

Employee Absenteeism

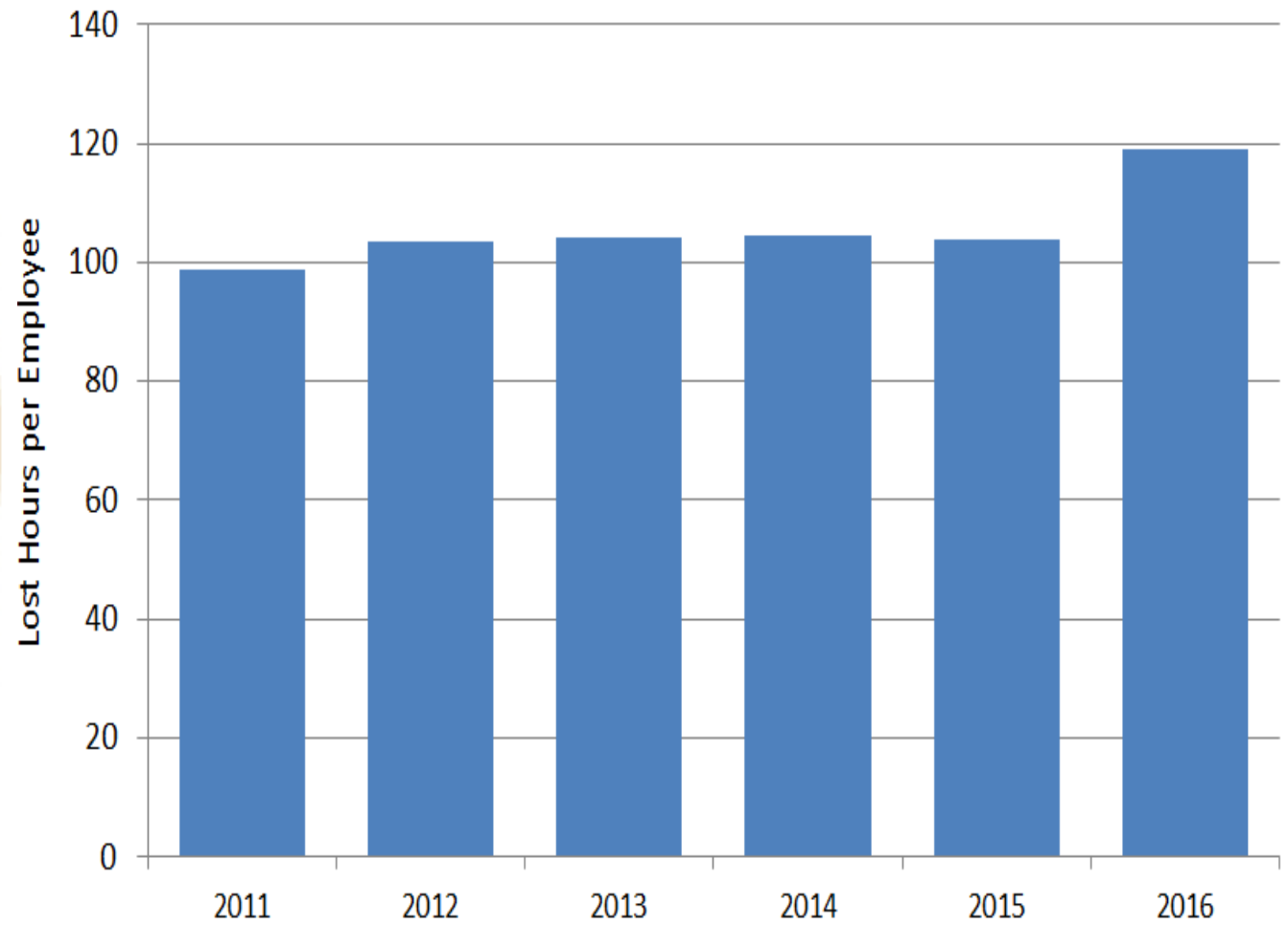
April 24, 2017

Audit, Finance & Administration



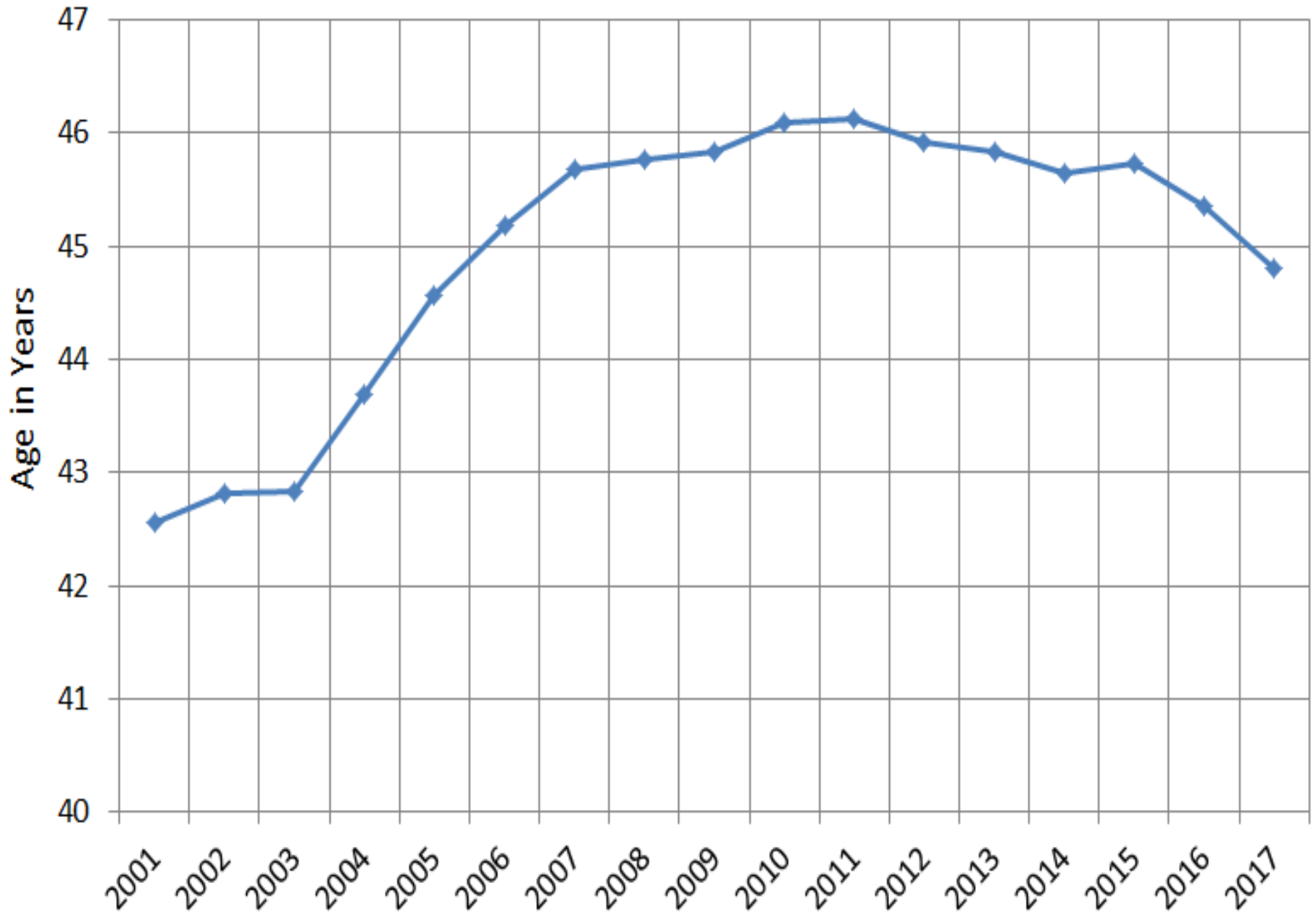
Hamilton

