

Departmental Short Term Disability Absences (Q1 to Q3 2013 to 2014)

City Manager's Office	Average Eligible Employee (EE) Head count (A)	Paid Sick Hours (B)	Paid Sick Days* Per Eligible EE (B/7hrs)/ A	% of All EE With Zero Paid Sick Hours	Number of EEs Who Called in Sick	Number of Sick Occurrences	Sick Cost
Q1 to Q3 2013 Income Protection Plan (IPP)	170	6,342	5.32	48%	96	271	\$230,688
Q1 to Q3 2014 Income Protection Plan (IPP)	171	5,211	4.35	40%	109	262	\$193,057
Q1 to Q3 2013 Incidental Sick Absences	170	1,940	1.63	50%	91	155	\$78,817
Q1 to Q3 2014 Incidental Sick Absences	171	2,079	1.74	42%	105	174	\$89,029
Q1 to Q3 2013 Significant Sick Absences	170	3,347	2.81	95%	10	10	\$119,416
Q1 to Q3 2014 Significant Sick Absences	171	2,433	2.03	93%	12	11	\$74,879
Q1 to Q3 2013 Modified Sickness	170	453	0.38		3	103	\$12,107
Q1 to Q3 2014 Modified Sickness	171	223	0.19		4	75	\$6,296
Q1 to Q3 2013 Maternity Related Sickness		602	0.50		3	3	\$20,348
Q1 to Q3 2014 Maternity Related Sickness		476	0.40		2	2	\$22,853

In 2014, the total sick cost accounted for 1.84% of the gross earnings for all employees in this department, which was a reduction from 2.28% for the same time period in 2013. Expressing absenteeism as a percentage of gross earnings provides an indication of the "rate" of sick absences while accounting for differences in hours worked and income changes over time.

Corporate Services	Average Eligible Employee (EE) Head count (A)	Paid Sick Hours (B)	Paid Sick Days* Per Eligible EE (B/7hrs)/ A	% of All EE With Zero Paid Sick Hours	Number of EEs Who Called in Sick	Number of Sick Occurrences	Sick Cost
Q1 to Q3 2013 Income Protection Plan (IPP)	326	13,844	6.07	43%	200	542	\$440,443
Q1 to Q3 2014 Income Protection Plan (IPP)	321	12,258	5.46	48%	183	491	\$397,456
Q1 to Q3 2013 Incidental Sick Absences	326	3,749	1.64	50%	176	286	\$129,410
Q1 to Q3 2014 Incidental Sick Absences	321	3,742	1.67	52%	170	274	\$132,633
Q1 to Q3 2013 Significant Sick Absences	326	7,829	3.43	91%	33	33	\$236,550
Q1 to Q3 2014 Significant Sick Absences	321	6,882	3.06	92%	29	28	\$212,531
Q1 to Q3 2013 Modified Sickness	326	795	0.35		13	217	\$24,338
Q1 to Q3 2014 Modified Sickness	321	563	0.25		8	183	\$14,740
Q1 to Q3 2013 Maternity Related Sickness		1,470	0.64		6	6	\$50,145
Q1 to Q3 2014 Maternity Related Sickness		1,071	0.48		5	6	\$37,552

In 2014, the total sick cost accounted for 2.39% of the gross earnings for all employees in this department, which was a reduction from 2.68% for the same time period in 2013. Expressing absenteeism as a percentage of gross earnings provides an indication of the “rate” of sick absences while accounting for differences in hours worked and income changes over time.

