



THE CORPORATION OF THE CITY OF VERNON

MEMORANDUM

TO: W. Pearce, Chief Administrative Officer **FILE:** 2510-01
PC: S. Patterson, Specialist, Talent Acquisition and Retention **DATE:** September 28, 2022
FROM: R. Manjak, Director, Human Resources
SUBJECT: TEMPORARY TALENT ACQUISITION and RETENTION STAFFING REQUEST

The City is currently experiencing a high volume of talent acquisition as a result of natural attrition in the workforce and an increasingly competitive labour market. Of the current key vacancies across the Corporation, Recreation Services has six (6), Community Infrastructure and Development has five (5), Corporate Services has five (5), Financial Services has four (4), Operation Services has four (4), and Human Resources has one (1).

In addition to existing vacancies, there are a few areas where consideration of increased FTEs is warranted and will be brought forward in the proposed 2023 budget for Council's direction. However, the current challenge is not creating new positions, but filling vacant positions with skilled individuals in a timely manner.

On an interim basis, within limited acceptable resources (2021 year-end unexpended, uncommitted balance) Administration can augment existing Talent Acquisition and Retention resources to reduce the current time to hire. Administration respectfully requests Council's consideration to commit \$50,000 to the Human Resources Division to place a temporary support Coordinator in Talent Acquisition and Retention. The year-end unexpended, uncommitted balance is \$224,528.00.

RECOMMENDATION:

THAT Council receive the memorandum titled "Temporary Talent Acquisition and Retention Staffing Request," dated September 28, 2022 and respectfully submitted by the Director, Human Resources;

AND FURTHER, that Council authorize \$50,000 on a one time basis, to place a temporary support Coordinator in Talent Acquisition and Retention, source of the funding from 2021 year end unexpended, uncommitted funds.

Respectfully submitted:

A handwritten signature in black ink, appearing to read 'Raeleen Manjak'.

Raeleen Manjak
Director, Human Resources

A handwritten signature in black ink, appearing to be a stylized 'W' followed by a 'P'.