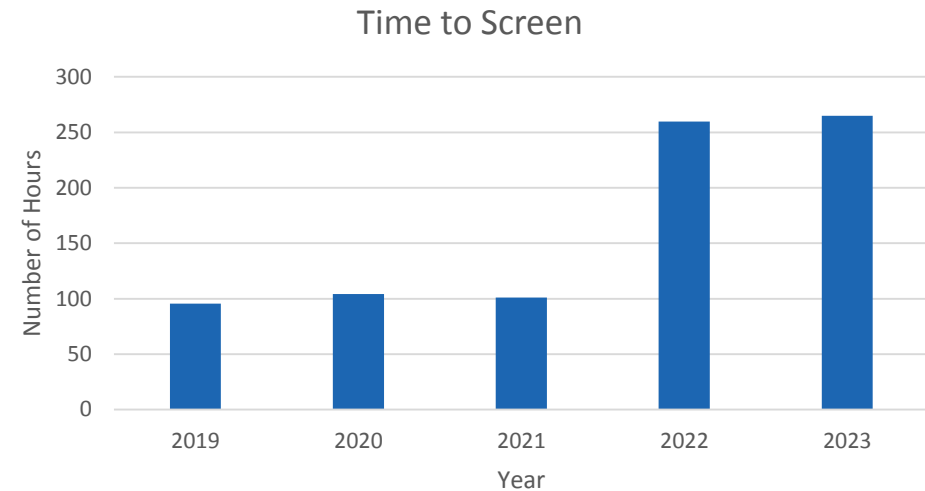
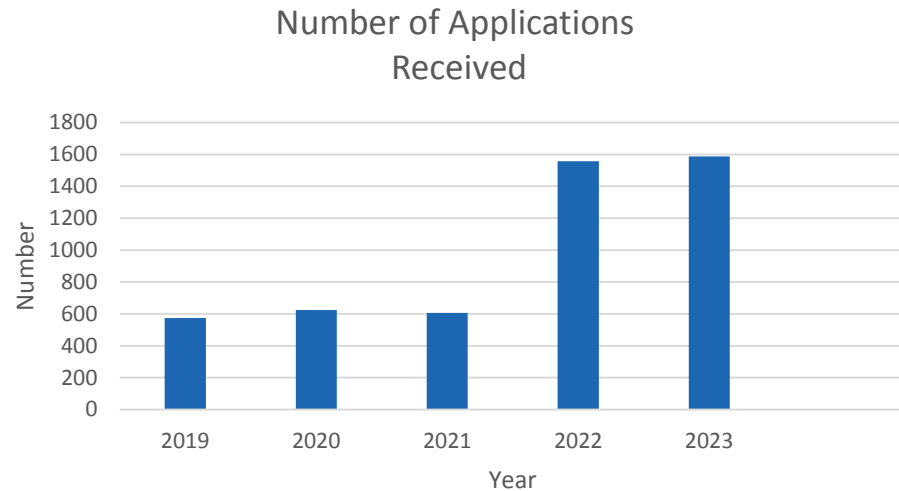
- Total Recruitment was down from 101 in 2022 to 75 in 2023
- The most significant change was in contract positions, which decreased from 25 to 9 for 2023