Hamilton Fire - Lost Sick Hours per Eligible Employee

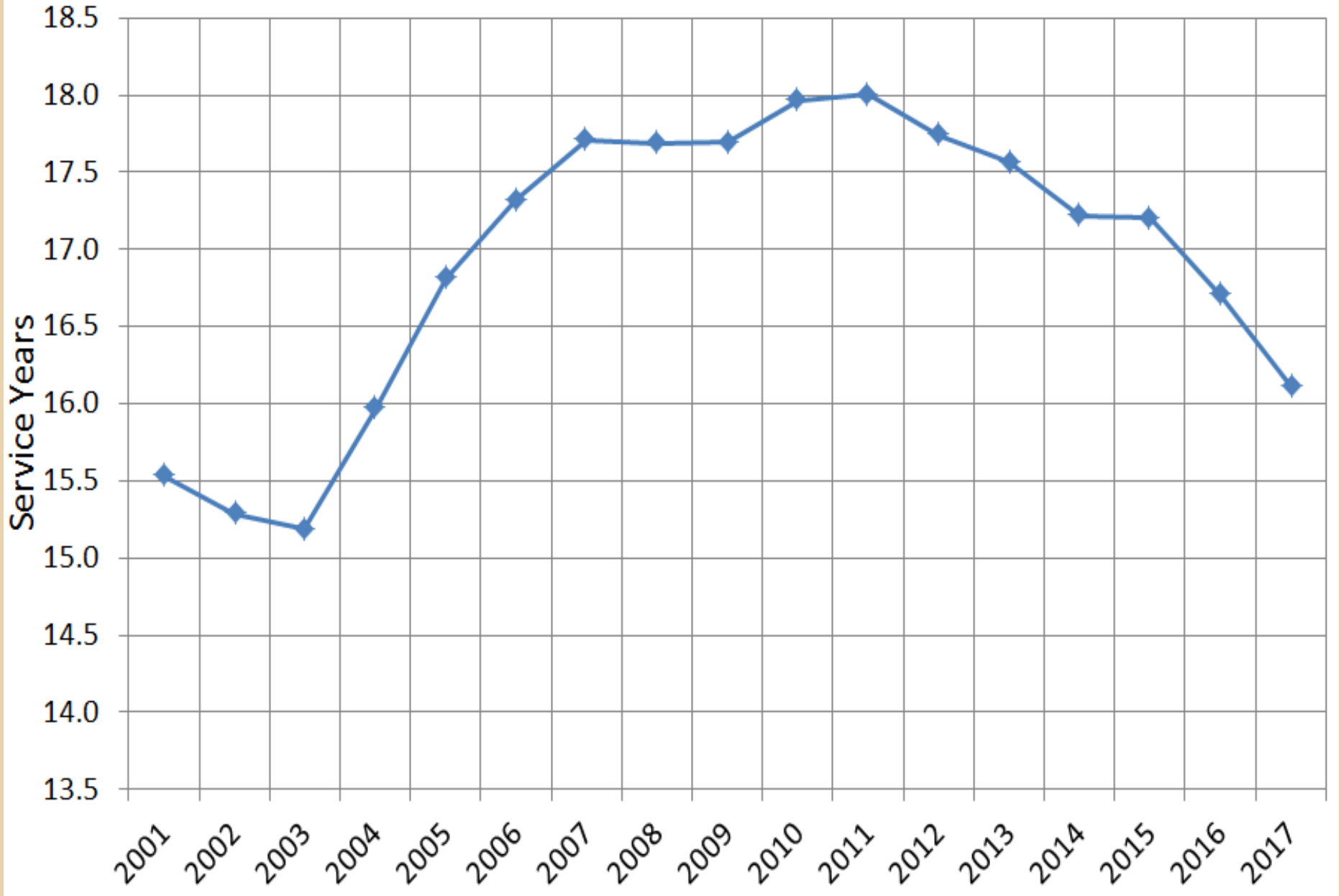


Hamilton

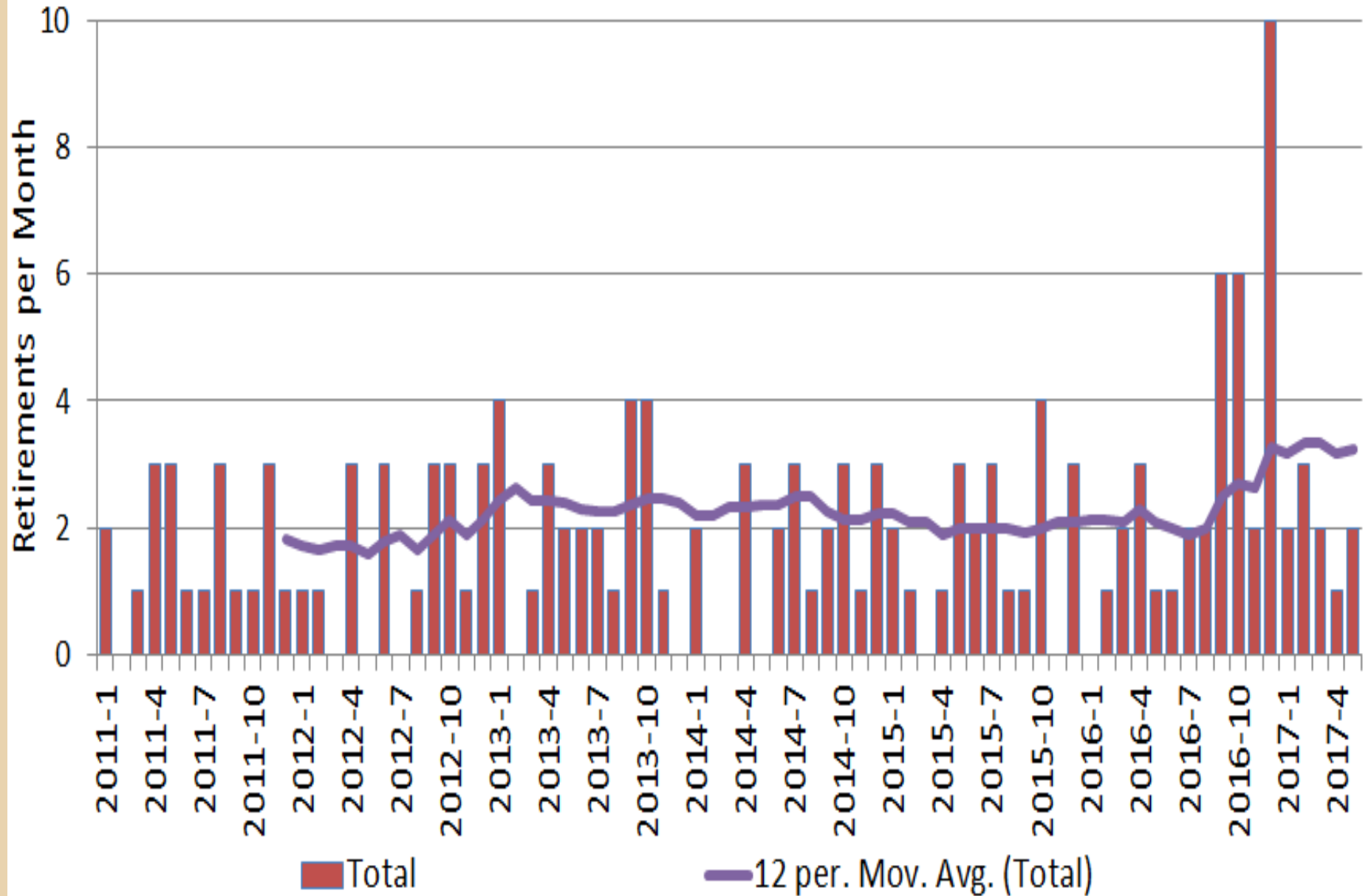
Average Age of Hamilton Fire Employees



