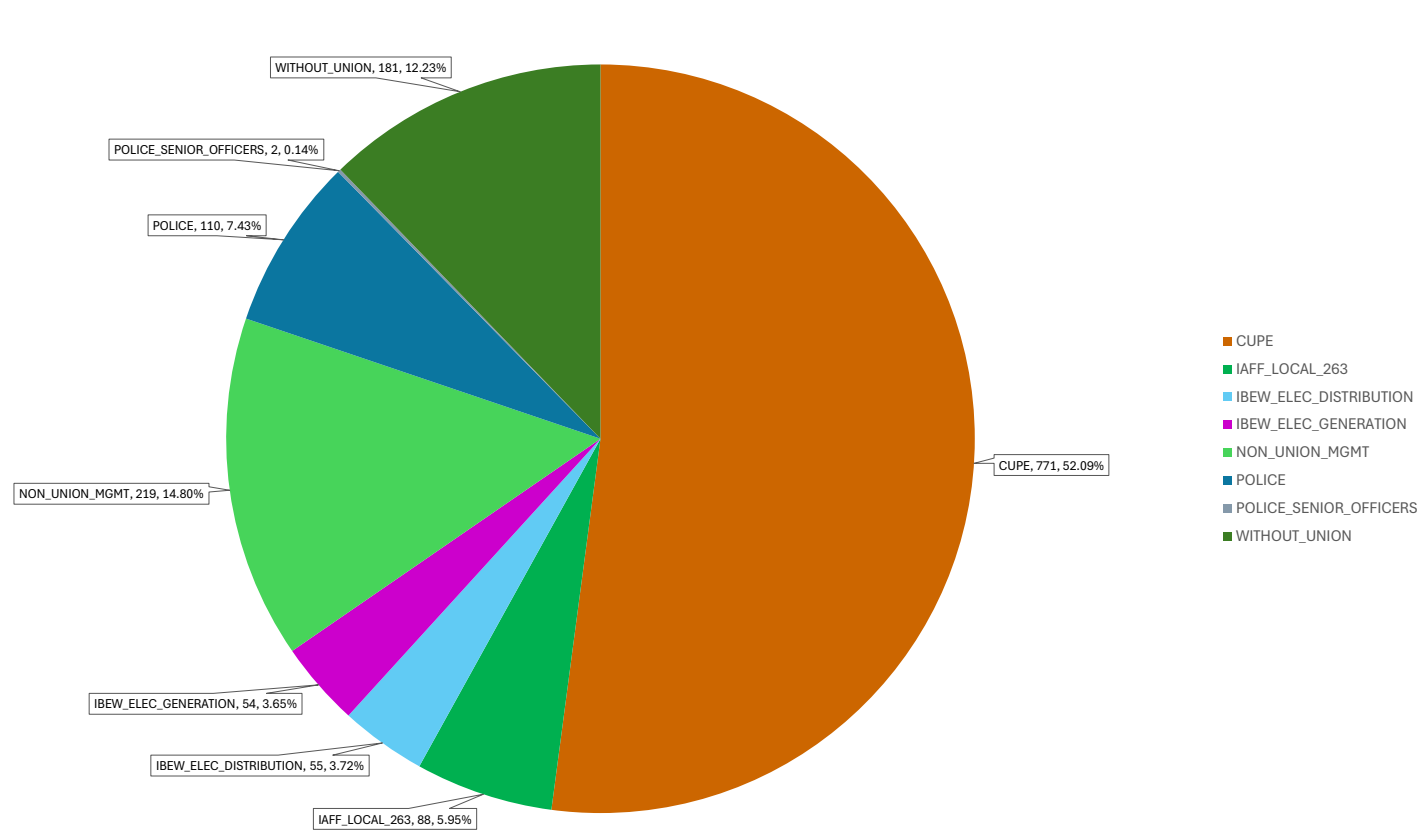


City of Medicine Hat People Metrics

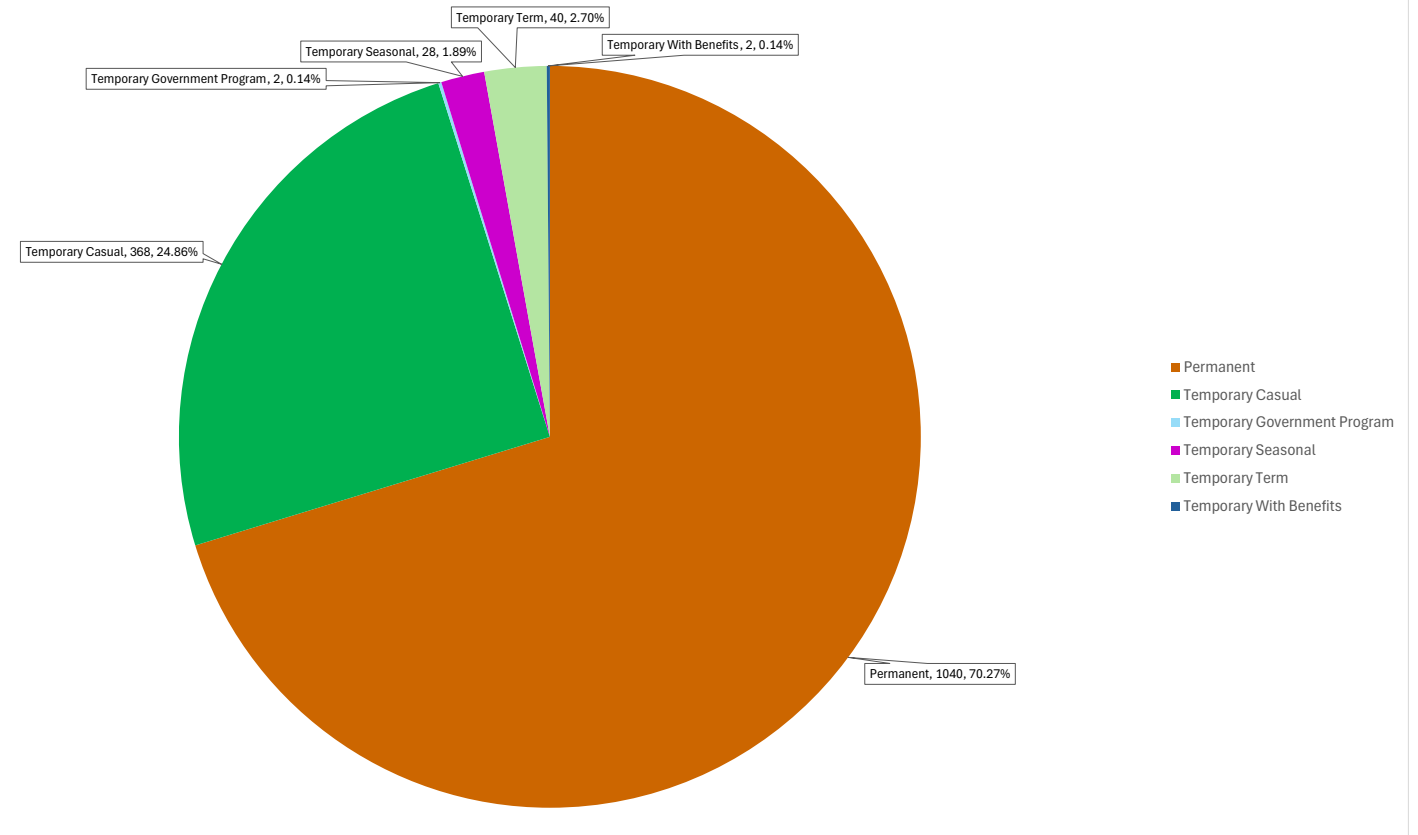
For the dates of January 1 2026 to March 31, 2026*

*Where the specific dates of January 1st, 2026 to March 31st, 2026 are unavailable, the first biweekly pay period of 2026 and March 31, 2026 are used

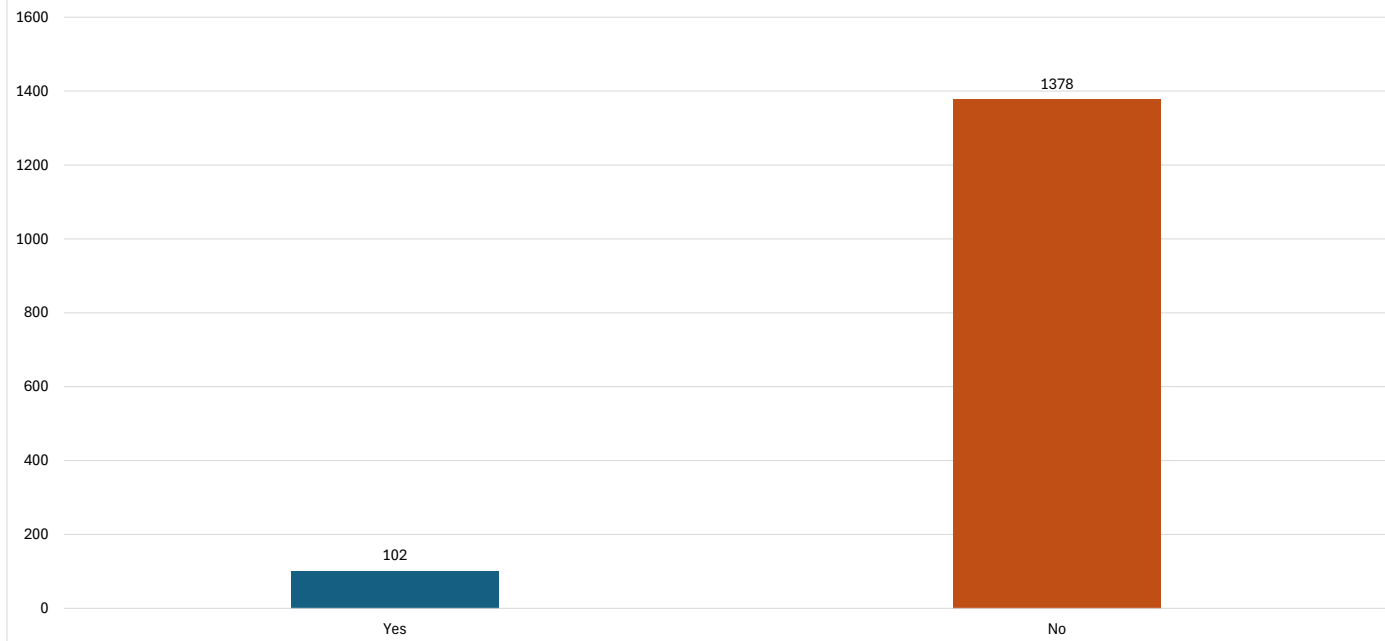
% of Headcount by Bargaining Unit



% of Headcount by Employment Type



Employees Approved for Remote Work



Employment Type Definitions

Temporary Employee

- Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. If there is an end-date, see Temp-Term definition. The employee may or may not be eligible for benefits. If the employee is eligible for benefits, see Temp With Benefits definition.

Temp With Benefits

- Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. The employee is eligible for benefits.

Temp Term

- Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. There is an end-date to the employee's contract.