Workforce Distribution



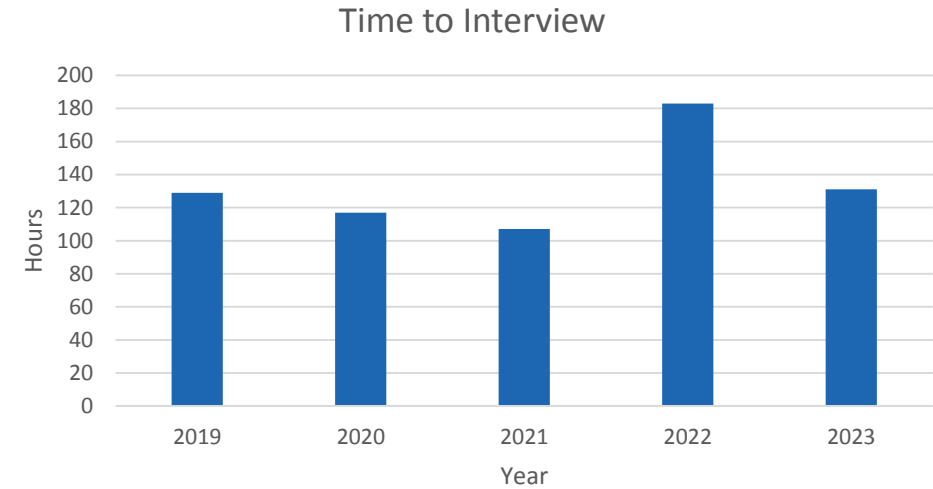
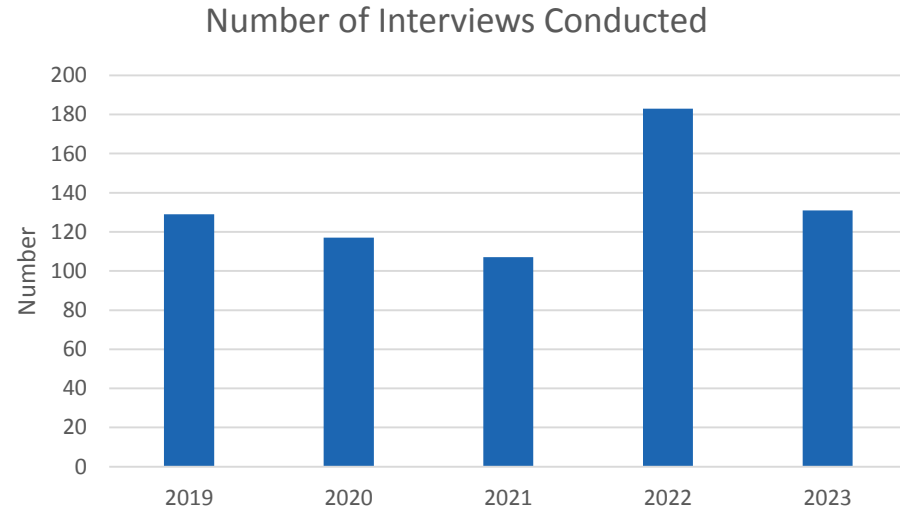
- Distribution has not changed significantly year over year
- “Other” is down due to a decrease in contract positions in 2023
- This is due to fewer leaves of absence and temporary project positions

Applications Received and Reviewed



- The number of applications received continues to trend upward, however, this also includes an increase in applications that do not meet the minimum qualifications outlined in the job postings

