

**Departmental Short-Term Disability Absences Q1 to Q2 2015 to 2017 (IPP)**

<b>City Housing Hamilton</b>	<b>Significant Sick Absence</b>	<b>Modified Sick Absence</b>	<b>Incidental Sick Absence</b>	<b>Chronic Sick Absence</b>	<b>Total (All categories)</b>
<b>2017</b>					
Headcount	119	119	119	119	119
Lost Sick Hours Per Eligible Employee	18.3	3.1	12.5	8.5	42.4
Lost Sick Calc. Days Per Eligible Employee	2.6	0.4	1.8	1.2	6.1
% Of Staff That Take Zero Sick Time	90.5 %	95.2 %	46.0 %	96.0 %	42.1 %
Paid Sick Hours Per Eligible Employee	18.2	3.1	11.9	7.9	41.1
Paid Sick Calc. Days Per Eligible Employee	2.6	0.4	1.7	1.1	5.9
Total Cost Paid	\$65,723	\$12,862	\$50,395	\$19,976	\$148,955
<b>2016</b>					
Headcount	114	114	114	114	114
Lost Sick Hours Per Eligible Employee	22.0	3.4	10.9	0.8	37.0
Lost Sick Calc. Days Per Eligible Employee	3.1	0.5	1.6	0.1	5.3
% Of Staff That Take Zero Sick Time	87.5 %	95.0 %	48.3 %	98.3 %	43.3 %
Paid Sick Hours Per Eligible Employee	21.9	3.4	10.7	0.7	36.7
Paid Sick Calc. Days Per Eligible Employee	3.1	0.5	1.5	0.1	5.2
Total Cost Paid	\$83,494	\$9,823	\$41,426	\$1,709	\$136,452
<b>2015</b>					
Headcount	112	112	112	112	112
Lost Sick Hours Per Eligible Employee	19.8	3.1	9.4		32.2
Lost Sick Calc. Days Per Eligible Employee	2.8	0.4	1.3		4.6
% Of Staff That Take Zero Sick Time	85.4 %	93.5 %	56.1 %	100.0 %	44.7 %
Paid Sick Hours Per Eligible Employee	19.7	3.1	9.3		32.0
Paid Sick Calc. Days Per Eligible Employee	2.8	0.4	1.3		4.6
Total Cost Paid	\$75,709	\$11,416	\$35,967		\$123,092

<b>City Manager's Office</b>	<b>Significant Sick Absence</b>	<b>Modified Sick Absence</b>	<b>Incidental Sick Absence</b>	<b>Chronic Sick Absence</b>	<b>Total (All categories)</b>
<b>2017</b>					
Headcount	107	107	107	107	107
Lost Sick Hours Per Eligible Employee	18.6	1.1	5.6		25.2
Lost Sick Calc. Days Per Eligible Employee	2.7	0.2	0.8		3.6
% Of Staff That Take Zero Sick Time	93.0 %	95.7 %	59.1 %	100.0 %	56.5 %
Paid Sick Hours Per Eligible Employee	18.6	1.1	5.5		25.1
Paid Sick Calc. Days Per Eligible Employee	2.7	0.2	0.8		3.6
Total Cost Paid	\$79,021	\$4,508	\$27,922		\$111,452
<b>2016</b>					
Headcount	103	103	103	103	103
Lost Sick Hours Per Eligible Employee	4.1	1.0	7.2		12.3
Lost Sick Calc. Days Per Eligible Employee	0.6	0.1	1.0		1.8
% Of Staff That Take Zero Sick Time	98.1 %	98.1 %	56.1 %	100.0 %	54.2 %
Paid Sick Hours Per Eligible Employee	4.1	1.0	7.2		12.3
Paid Sick Calc. Days Per Eligible Employee	0.6	0.1	1.0		1.8
Total Cost Paid	\$10,596	\$2,228	\$35,616		\$48,441
<b>2015</b>					
Headcount	94	94	94	94	94
Lost Sick Hours Per Eligible Employee	4.3	0.2	5.6		10.1
Lost Sick Calc. Days Per Eligible Employee	0.6	0.0	0.8		1.4
% Of Staff That Take Zero Sick Time	97.0 %	99.0 %	65.0 %	100.0 %	64.0 %
Paid Sick Hours Per Eligible Employee	4.3	0.2	5.5		10.0
Paid Sick Calc. Days Per Eligible Employee	0.6	0.0	0.8		1.4
Total Cost Paid	\$18,763	\$650	\$23,826		\$43,239