Temp Seasonal

- Generally, an employee hired to assist in a seasonal capacity, and is subject to layoff at the end of the assignment.

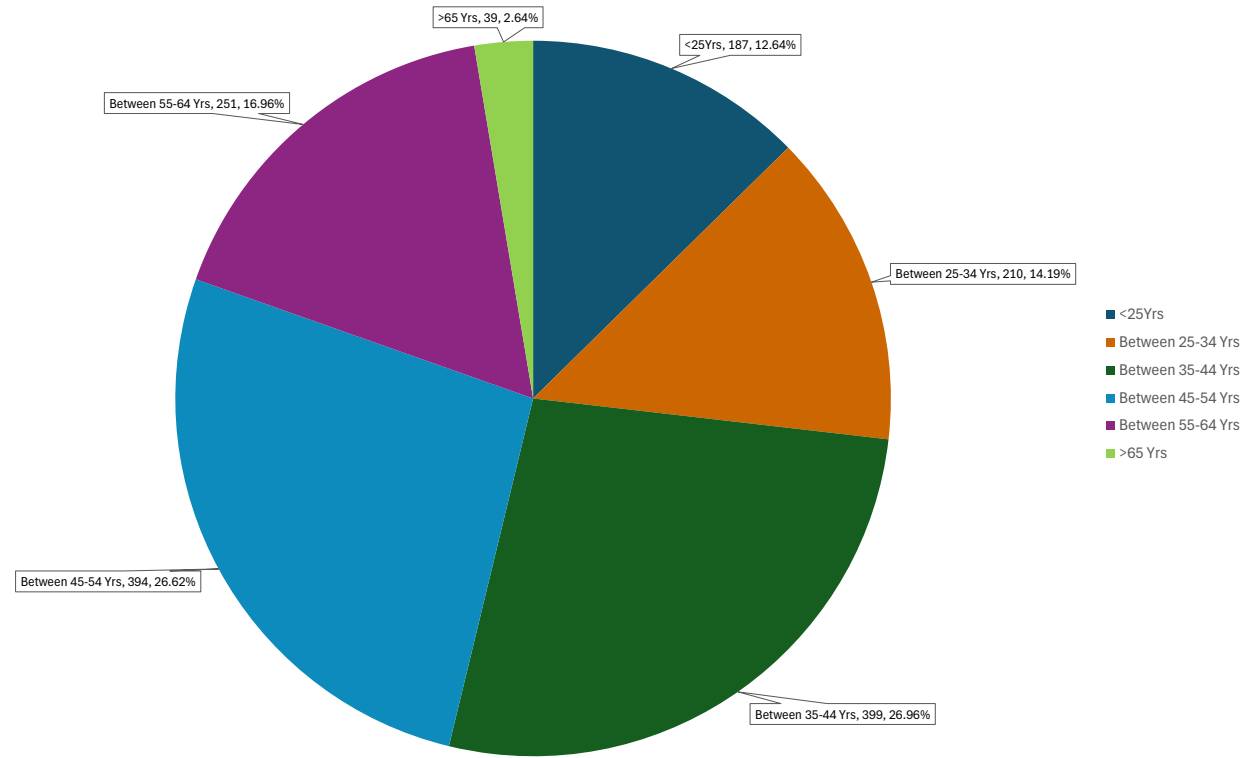
Temp Gov Prog

- Generally, an employee hired to assist in a seasonal capacity, and is subject to layoff at the end of the assignment. Funding for the position is provided by the provincial and/or federal government via government grants and programs.