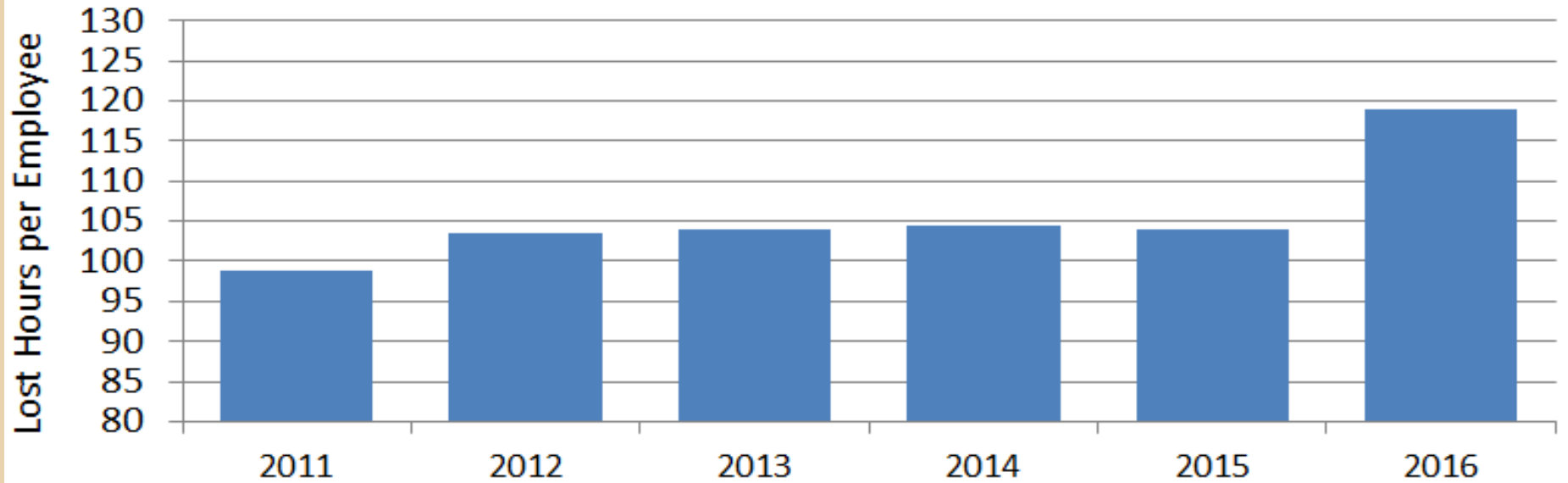
Average Years Of Service Hamilton Fire Employees



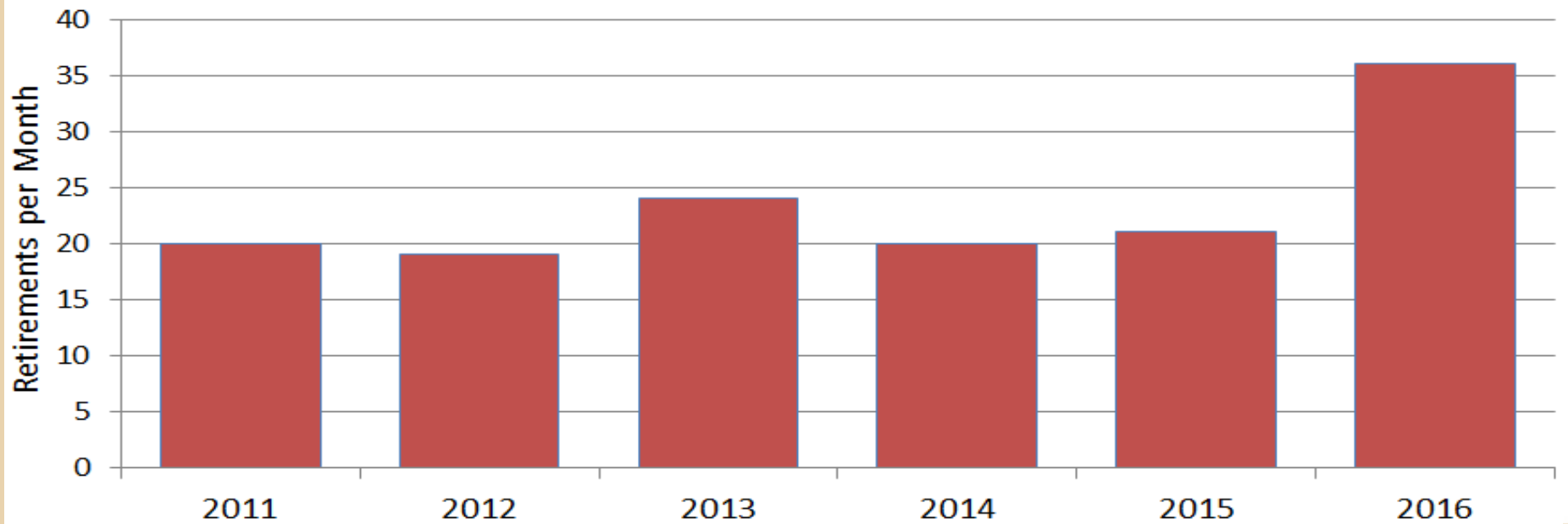
Retirements from Hamilton Fire 2011- April 2017