Interviews Conducted

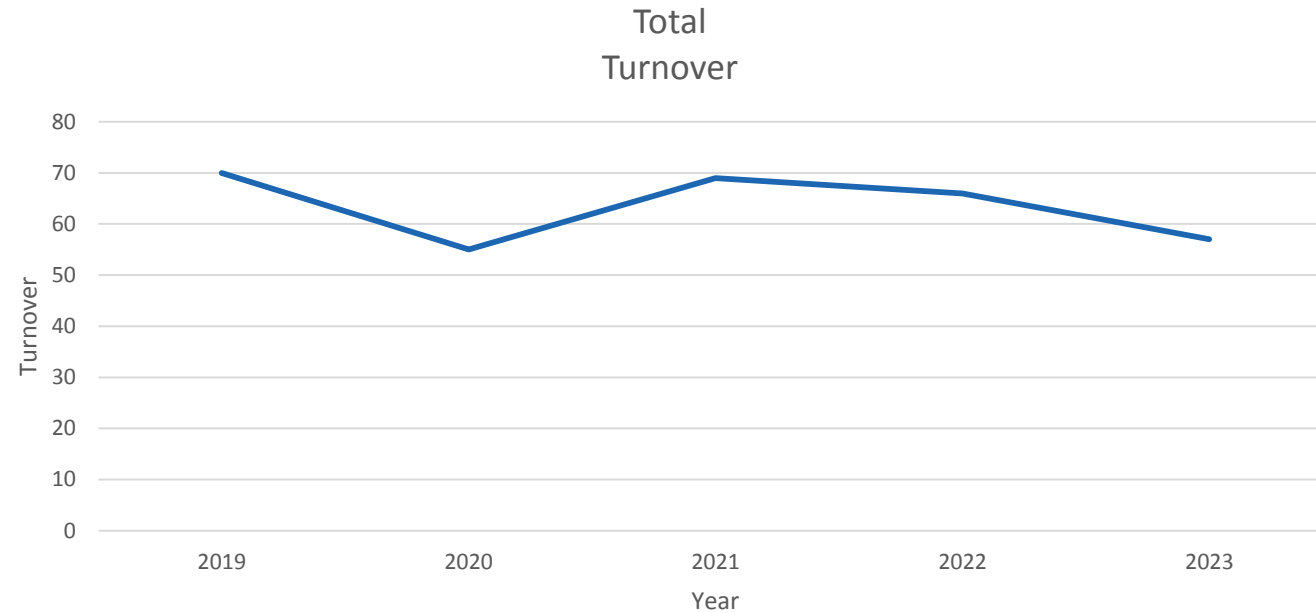


- The number of interviews conducted decreased in 2023. This could be due in part to the firefighter recruitment that was conducted in 2022, as well as the increase in re-posted/unfilled positions in 2023

Total Time Invested in Employment Offers

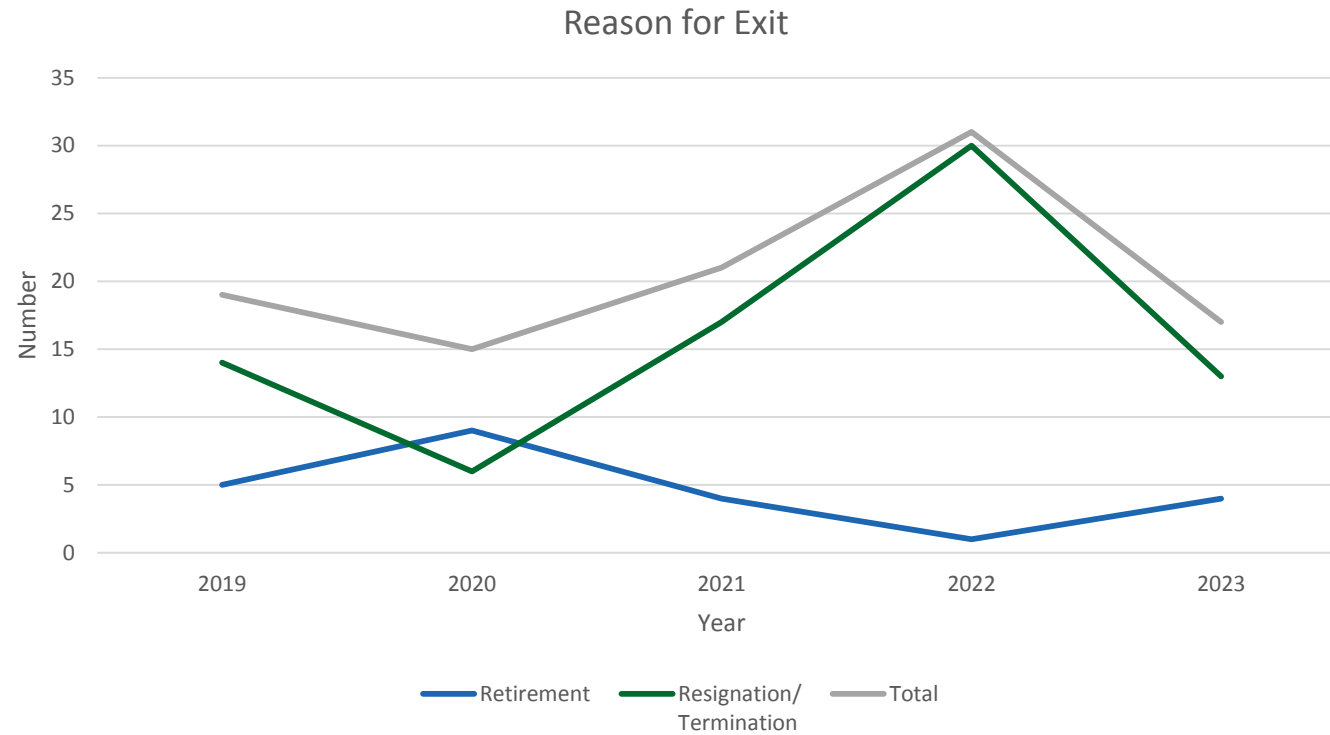


Total Turnover



- Overall turnover has decreased slightly from 66 in 2022 to 58 in 2023. This could also be due to the decrease in contract positions from the previous year.

Reasons for Exit



- Voluntary Turnover was down from 2022
- There was a slight increase in retirements, but a 56% decrease in resignations/terminations for 2023