<b>Community and Emergency Services</b>	<b>Significant Sick Absence</b>	<b>Modified Sick Absence</b>	<b>Incidental Sick Absence</b>	<b>Chronic Sick Absence</b>	<b>Total (All categories)</b>
<b>2017</b>					
Headcount	1,220	1,220	1,220	1,220	1,220
Lost Sick Hours Per Eligible Employee	20.0	2.7	20.9	2.2	45.7
Lost Sick Calc. Days Per Eligible Employee	2.9	0.4	3.0	0.3	6.5
% Of Staff That Take Zero Sick Time	90.0 %	96.2 %	40.3 %	96.8 %	35.1 %
Paid Sick Hours Per Eligible Employee	19.9	2.7	19.5	1.9	43.9
Paid Sick Calc. Days Per Eligible Employee	2.8	0.4	2.8	0.3	6.3
Total Cost Paid	\$763,403	\$90,762	\$852,278	\$67,238	\$1,773,680
<b>2016</b>					
Headcount	1,215	1,215	1,215	1,215	1,215
Lost Sick Hours Per Eligible Employee	24.4	2.2	19.8	3.3	49.6
Lost Sick Calc. Days Per Eligible Employee	3.5	0.3	2.8	0.5	7.1
% Of Staff That Take Zero Sick Time	88.9 %	97.5 %	41.9 %	97.5 %	36.5 %
Paid Sick Hours Per Eligible Employee	24.0	2.2	18.5	3.1	47.7
Paid Sick Calc. Days Per Eligible Employee	3.4	0.3	2.6	0.4	6.8
Total Cost Paid	\$830,779	\$64,033	\$774,739	\$106,206	\$1,775,757
<b>2015</b>					
Headcount	1,177	1,177	1,177	1,177	1,177
Lost Sick Hours Per Eligible Employee	27.4	2.5	21.2	2.0	53.1
Lost Sick Calc. Days Per Eligible Employee	3.9	0.4	3.0	0.3	7.6
% Of Staff That Take Zero Sick Time	88.7 %	95.1 %	41.9 %	98.5 %	35.4 %
Paid Sick Hours Per Eligible Employee	27.2	2.5	19.5	1.7	50.9
Paid Sick Calc. Days Per Eligible Employee	3.9	0.4	2.8	0.2	7.3
Total Cost Paid	\$900,827	\$80,949	\$786,945	\$60,177	\$1,828,898

<b>Corporate Services</b>	<b>Significant Sick Absence</b>	<b>Modified Sick Absence</b>	<b>Incidental Sick Absence</b>	<b>Chronic Sick Absence</b>	<b>Total (All categories)</b>
<b>2017</b>					
Headcount	428	428	428	428	428
Lost Sick Hours Per Eligible Employee	20.2	1.7	9.9	1.1	32.9
Lost Sick Calc. Days Per Eligible Employee	2.9	0.2	1.4	0.2	4.7
% Of Staff That Take Zero Sick Time	92.2 %	97.1 %	49.8 %	98.2 %	45.1 %
Paid Sick Hours Per Eligible Employee	20.0	1.7	9.8	1.0	32.5
Paid Sick Calc. Days Per Eligible Employee	2.9	0.2	1.4	0.1	4.6
Total Cost Paid	\$299,284	\$20,436	\$163,723	\$13,327	\$496,770
<b>2016</b>					
Headcount	431	431	431	431	431
Lost Sick Hours Per Eligible Employee	11.1	1.6	10.7	2.0	25.4
Lost Sick Calc. Days Per Eligible Employee	1.6	0.2	1.5	0.3	3.6
% Of Staff That Take Zero Sick Time	94.6 %	96.7 %	48.9 %	98.2 %	46.2 %
Paid Sick Hours Per Eligible Employee	11.0	1.6	10.6	1.9	25.0
Paid Sick Calc. Days Per Eligible Employee	1.6	0.2	1.5	0.3	3.6
Total Cost Paid	\$155,049	\$21,067	\$170,176	\$22,694	\$368,985
<b>2015</b>					
Headcount	422	422	422	422	422
Lost Sick Hours Per Eligible Employee	16.2	1.1	10.0	1.2	28.6
Lost Sick Calc. Days Per Eligible Employee	2.3	0.2	1.4	0.2	4.1
% Of Staff That Take Zero Sick Time	93.1 %	97.5 %	50.9 %	99.1 %	48.4 %
Paid Sick Hours Per Eligible Employee	16.2	1.1	9.8	1.1	28.2
Paid Sick Calc. Days Per Eligible Employee	2.3	0.2	1.4	0.2	4.0
Total Cost Paid	\$230,604	\$14,215	\$151,724	\$10,449	\$406,993

