

People & Community Safety Strategy



Asset & Amenity Management

The City of Penticton will ensure the services we provide to our residents and visitors are reliable and cost effective by proactively investing into our natural and built assets.

Strategic Initiatives and Actions

- Identify service levels and costs for all community owned assets and services
- Review our amenities and investigate ways to maximize their usage and value while exploring innovative service delivery options with regional and other partners
- Review agreements and determine fee structures to reflect the fiscal realities of service provision
- Promote continuous improvement on our Asset Management processes
- Modernize the DCC Bylaw to reflect current growth and appropriate distribution of infrastructure costs
- Ensure City land is maximized to its' full potential

COUNCIL PRIORITIES

Community Safety

The City of Penticton will support a safe, secure and healthy community.

Strategic Initiatives and Actions

- Enhance safety through partnerships with other service delivery agencies
- Improve resident and visitor confidence that a safe and secure community exists through engagement, protection, prevention and enforcement
- Invest in appropriate human assets to keep our community safe and secure
- Engage the Criminal Justice system through collaborative approaches to reduce the impact of prolific offenders on the community
- Continuing engagement with BC Housing and Interior Health to reduce or mitigate the effect of the current opioid crisis on the community

Community Design

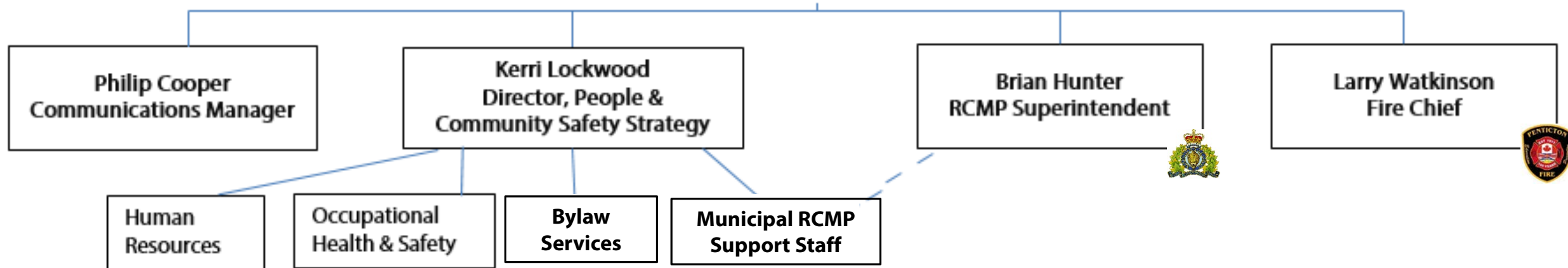
The City of Penticton will attract, promote and support sustainable growth and development congruent with the community's vision for the future.

Strategic Initiatives and Actions

- Ratify the OCP and update the requisite policies and bylaws
- Establish clear intentions for future growth that reflect the OCP
- Expand and invest in safe multi-modal transportation options including the 'Lake to Lake' connection
- Utilize best management practices and strategies related to climate change adaptation and mitigation activities
- Encourage environmentally sustainable development including renewable energy initiatives
- Continue Downtown revitalization focused on cleanliness, safety, vibrancy and sustainable infrastructure



Strategic Alignment

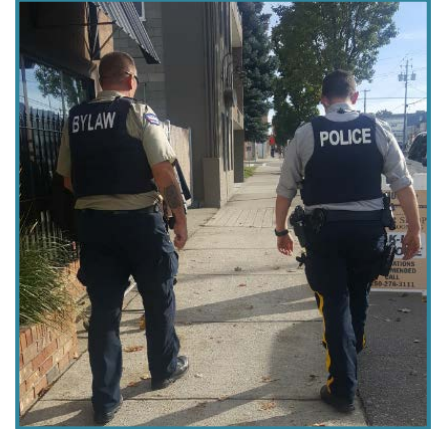


Challenges & Opportunities

- Elevate the City's emergency notification process through alignment of Community Safety Resources (Bylaw, RCMP, Fire)
- Grow and expand on the City's current culture of safety



