



## Legislation Details (With Text)

**File #:** CM-19-004    **Version:** 1    **Name:**  
**Type:** Council Motion    **Status:** Agenda Ready  
**File created:** 1/8/2019    **In control:** City Council  
**On agenda:** 2/25/2019    **Final action:**  
**Title:** Annual Human Resources Report  
Notice given by: Mayor Heron

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
2/25/2019	1	City Council	approved	Pass

**TAMRMS#: B06**

### Annual Human Resources Report

Notice given by: Mayor Heron

### PURPOSE OF REPORT

On January 7, 2019 Mayor Heron provided notice in accordance with Section 23.1 of Procedure Bylaw 3/2018 that she intended to bring forward the proposed motion below.

*In order for Council to debate the motion, the motion must be formally moved.*

### PROPOSED MOTION(S):

That council receives an annual HR report that includes:

- Turnover and industry comparisons. What is our goal?
- Cost of turnover (hiring, training, lost productivity, overtime, salary scale adjustment)
- Exit interviews (reason for leaving - give choices and an 'other' option which we would want to see this reason, opinion on safety, would you re commend COSA as a place to work, department etc)
- Absenteeism and industry comparisons
- Disciplines and Grievances
- Succession Planning and Training. City Manager included
- Severance payouts

- HR Projects

Report Date: February 25, 2019

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Committee/Department: Legal & Legislative Services Department

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