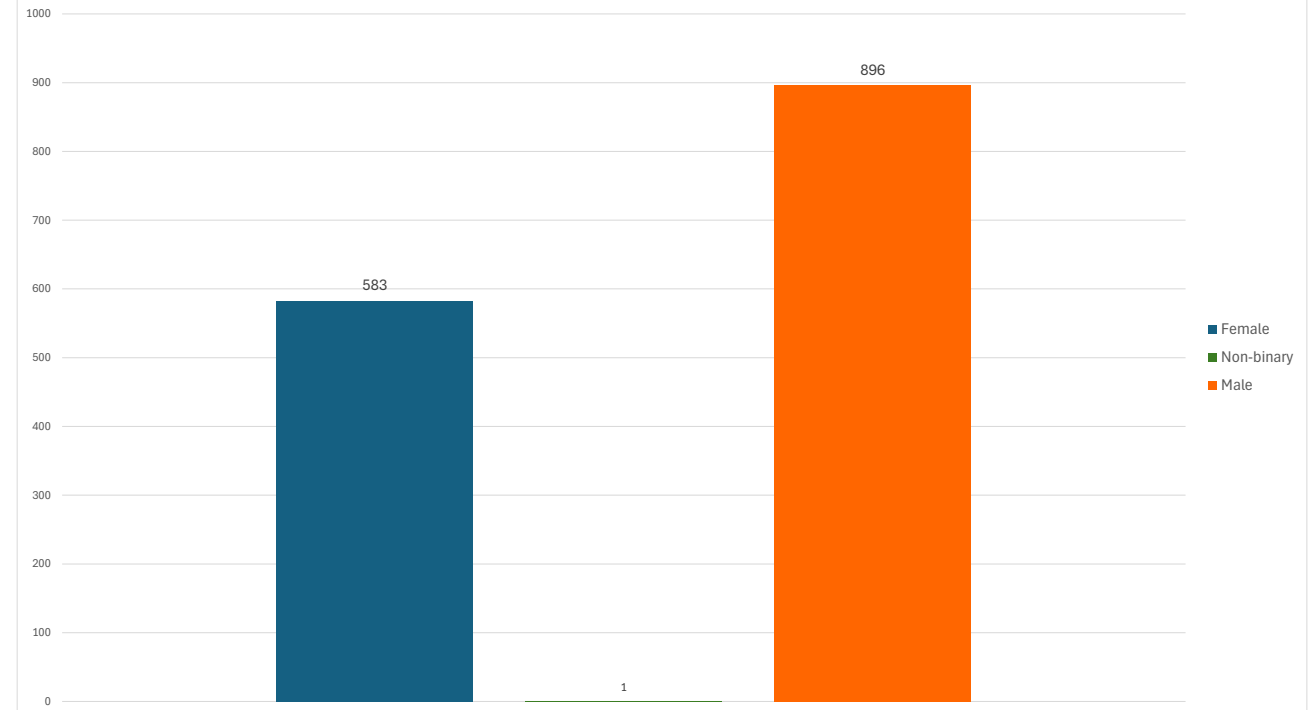
Temp Casual

- Generally, an employee hired to assist in peak work periods (including seasonal work), on a part-time or casual basis, and is subject to layoff at the end of the assignment.