<b>Planning and Economic Development</b>	<b>Significant Sick Absence</b>	<b>Modified Sick Absence</b>	<b>Incidental Sick Absence</b>	<b>Chronic Sick Absence</b>	<b>Total (All categories)</b>
<b>2017</b>					
Headcount	483	483	483	483	483
Lost Sick Hours Per Eligible Employee	24.0	1.9	11.3	0.2	37.5
Lost Sick Calc. Days Per Eligible Employee	3.4	0.3	1.6	0.0	5.4
% Of Staff That Take Zero Sick Time	90.4 %	96.7 %	50.4 %	99.0 %	45.3 %
Paid Sick Hours Per Eligible Employee	23.9	1.9	11.2	0.2	37.2
Paid Sick Calc. Days Per Eligible Employee	3.4	0.3	1.6	0.0	5.3
Total Cost Paid	\$441,001	\$34,720	\$209,203	\$3,064	\$687,989
<b>2016</b>					
Headcount	482	482	482	482	482
Lost Sick Hours Per Eligible Employee	9.8	1.2	11.2	2.4	24.5
Lost Sick Calc. Days Per Eligible Employee	1.4	0.2	1.6	0.3	3.5
% Of Staff That Take Zero Sick Time	93.2 %	98.0 %	53.0 %	98.2 %	48.0 %
Paid Sick Hours Per Eligible Employee	9.7	1.2	11.0	2.2	24.0
Paid Sick Calc. Days Per Eligible Employee	1.4	0.2	1.6	0.3	3.4
Total Cost Paid	\$182,642	\$21,766	\$196,613	\$28,432	\$429,452
<b>2015</b>					
Headcount	460	460	460	460	460
Lost Sick Hours Per Eligible Employee	20.2	1.0	10.6	0.1	31.9
Lost Sick Calc. Days Per Eligible Employee	2.9	0.1	1.5	0.0	4.6
% Of Staff That Take Zero Sick Time	89.6 %	97.5 %	54.1 %	99.8 %	47.6 %
Paid Sick Hours Per Eligible Employee	20.2	1.0	10.5	0.1	31.8
Paid Sick Calc. Days Per Eligible Employee	2.9	0.1	1.5	0.0	4.5
Total Cost Paid	\$305,307	\$17,525	\$178,567	\$1,061	\$502,460

