



CORPORATE REPORT

To: Human Resources Committee

Date: 2024-03-13

From: Tina Mooney, Manager of Human Resources & Safety Services

Subject: Human Resources Update – Q1 Statistics

INTENT

This report is intended to advise the Fraser Valley Regional District Board of information pertaining to Human Resources first quarter statistics. Staff is not looking for a recommendation and has forwarded this information should members want more clarification or to discuss the item further.

BACKGROUND

The FVRD's Human Resources Committee meets quarterly to discuss various operational matters brought forward by the CAO. Any recommendations made by the Human Resources Committee go to the FVRD Board for consideration and approval.

DISCUSSION

General Statistics

The chart set out below outlines general HR statistics for 2024.

2024 Statistics Year to Date	
Staff Count (FT/PT)	134
Staff Count (Casual)	7
Firefighters Count	155
Retirements	0
Leaves (Extended Illness, WorkSafe BC)	1
Maternity Leaves	0

Recruitment

To date in 2024, the FVRD has issued three (3) postings for open positions within the organization. The chart below shows the recruitment statistics for the past five years. In some cases, a position may be posted multiple times in a given year, as there can be higher turnover for these positions. For example, part-time recreation positions (e.g. lifeguard) typically have multiple recruitments.

Year	2020	2021	2022	2023	2024
Number of Postings	59	50	66	47	3

*March 1, 2024

To enhance employee recruitment, the FVRD recently created a new Hope & Area Recreation “Come work for us” video showcasing the facility and various services offered. Board members may wish to visit the FVRD Facebook page to see the newest FVRD Hope & Area posting and [video](#).

COST

There are no costs directly associated with this report.

CONCLUSION

The Human Resources department maintains various statistics across the organization. In terms of recruitment and retention, the FVRD currently has a total staff complement of 141, as well as 155 volunteer firefighters. At year-end 2023, the total staff complement was 139 and 164 firefighters.

COMMENTS BY:

Kelly Lownsbrough, Director of Corporate Services/CFO: Reviewed and supported.

Jennifer Kinneman, Chief Administrative Officer: Reviewed and supported.