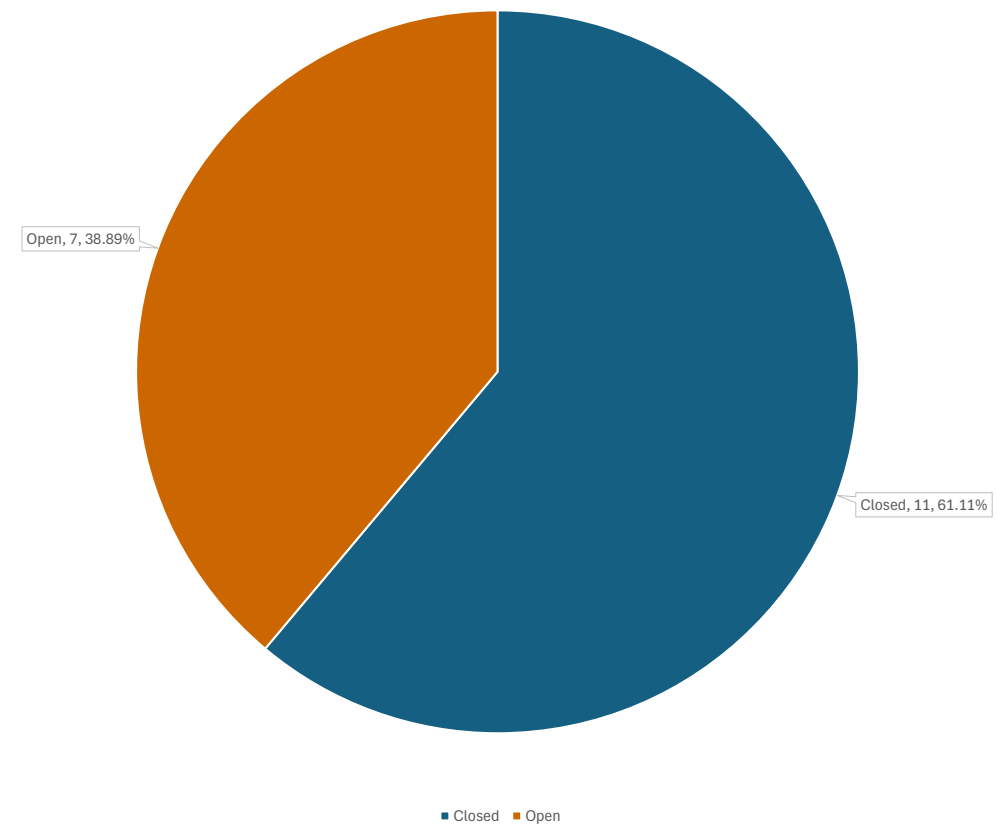
% of EE Population by Age Band



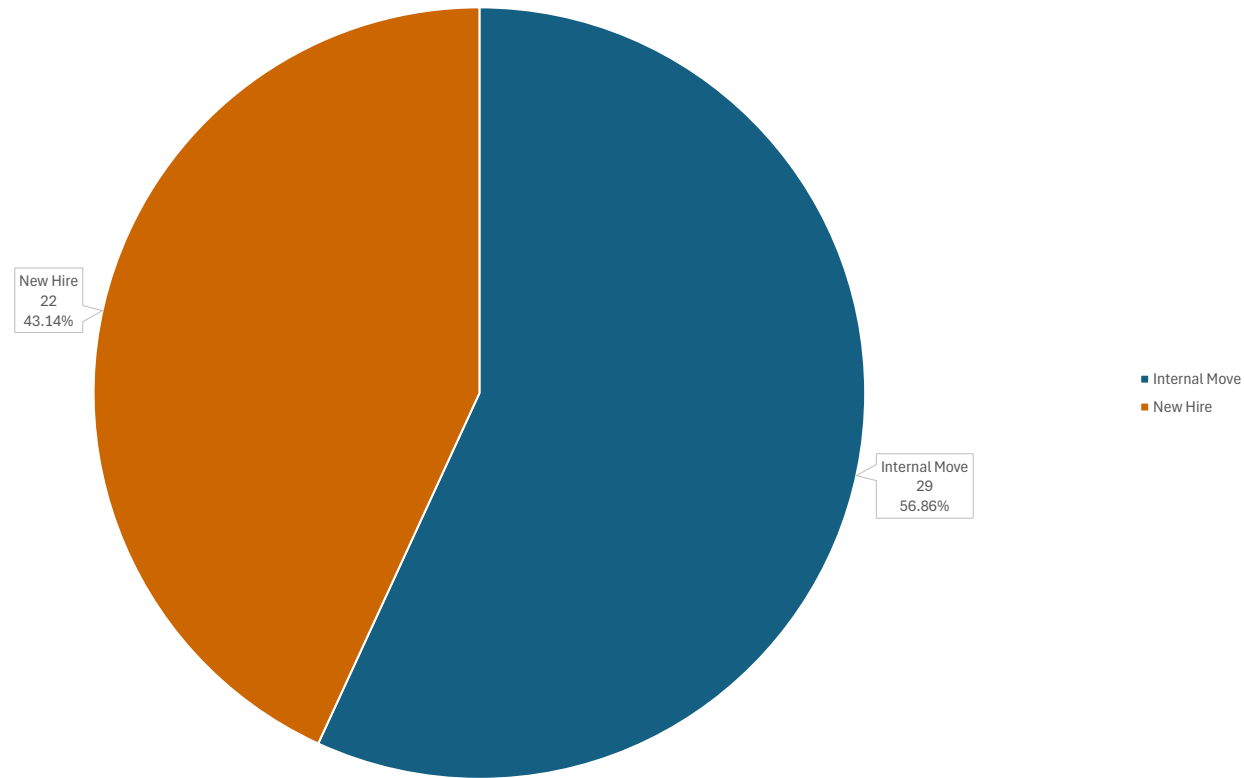
Employee Count by Gender



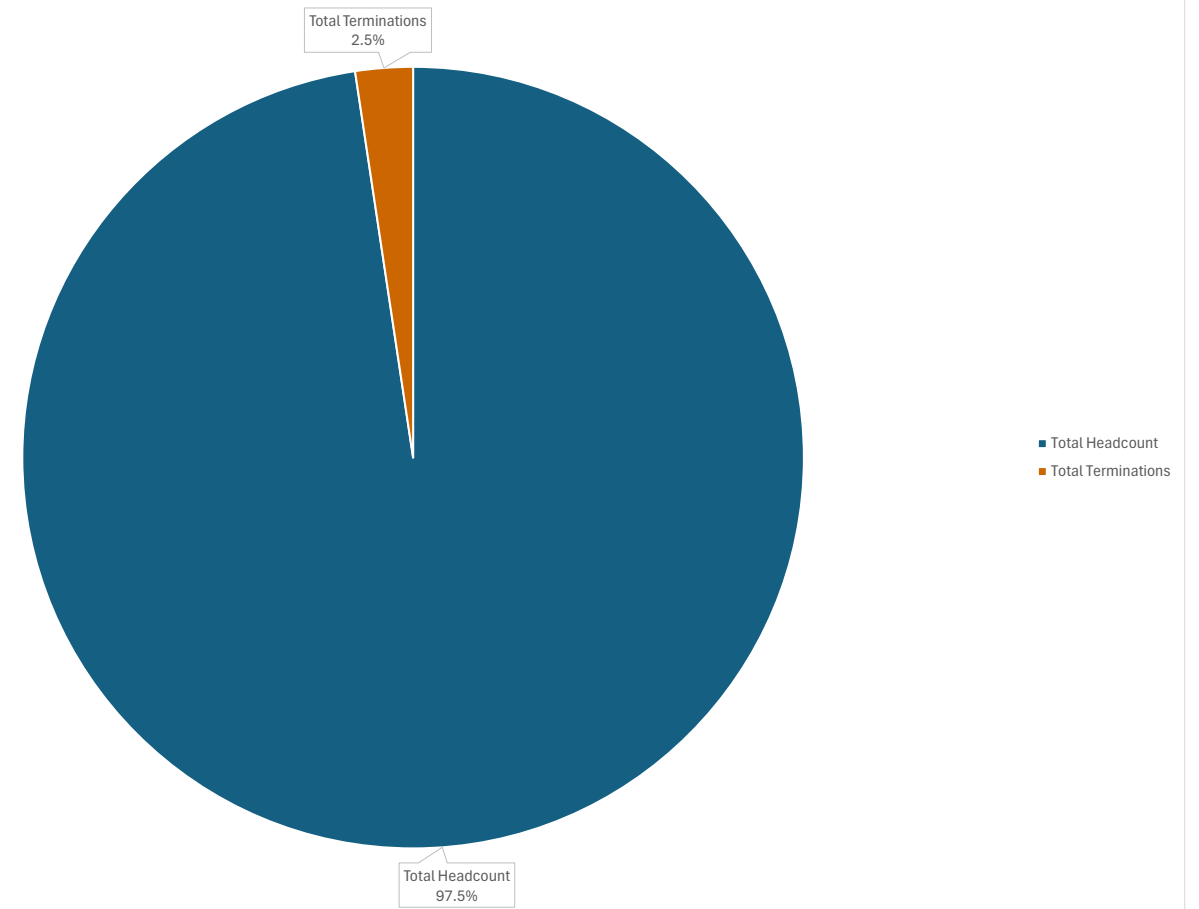
WCB Claims



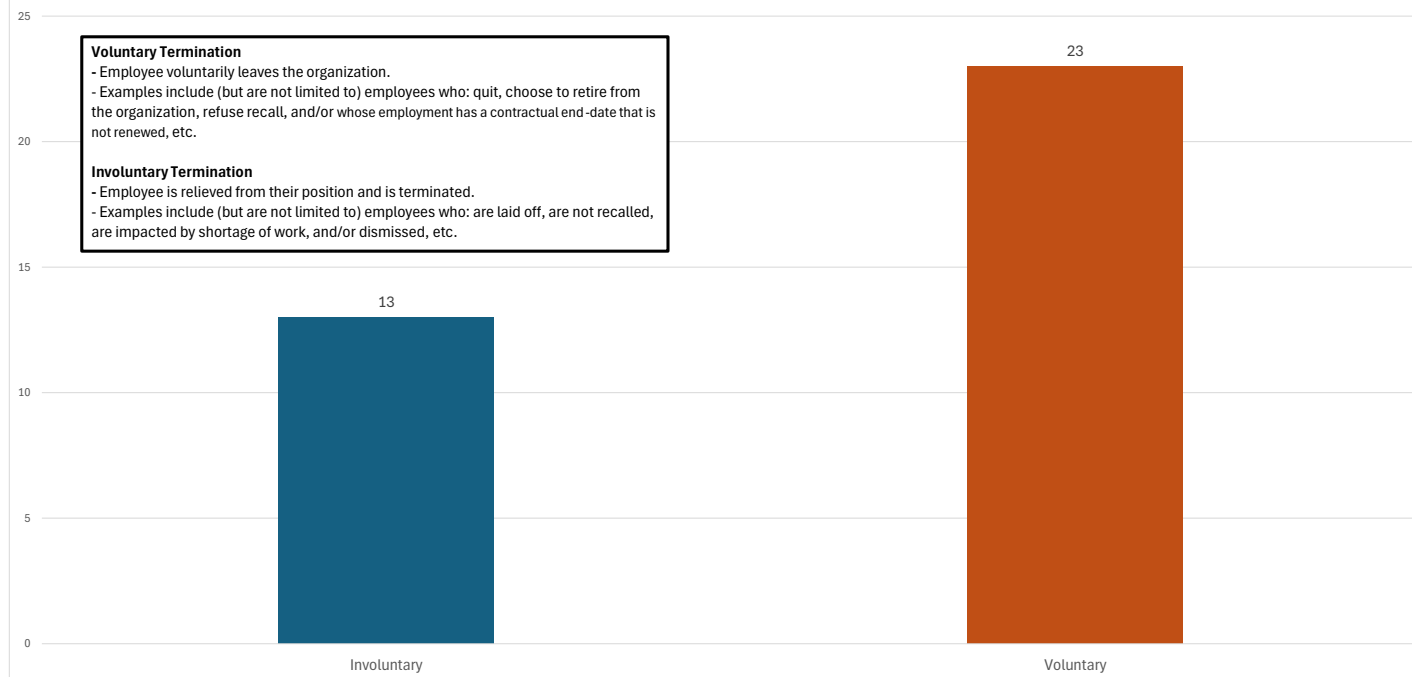
New Hires



