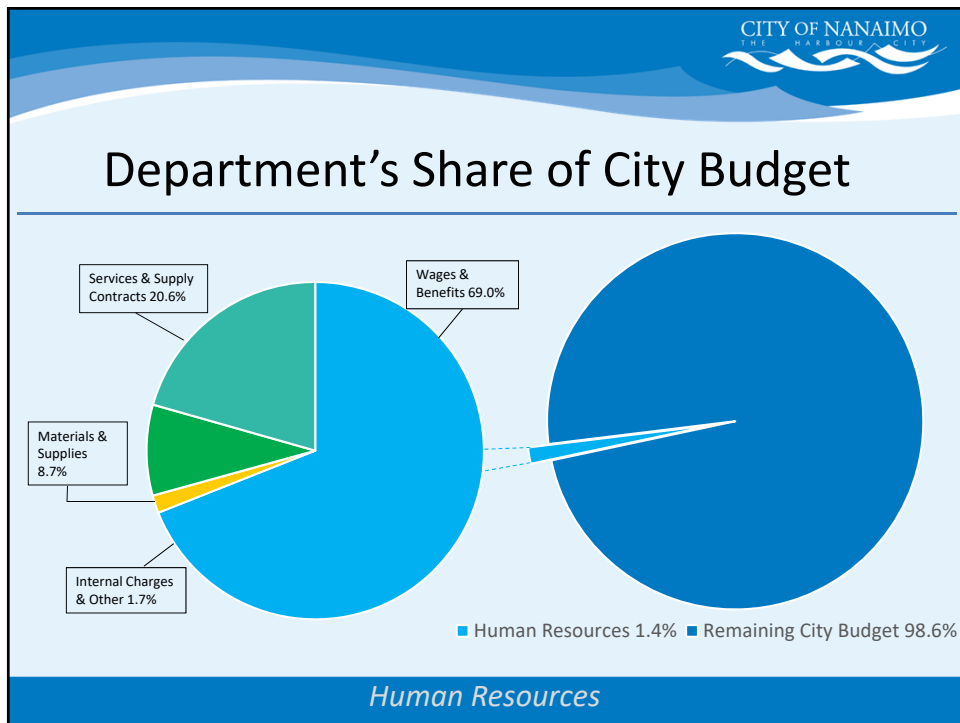


The slide features a blue header with the City of Nanaimo logo in the top right corner. The main title "Overview" is centered in a large, black, sans-serif font. Below the title is a horizontal line, followed by a bulleted list of four items. The bottom of the slide is a solid blue bar with the text "Human Resources" centered in a white, italicized, sans-serif font.

Overview

- Provide specialized advice and responsive HR services to support the organization
- Attract talent
- Retain and develop our people
- Promote and support a safe, healthy workplace

Human Resources





2019 Achievements

- 4-year collective agreement with CUPE Local 401
- Review, repeal and replacement of Bylaw 7000 with Bylaw 7273
- Supported Council in developing Code of Conduct and Council's 2019-2022 Strategic Plan
- Whistleblower policy

Human Resources



2019 Achievements

- Recruitments (YTD - November 15)
 - 122 Competitions
 - 192 Positions filled
- Training & Development (YTD - November 15)
 - 54+ Courses and Workshops offered
 - 690+ Enrollments

Human Resources

2019 Achievements

- New branding for job postings
- Management Handbook
- Transition to paperless internal processes
- Onboarding process enhancement
- Mental health leadership training

Human Resources

2020 Key Challenges

- Reputation rebuilding
- Reducing lost time accidents
- Legacy litigation from former staff



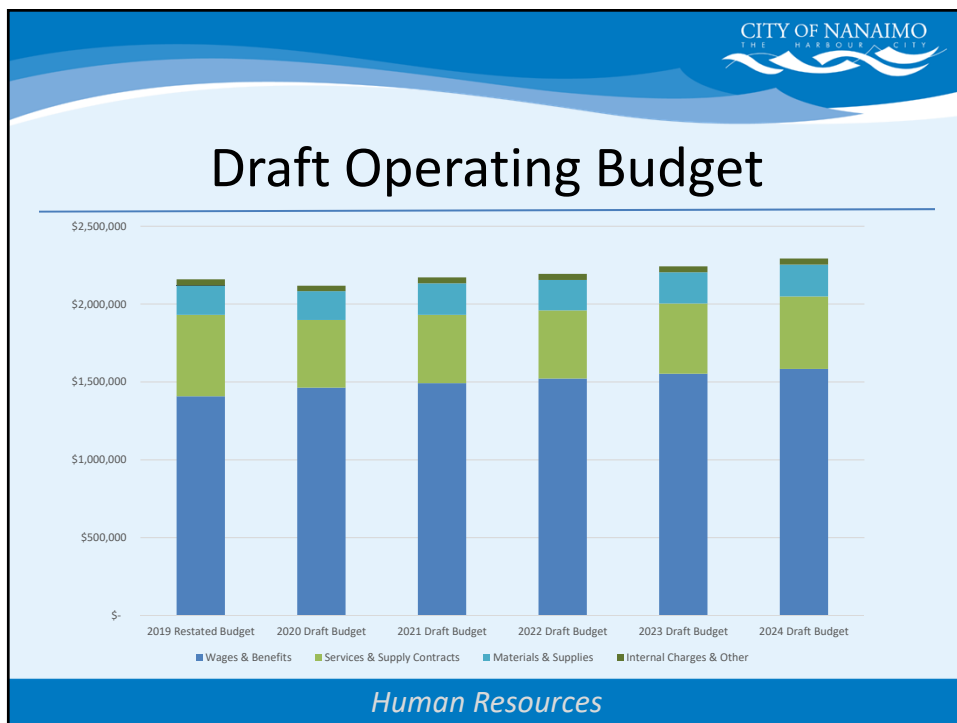
Human Resources

CITY OF NANAIMO
THE HARBOUR CITY

2020 Key Initiatives

- Collective bargaining with IAFF Local 905
- Resolve legacy employment litigation issues
- Health and safety initiatives
 - Continue proactive disability management
 - Expand mental health training
 - Certificate of Recognition (COR) Audit

Human Resources



Proposed Changes to Budget

- No changes proposed for 2020

Human Resources