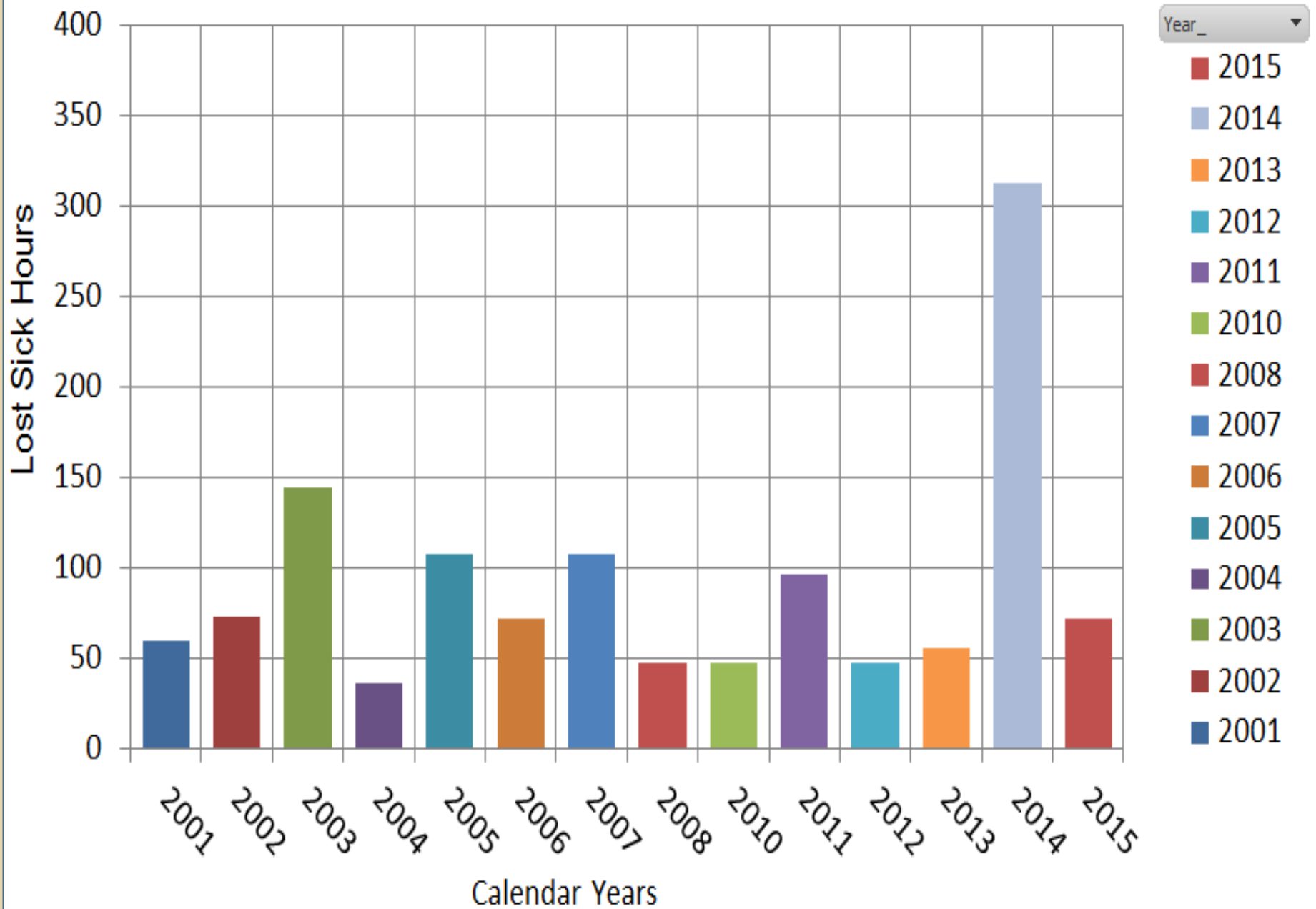
Hamilton Fire - Lost Sick Hours per Eligible Employee



Retirements from Hamilton Fire 2011- 2016



Sick Time of one Fire Employee leading up to retirement in 2015



Sick Time for **Fire** employees leading up to retirement - 2011-2017 Retirements

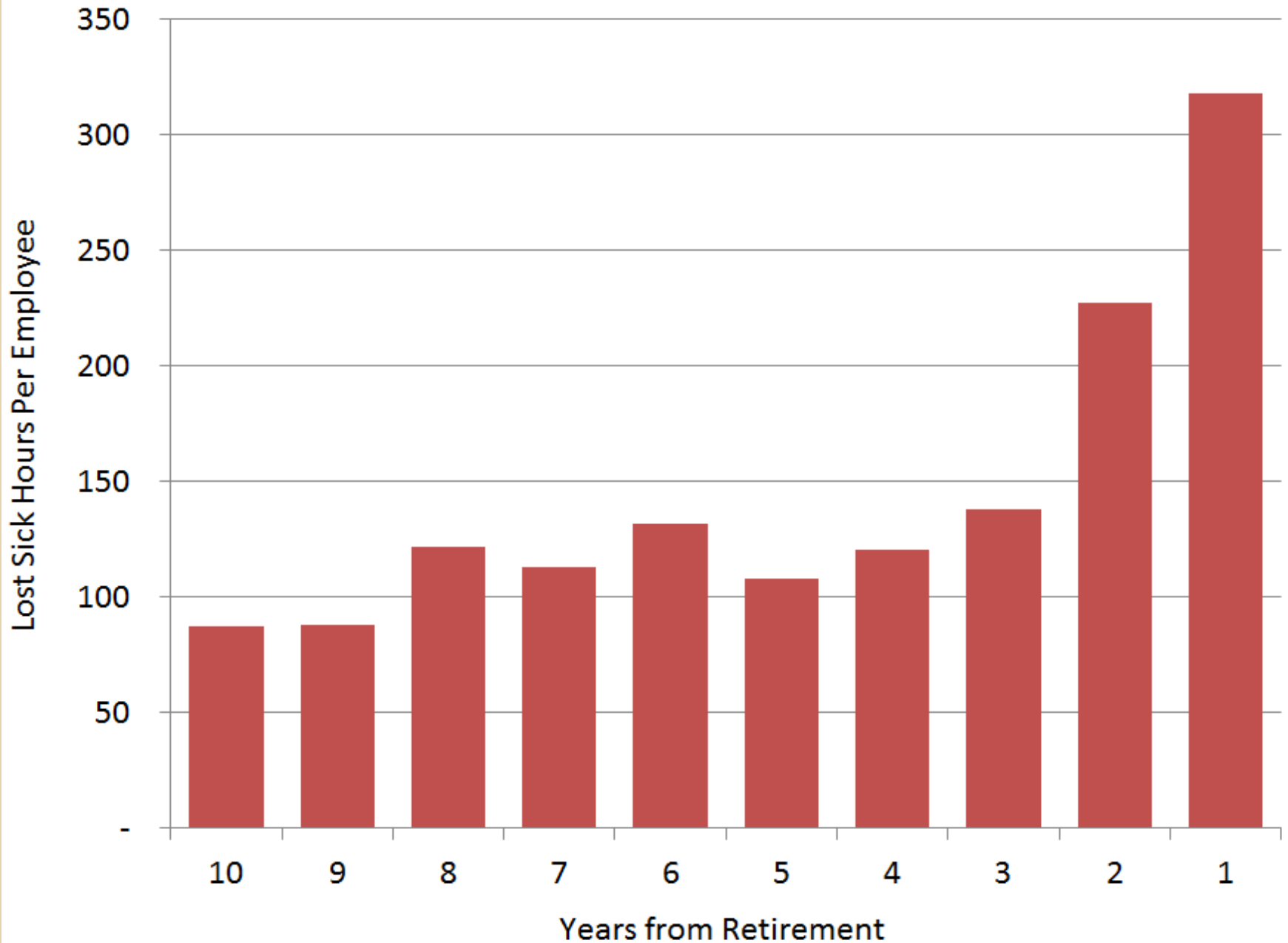
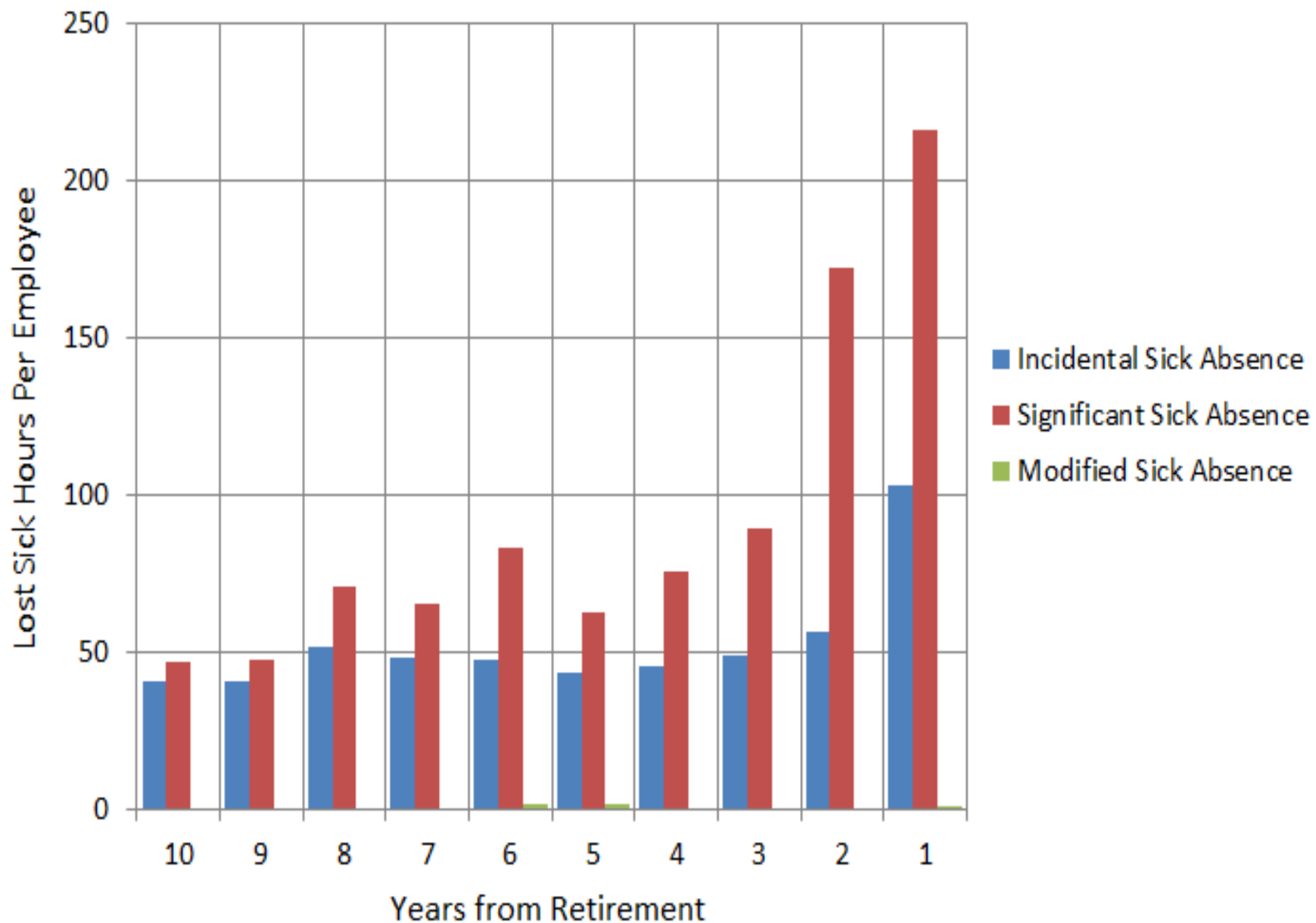