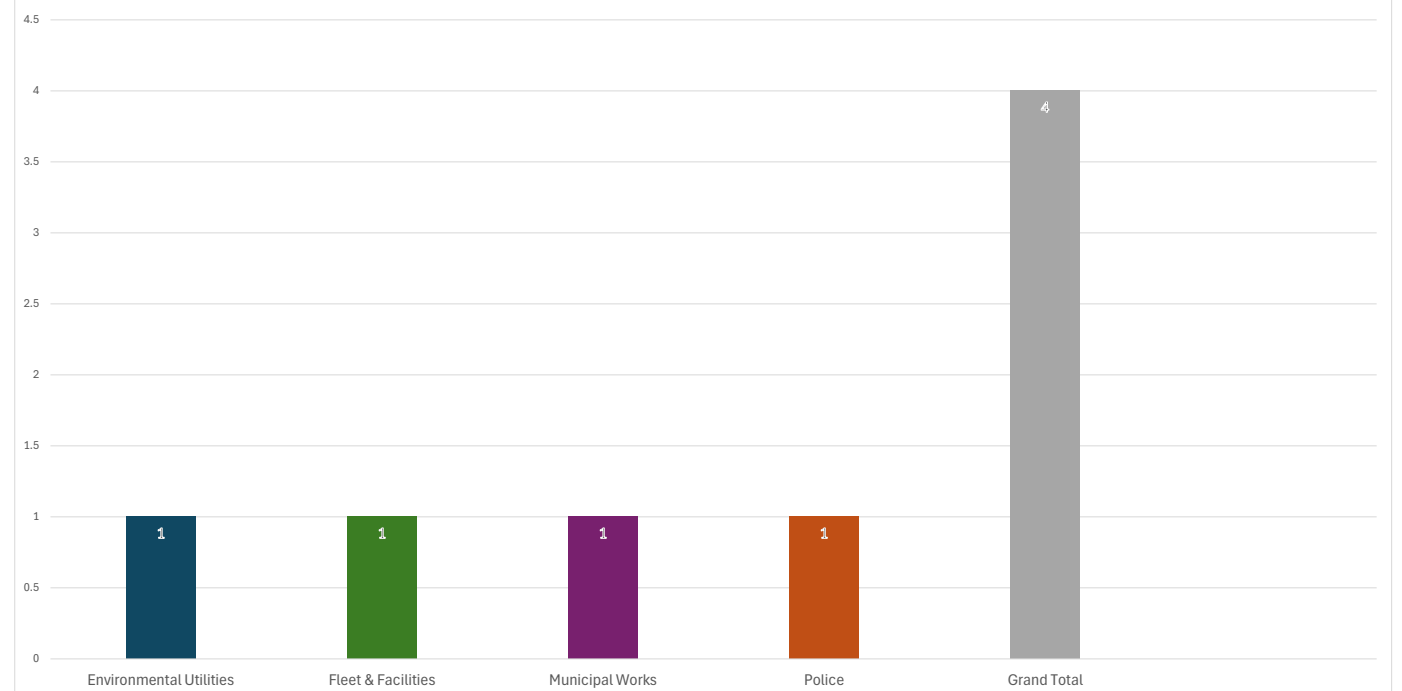
Terminations & Turnover



Termination by Type

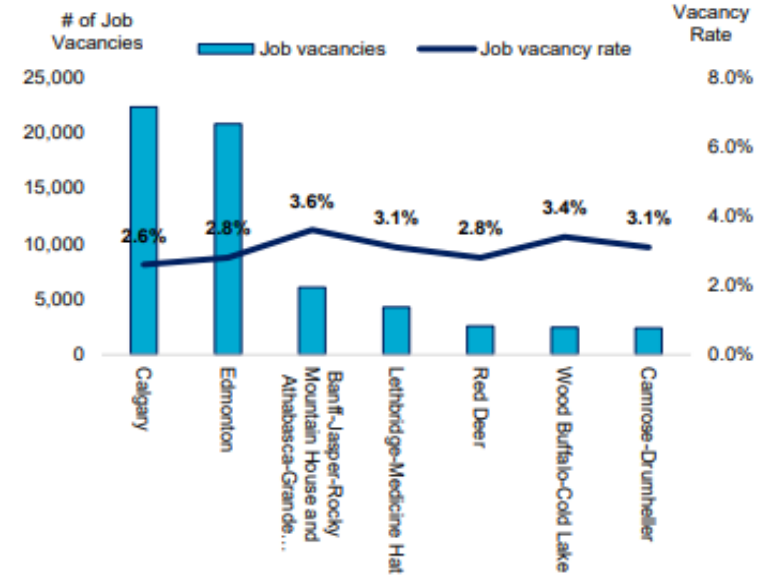


Retirements by Division



Vacancy Benchmarks
From Alberta's Job Vacancy report for Q4 2025

Figure 3: Number of Job Vacancies and Vacancy Rate Q4 2025 (Seasonally Adjusted)

