

Human Resources Department 2022 Budget Proposal



December 14, 2021



2022 Opportunities and Challenges

Human Resources

- Continue development of talent management strategy aimed at engaging and retaining staff.
- Modernization of recruitment and employee orientation system.
- Workforce planning relative to shifting internal and external demographics.
- The project to develop the Diversity, Equity and Inclusion plan for the City will encompass a culture shift. There will be a need to review and update all Human Resources programs and employee policies to promote inclusivity.



2022 Operating and Capital Budget

Operating

- Budget increase within 2%.

Capital

- HRIS recruitment and orientation implementation from the existing Human Resources Information System allocation of \$50,000 – HR has applied for a service delivery grant to potentially mitigate the cost of this system.



Strategic Priorities

- A highly skilled and engaged workforce is essential to all aspects of Council's Strategic Priorities.
- Attracting, retaining and supporting a diverse talent pool is integral to enabling innovation and future growth.
- HRIS recruitment and orientation system implementation enables a modernized and efficient approach to attracting and retaining talent which is aligned with optimization of digital resources.



Impact of COVID-19

- Human Resources in 2022 will continue to support Health and Safety protocols, public health recommendations and direction change related to the stages of the pandemic in relation to the workplace.
- Health and Safety and Human Resources personnel have had to expand their portfolio to accommodate additional workload implementing and overseeing COVID-19 organizational policies and procedures.



Questions?

Q&A