Table 2: Employee Sick Absences, 2013 to 2016 – STD Breakdown for Employees with Sick Bank in Fire Services

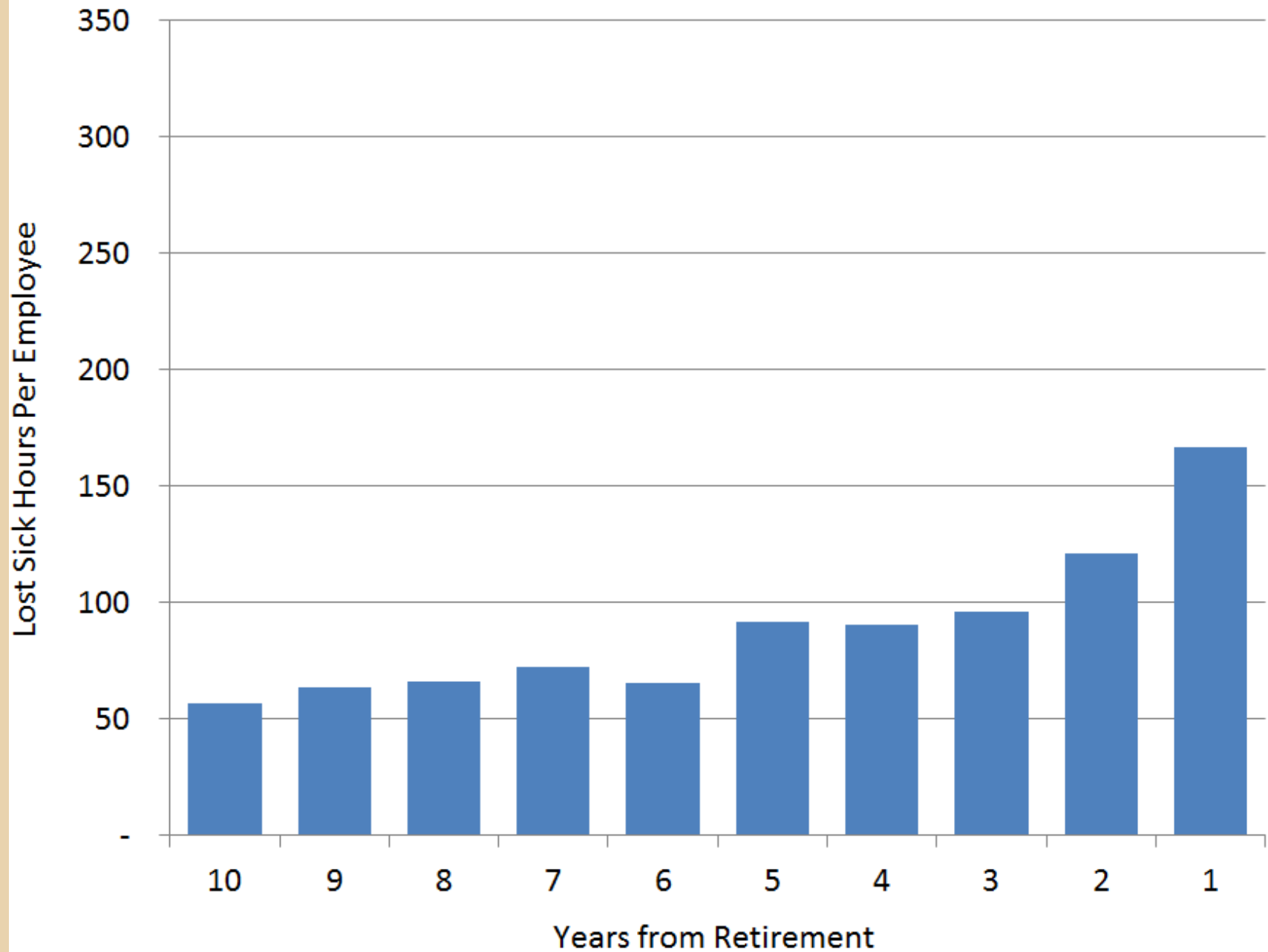
	Significant Sick Absence	Modified Sick Absence	Incidental Sick Absence	Total (All categories)
2016				
Headcount	547	547	547	547
Lost Sick Hours Per Eligible Employee	64.0	0.1	54.8	118.9
% Of Staff That Take Zero Sick Time	62.4 %	99.6 %	17.1 %	12.2 %
Paid Sick Hours Per Eligible Employee	60.7	0.1	54.5	115.3
Total Cost Paid	\$1,489,637	\$3,604	\$1,261,270	\$2,754,511