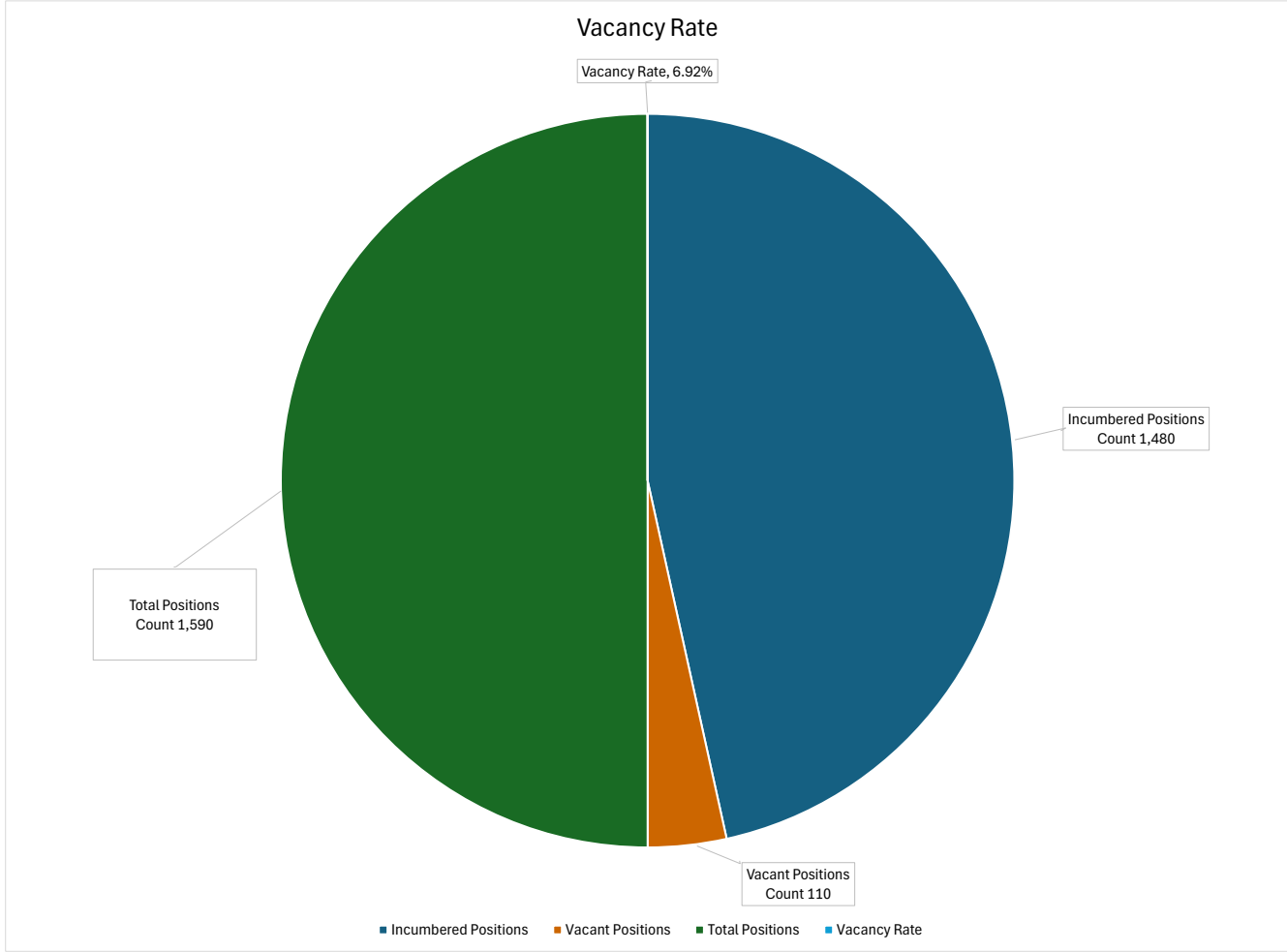


Source: Statistics Canada Job Vacancy Wage Survey (JVWS) Table 14-10-0398-01 - Job vacancies, payroll employees and job vacancy rate, by economic regions, quarterly, adjusted for seasonality