2020 Initiatives



- Newly created Community Safety Steering Committee
 - RCMP OIC, Bylaw Services Supervisor, Fire Chief, Communications Manager, Health & Safety Representative and Director, People & Community Safety Strategy
- Quarterly media briefing hosted by RCMP OIC, Bylaw and Director, Fire Chief, People & Community Safety Strategy outlining progress being made on Council's Community Safety priorities



Human Resources & Health and Safety



Overview

Human Resources

The Human Resources (HR) Department is comprised of Human Resources, Payroll and Benefits, and Occupational Health and Safety. The HR department balances the needs of its customers – City employees, supervisors and managers – by developing and managing corporate programs, such as recruitment, labour relations, collective bargaining, training, staff development, payroll and benefits, and health and safety.

The HR department is responsible for:

- Recruitment
- Labour Relations
- Pay, Benefits and Pension
- Internal policies
- Health and Safety
- Advice and direction



2019 Achievements

Human Resources

- Successfully ratified three (3) collective agreements, two with 5-year terms, one with 6-year term – all at 2% a year.
- Completed a Gap Analysis of current Health & Safety plans in preparation for achieving Certificate of Recognition (COR).
- Supported the *'Mayor and Council Remuneration Advisory Task Force'* created to review current compensation levels and make recommendations related to salary and benefits.
- Created and delivered a 'Language in the Workplace' presentation.
- Produced and implemented a Drug and Alcohol policy covering cannabis.
- Training – Mental Health, Spotting Impairment and Leadership.



2019 Achievements

- Organized Long Service Awards celebration dinner – 15, 20, 25, 30+ and Retirees.
- Completed Succession planning analysis.
- Redeployed an HR position to focus on Recruitment.

To Date:	
400 general resumes submitted 53 external postings for 63 positions, 1,628 applicants 44 positions filled by external applicants	57 internal postings for 68 positions, 193 applicants 49 positions filled by internal applicants



Challenges & Opportunities

- Continuing to execute on the strong succession plan established for a key role in order to ensure minimal disruption and a seamless transition
- Implementation of changes to the 3 ratified collective agreements
- Improve our WorkSafeBC experience rating



Innovations & Cost Savings

Human Resources

Implementation of Applicant Tracking System (Prevue) leading to:

- Streamlining the recruitment process
- Lowering recruiting costs
- Improving quality of hire
- Elevating candidate experience
- Building high-quality talent pools
- Developing stronger relationships with candidates
- Advancing decision-making of hiring managers



2020 Initiatives

Human Resources

- Source and implement a Safety & Performance Management Platform
- Implement findings from the GAP Analysis to achieve Certificate of Recognition (COR)
- HR Student to support HR/Records Management Initiatives
- Support the ratification of a new Collective Agreement with IAFF



Staffing

Human Resources

2019

2020

5

5



2020 Budget

Human Resources

	2019 Budget	2019 Forecast	2020 Budget	Variance
Expense	753,080	758,450	863,000	13.8%
Net Cost Allocations	<u>49,920</u>	<u>47,140</u>	<u>(140,298)</u>	
Net Expense/(Revenue)	803,000	805,590	722,702	



Proposed Increase

Human Resources

Budget Request	Benefit	Operating Budget Request
Purchase a Safety Management Platform that is also capable of being used for Performance Management	Provide a platform for tracking safety training (and other training), along with providing a performance management tool that is user friendly, provides for analysis and supports long-term succession planning and accountability	\$23,000
Hire a Human Resources Student from April – September to support the transition of HR files into a Record Management System and general HR duties	Employee files will be secured electronically and ensure compliance and quick access to important employee information	\$17,000



Questions



THAT Council approve in principle the Human Resources business plan initiatives and proposed budget, subject to final review.