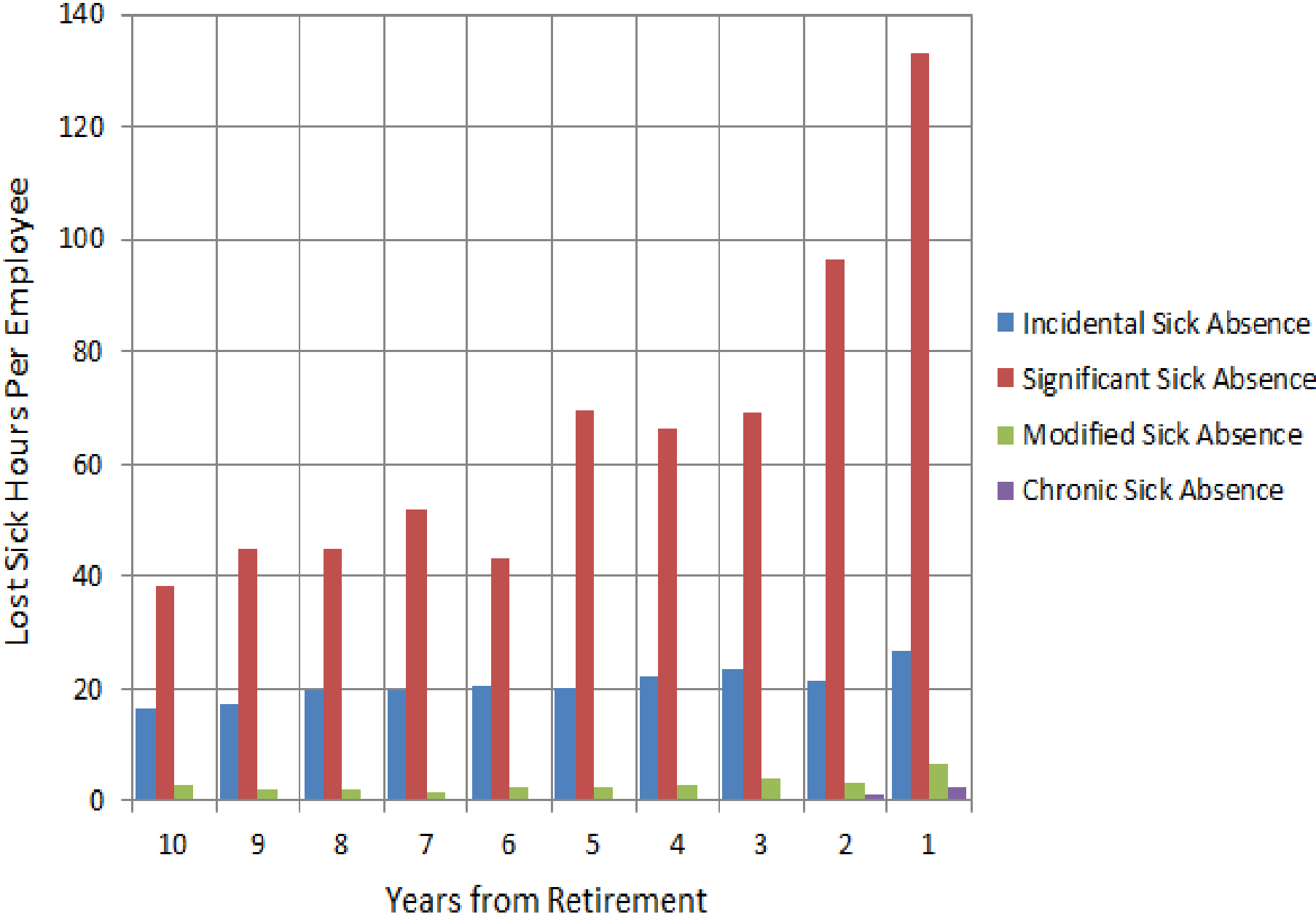
Sick Time for Fire employee leading up to retirement - 2011-2017 Retirements



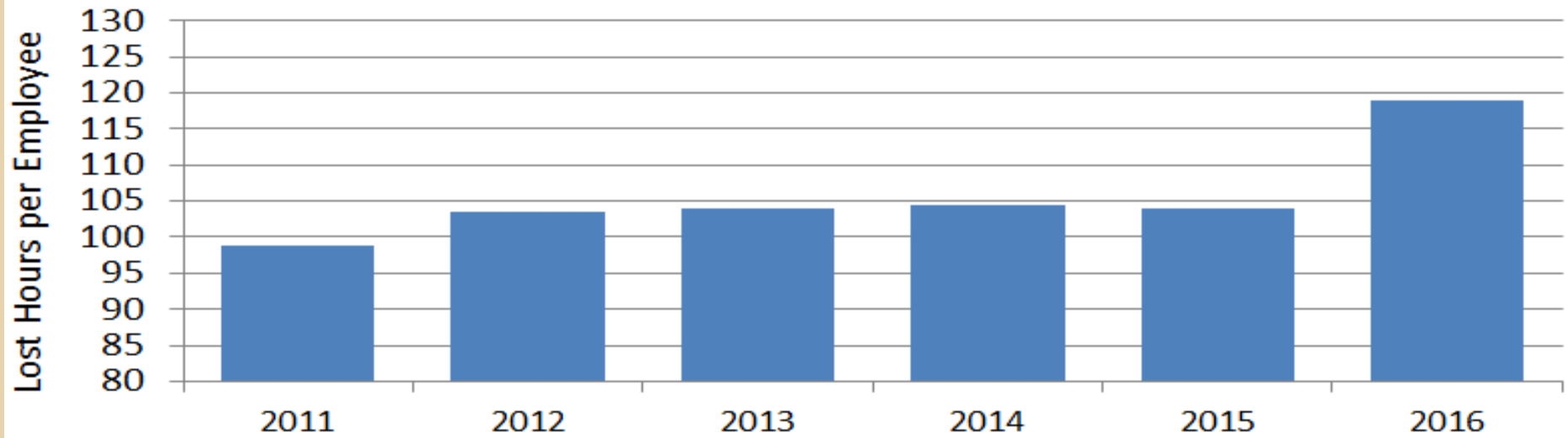
Sick Time for **Non-Fire** employees leading up to retirement - 2011-2017 Retirements



