



*John Van Horne, Director of Human Resources*

### 2018 Priorities

- Begin formal collective agreement negotiations with CUPE Local 401, which will include reviewing remaining Core Service Review recommendations.
- Support Council in updating Management Bylaw #7000 and Exempt Salary Administration Policy.
- Internal audit of health and safety practices as required under WorkSafe BC's Certificate of Recognition program.

### About Human Resources

The Human Resources department provides specialized advice, assistance and support to the organization in areas of:

- recruitment and selection;
- training and employee development;
- employee and labour relations;
- job classification, compensation and benefits administration;
- health and safety; and
- disability management.

The department also oversees employee wellness and social activities, service recognition and access and ID cards. Human Resources staff also provide specialized advice and support to Council on issues related to various City policies.