Figure 4: Number of Job Vacancies and Vacancy Rate by Industry, Q4 2025 (Unadjusted for Seasonality)

Industry	Number	Rate
All industries	57,245	2.6%
Accommodation and food services	8,890	5.2%
Construction	7,420	3.5%
Retail trade	7,045	2.8%
Health care and social assistance	5,690	2.0%
Transportation and warehousing	4,010	3.1%
Professional, scientific and technical services	3,685	2.6%
Other services (except public administration)	2,825	3.6%
Manufacturing	2,480	1.9%
Administrative and support, waste management and remediation services	2,475	2.4%
Wholesale trade	2,400	2.3%
Mining, quarrying, and oil and gas extraction	1,940	1.9%
Educational services	1,860	1.1%
Finance and insurance	1,795	2.4%
Public administration	1,605	2.2%
Real estate and rental and leasing	785	2.0%
Arts, entertainment and recreation	785	1.8%
Agriculture, forestry, fishing and hunting	735	2.6%
Information and cultural industries	405	1.6%
Management of companies and enterprises	230	1.3%
Utilities	180	1.0%

Source: Statistics Canada, Table 14-10-0442-01 Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by industry sector, quarterly, unadjusted for seasonality.



Vacancy Rate Definitions

Incumbered Position
- An active position in which an employee sits

Vacant Position
- An active position in which no employee sits

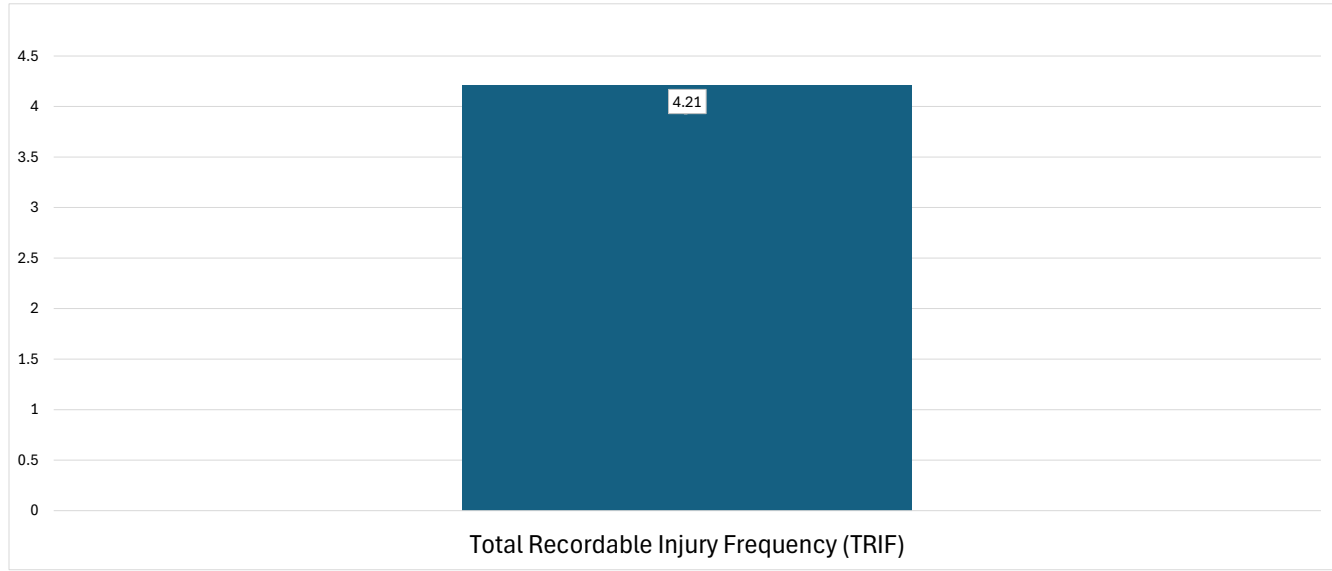
Total Positions
- Sum of Incumbered Positions and Vacant Positions

Vacancy Rate
- A measure of unmet labour demand and is the number of job vacancies expressed as a percentage of total labour demand¹
Formula: (Vacant Positions / Total Positions) X 100

¹<https://economicdashboard.alberta.ca/topics/jobs/>

Total Active Recruitments at March 31, 2026

38



Total Recordable Injury Frequency Definitions

Total Recordable Injury Frequency
 - The number of recordable injuries (requires more than first aid) there are for every 100 full time workers.

Total Recordable Incident Rate (TRIR)
 - A way to measure workplace safety by looking at how many injuries happen compared to the number of hours worked. It lets organizations of different sizes be compared fairly using a standardized formula.
 - The calculation takes the number of recordable incidents (injuries that require more than basic first aid) and adjusts it to a standard number of work hours.
 - The formula is:

$$TRIR = \frac{\text{Total recordable Incidents} \times 200,000}{\text{Total Hours Worked}}$$
 - The 200,000 represents the hours worked by 100 employees, working 40 hours per week for 50 weeks per year, and is a standardized number in the safety industry for comparing safety performance across different organizations and industries
 *number from June 30, 2025

***Note - there were no Respectful Workplace Complaints for this time period.**