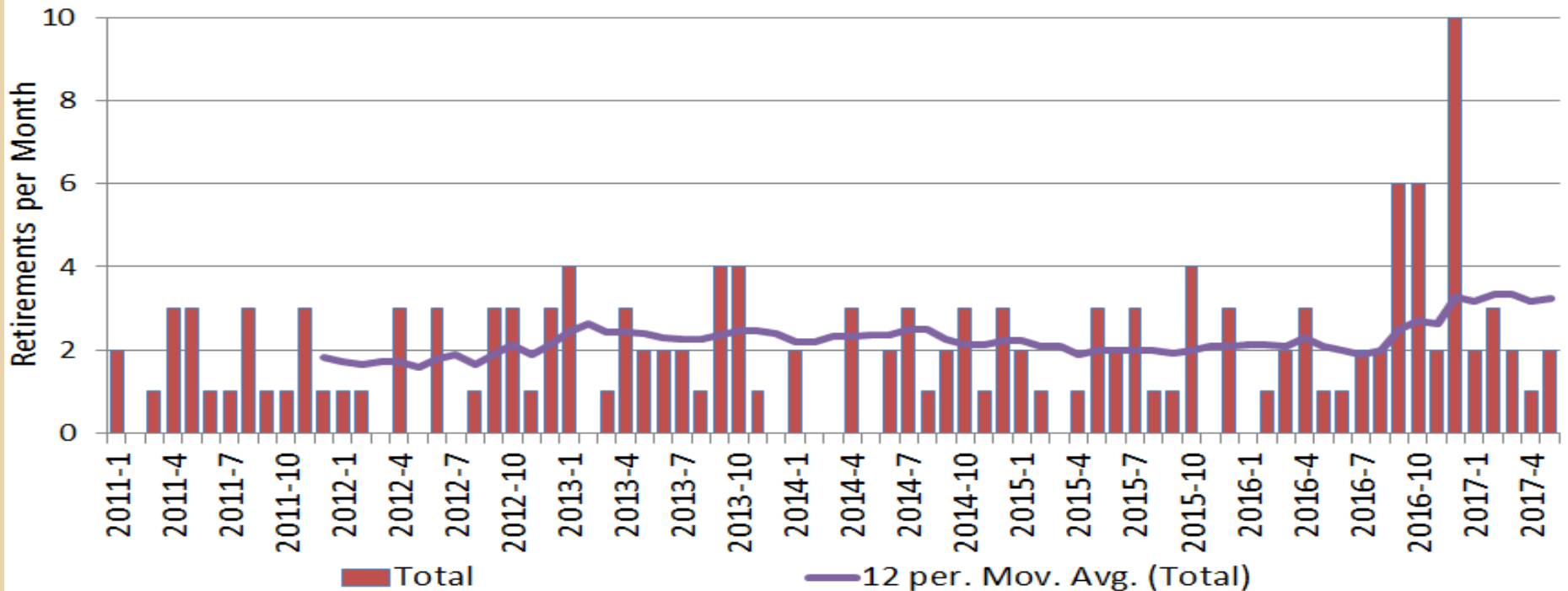
Sick Time for IPP (Non-Fire) employees leading up to retirement - 2011-2017 Retirements



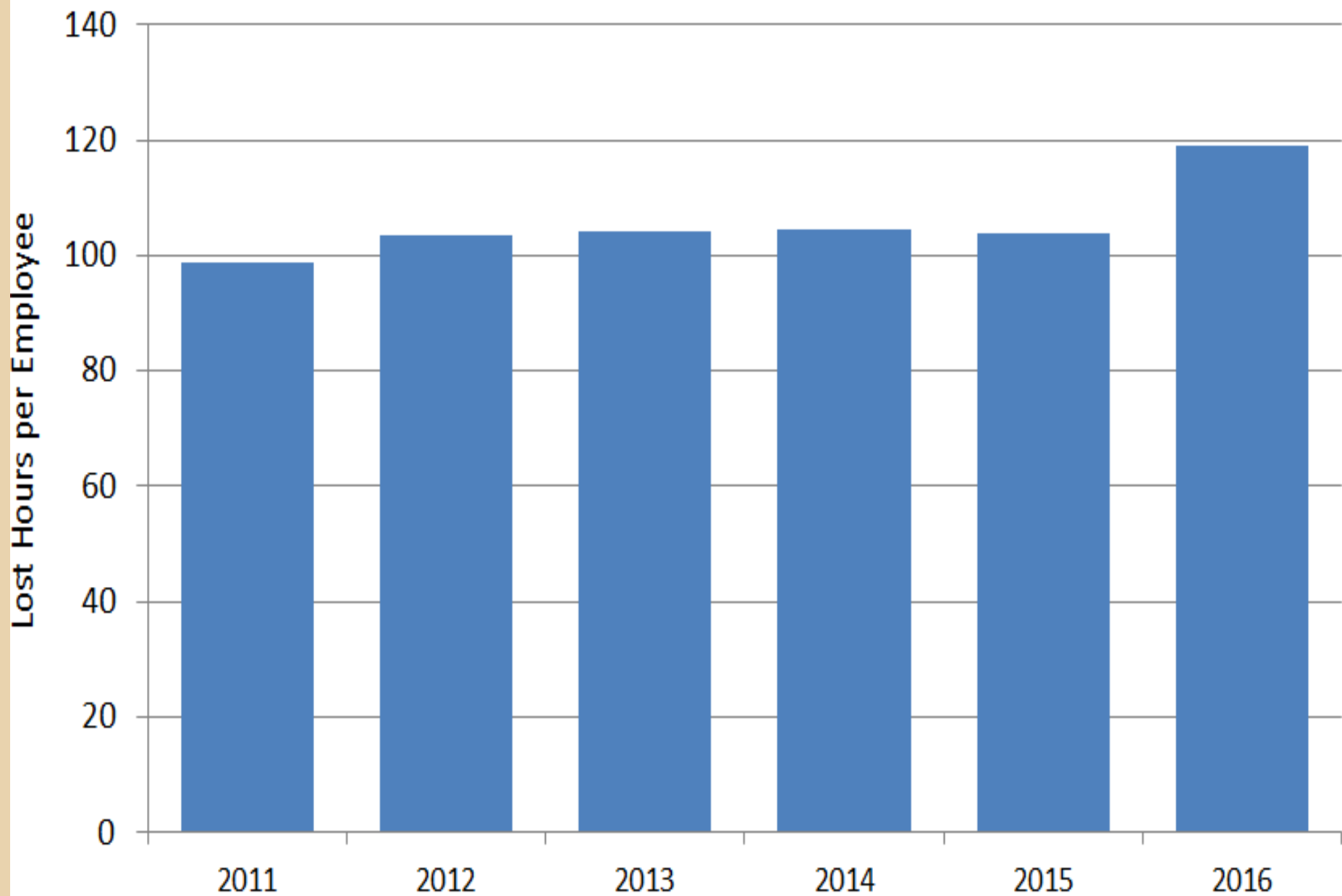
Hamilton Fire - Lost Sick Hours per Eligible Employee