Community and Emergency Services *	Average Eligible Employee (EE) Head count (A)	Paid Sick Hours (B)	Paid Sick Days* Per Eligible EE (B/7hrs)/ A	% of All EE With Zero Paid Sick Hours	Number of EEs Who Called in Sick	Number of Sick Occurrences	Sick Cost
Q1 to Q3 2013 Income Protection Plan (IPP)	1,152	71,829	8.90	32%	829	2,691	\$2,174,757
Q1 to Q3 2014 Income Protection Plan (IPP)	1,164	83,770	10.28	27%	894	2,710	\$2,549,378
Q1 to Q3 2013 Incidental Sick Absences	1,152	26,549	3.29	37%	764	1,549	\$882,862
Q1 to Q3 2014 Incidental Sick Absences	1,164	30,819	3.78	32%	838	1,755	\$1,034,872
Q1 to Q3 2013 Significant Sick Absences	1,152	36,920	4.57	86%	165	157	\$1,061,934
Q1 to Q3 2014 Significant Sick Absences	1,164	45,008	5.52	86%	170	170	\$1,269,422
Q1 to Q3 2013 Modified Sickness	1,152	3,175	0.39		56	957	\$80,908
Q1 to Q3 2014 Modified Sickness	1,164	2,741	0.34		49	760	\$73,314
Q1 to Q3 2013 Maternity Related Sickness		5,184			21	28	\$149,054
Q1 to Q3 2014 Maternity Related Sickness		5,202			23	25	\$171,771

* Note: Fire services employees covered by sick bank plans are not included.

In 2014, the total sick cost (including Fire) accounted for 4.15% of the gross earnings for all employees in this department, which was a reduction from 4.48% for the same time period in 2013. Expressing absenteeism as a percentage of gross earnings provides an indication of the "rate" of sick absences while accounting for differences in hours worked and income changes over time.

Planning & Economic Development	Average Eligible Employee (EE) Head count (A)	Paid Sick Hours (B)	Paid Sick Days* Per Eligible EE (B/7hrs)/ A	% of All EE With Zero Paid Sick Hours	Number of EEs Who Called in Sick	Number of Sick Occurrences	Sick Cost
Q1 to Q3 2013 Income Protection Plan (IPP)	430	24,049	7.99	41%	268	794	\$794,855
Q1 to Q3 2014 Income Protection Plan (IPP)	441	18,925	6.13	40%	282	726	\$621,312
Q1 to Q3 2013 Incidental Sick Absences	430	5,855	1.95	49%	235	393	\$203,256
Q1 to Q3 2014 Incidental Sick Absences	441	6,552	2.12	45%	259	436	\$235,801
Q1 to Q3 2013 Significant Sick Absences	430	15,894	5.28	86%	65	63	\$519,510
Q1 to Q3 2014 Significant Sick Absences	441	10,300	3.34	89%	52	48	\$315,245
Q1 to Q3 2013 Modified Sickness	430	1,142	0.38		21	333	\$35,676
Q1 to Q3 2014 Modified Sickness	441	880	0.28		14	236	\$24,801
Q1 to Q3 2013 Maternity Related Sickness		1,159	0.39		6	5	\$36,413
Q1 to Q3 2014 Maternity Related Sickness		1,193	0.39		7	6	\$45,465

In 2014, the total sick cost accounted for 2.62% of the gross earnings for all employees in this department, which was a reduction from 3.48% for the same time period in 2013. Expressing absenteeism as a percentage of gross earnings provides an indication of the “rate” of sick absences while accounting for differences in hours worked and income changes over time.

Public Health Services	Average Eligible Employee (EE) Head count (A)	Paid Sick Hours (B)	Paid Sick Days* Per Eligible EE (B/7hrs)/ A	% of All EE With Zero Paid Sick Hours	Number of EEs Who Called in Sick	Number of Sick Occurrences	Sick Cost
Q1 to Q3 2013 Income Protection Plan (IPP)	349	15,314	6.27	41%	219	669	\$520,320
Q1 to Q3 2014 Income Protection Plan (IPP)	342	17,233	7.20	40%	221	546	\$609,221
Q1 to Q3 2013 Incidental Sick Absences	349	4,172	1.71	47%	195	302	\$163,359
Q1 to Q3 2014 Incidental Sick Absences	342	4,457	1.86	45%	202	332	\$178,300
Q1 to Q3 2013 Significant Sick Absences	349	8,894	3.64	88%	43	41	\$293,847
Q1 to Q3 2014 Significant Sick Absences	342	8,615	3.60	91%	32	32	\$301,366
Q1 to Q3 2013 Modified Sickness	349	1,192	0.49		20	318	\$35,801
Q1 to Q3 2014 Modified Sickness	342	548	0.23		13	158	\$17,990
Q1 to Q3 2013 Maternity Related Sickness		1,057	0.43		5	8	\$27,315
Q1 to Q3 2014 Maternity Related Sickness		3,614	1.51		17	24	\$111,565

In 2014, the total sick cost accounted for 3.31% of the gross earnings for all employees in this department, which was an increase from 2.82% for the same time period in 2013. Expressing absenteeism as a percentage of gross earnings provides an indication of the “rate” of sick absences while accounting for differences in hours worked and income changes over time.