<b>Public Health</b>	<b>Significant Sick Absence</b>	<b>Modified Sick Absence</b>	<b>Incidental Sick Absence</b>	<b>Chronic Sick Absence</b>	<b>Total (All categories)</b>
<b>2017</b>					
Headcount	359	359	359	359	359
Lost Sick Hours Per Eligible Employee	17.4	3.8	10.1	2.9	34.1
Lost Sick Calc. Days Per Eligible Employee	2.5	0.5	1.4	0.4	4.9
% Of Staff That Take Zero Sick Time	91.1 %	97.0 %	50.8 %	96.8 %	43.5 %
Paid Sick Hours Per Eligible Employee	17.3	3.8	9.9	2.8	33.8
Paid Sick Calc. Days Per Eligible Employee	2.5	0.5	1.4	0.4	4.8
Total Cost Paid	\$229,343	\$44,124	\$153,507	\$35,577	\$462,551
<b>2016</b>					
Headcount	360	360	360	360	360
Lost Sick Hours Per Eligible Employee	18.6	2.9	9.7	1.0	32.2
Lost Sick Calc. Days Per Eligible Employee	2.7	0.4	1.4	0.1	4.6
% Of Staff That Take Zero Sick Time	93.4 %	98.4 %	53.6 %	98.1 %	48.0 %
Paid Sick Hours Per Eligible Employee	18.6	2.9	9.6	0.9	32.0
Paid Sick Calc. Days Per Eligible Employee	2.7	0.4	1.4	0.1	4.6
Total Cost Paid	\$240,316	\$34,171	\$147,146	\$10,427	\$432,059
<b>2015</b>					
Headcount	354	354	354	354	354
Lost Sick Hours Per Eligible Employee	12.4	1.4	9.3	3.4	26.6
Lost Sick Calc. Days Per Eligible Employee	1.8	0.2	1.3	0.5	3.8
% Of Staff That Take Zero Sick Time	93.3 %	96.8 %	52.7 %	97.9 %	48.4 %
Paid Sick Hours Per Eligible Employee	12.4	1.4	9.3	3.3	26.4
Paid Sick Calc. Days Per Eligible Employee	1.8	0.2	1.3	0.5	3.8
Total Cost Paid	\$159,277	\$16,229	\$138,315	\$30,126	\$343,947

<b>Public Works</b>	<b>Significant Sick Absence</b>	<b>Modified Sick Absence</b>	<b>Incidental Sick Absence</b>	<b>Chronic Sick Absence</b>	<b>Total (All categories)</b>
<b>2017</b>					
Headcount	1,928	1,928	1,928	1,928	1,928
Lost Sick Hours Per Eligible Employee	27.9	1.2	14.5	3.7	47.3
Lost Sick Calc. Days Per Eligible Employee	4.0	0.2	2.1	0.5	6.8
% Of Staff That Take Zero Sick Time	89.6 %	97.2 %	47.7 %	96.9 %	41.0 %
Paid Sick Hours Per Eligible Employee	27.8	1.2	14.0	3.3	46.2
Paid Sick Calc. Days Per Eligible Employee	4.0	0.2	2.0	0.5	6.6
Total Cost Paid	\$1,544,850	\$67,070	\$894,791	\$163,226	\$2,669,937
<b>2016</b>					
Headcount	1,885	1,885	1,885	1,885	1,885
Lost Sick Hours Per Eligible Employee	27.8	2.3	13.3	4.1	47.5
Lost Sick Calc. Days Per Eligible Employee	4.0	0.3	1.9	0.6	6.8
% Of Staff That Take Zero Sick Time	87.4 %	96.2 %	51.1 %	96.9 %	42.2 %
Paid Sick Hours Per Eligible Employee	27.6	2.3	13.0	3.8	46.8
Paid Sick Calc. Days Per Eligible Employee	3.9	0.3	1.9	0.5	6.7
Total Cost Paid	\$1,544,359	\$118,121	\$794,524	\$188,807	\$2,645,810
<b>2015</b>					
Headcount	1,840	1,840	1,840	1,840	1,840
Lost Sick Hours Per Eligible Employee	25.6	1.7	14.0	2.6	43.9
Lost Sick Calc. Days Per Eligible Employee	3.7	0.2	2.0	0.4	6.3
% Of Staff That Take Zero Sick Time	88.8 %	96.9 %	49.3 %	98.1 %	42.2 %
Paid Sick Hours Per Eligible Employee	25.4	1.7	13.7	2.4	43.2
Paid Sick Calc. Days Per Eligible Employee	3.6	0.2	2.0	0.3	6.2
Total Cost Paid	\$1,361,168	\$84,205	\$795,892	\$109,725	\$2,350,989