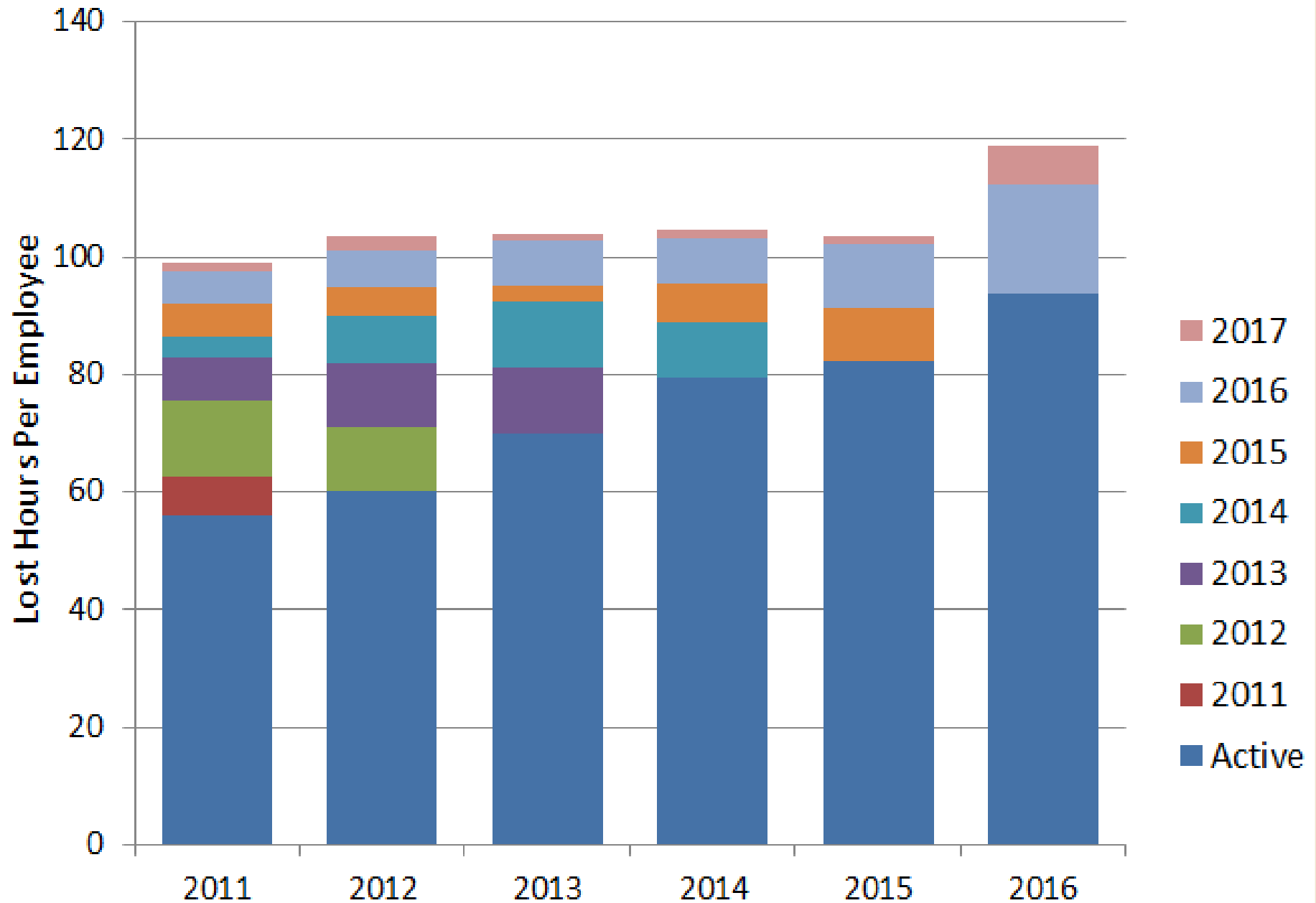
Retirements from Hamilton Fire 2011- April 2017



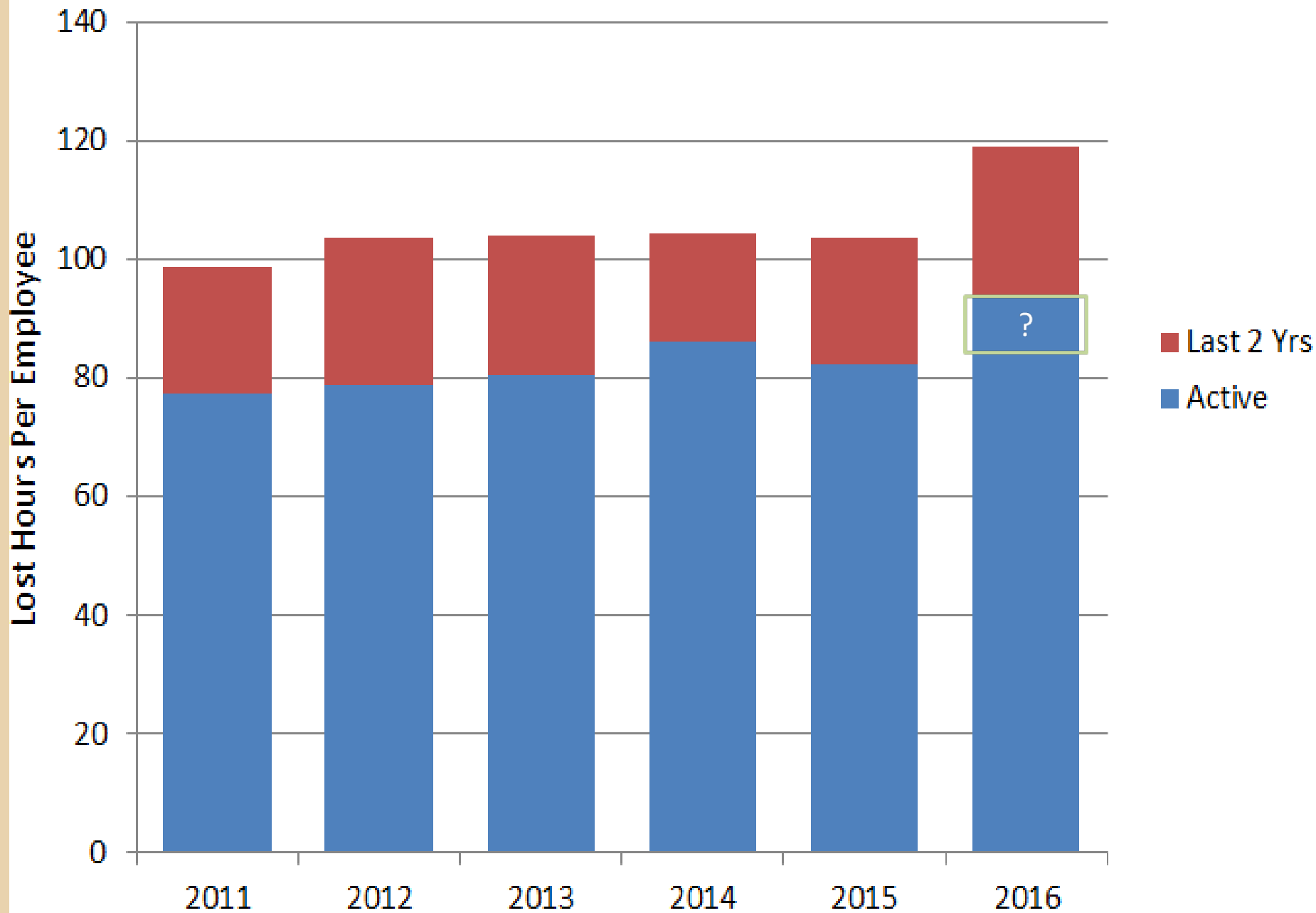
Hamilton Fire - Lost Sick Hours per Eligible Employee



Hamilton Fire - Lost Hours per Eligible Employees - with impact of retirements



Hamilton Fire - Lost Hours per Eligible Employees - impact of last two years



Questions ?



Hamilton