Public Works	Average Eligible Employee (EE) Head count (A)	Paid Sick Hours (B)	Paid Sick Days* Per Eligible EE (B/7hrs)/ A	% of All EE With Zero Paid Sick Hours	Number of EEs Who Called in Sick	Number of Sick Occurrences	Sick Cost
Q1 to Q3 2013 Income Protection Plan (IPP)	1,783	115,150	9.23	35%	1,211	3,151	\$3,209,946
Q1 to Q3 2014 Income Protection Plan (IPP)	1,820	109,943	8.63	33%	1,259	3,914	\$3,163,842
Q1 to Q3 2013 Incidental Sick Absences	1,783	32,208	2.58	42%	1,090	1,895	\$985,230
Q1 to Q3 2014 Incidental Sick Absences	1,820	33,340	2.62	40%	1,138	2,051	\$1,045,450
Q1 to Q3 2013 Significant Sick Absences	1,783	77,698	6.23	86%	265	287	\$2,080,785
Q1 to Q3 2014 Significant Sick Absences	1,820	70,180	5.51	86%	256	249	\$1,952,905
Q1 to Q3 2013 Modified Sickness	1,783	3,004	0.24		59	960	\$77,677
Q1 to Q3 2014 Modified Sickness	1,820	5,564	0.44		76	1,609	\$143,641
Q1 to Q3 2013 Maternity Related Sickness	1,783	2,240	0.18		10	9	\$66,254
Q1 to Q3 2014 Maternity Related Sickness	1,820	858	0.07		5	5	\$21,845

In 2014, the total sick cost accounted for 3.27% of the gross earnings for all employees in this department, which was a reduction from 3.62% for the same time period in 2013. Expressing absenteeism as a percentage of gross earnings provides an indication of the “rate” of sick absences while accounting for differences in hours worked and income changes over time.

City Housing Hamilton	Average Eligible Employee (EE) Head count (A)	Paid Sick Hours (B)	Paid Sick Days* Per Eligible EE (B/7hrs)/ A	% of All EE With Zero Paid Sick Hours	Number of EEs Who Called in Sick	Number of Sick Occurrences	Sick Cost
Q1 to Q3 2013 Income Protection Plan (IPP)	99	5,232	7.55	39%	67	202	\$170,417
Q1 to Q3 2014 Income Protection Plan (IPP)	107	5,142	6.87	42%	66	254	\$149,058
Q1 to Q3 2013 Incidental Sick Absences	99	1,518	2.19	45%	61	103	\$51,082
Q1 to Q3 2014 Incidental Sick Absences	107	1,471	1.97	48%	59	103	\$49,382
Q1 to Q3 2013 Significant Sick Absences	99	2,873	4.15	85%	16	18	\$93,046
Q1 to Q3 2014 Significant Sick Absences	107	2,688	3.59	90%	11	8	\$78,844
Q1 to Q3 2013 Modified Sickness	99	262	0.38		5	78	\$8,305
Q1 to Q3 2014 Modified Sickness	107	399	0.53		5	141	\$9,702
Q1 to Q3 2013 Maternity Related Sickness		579			3	3	\$17,984
Q1 to Q3 2014 Maternity Related Sickness		584			2	2	\$11,130

In 2014, the total sick cost accounted for 2.94% of the gross earnings for all employees in this department, which was a reduction from 3.84% for the same time period in 2013. Expressing absenteeism as a percentage of gross earnings provides an indication of the “rate” of sick absences while accounting for differences in hours worked and income changes over time.