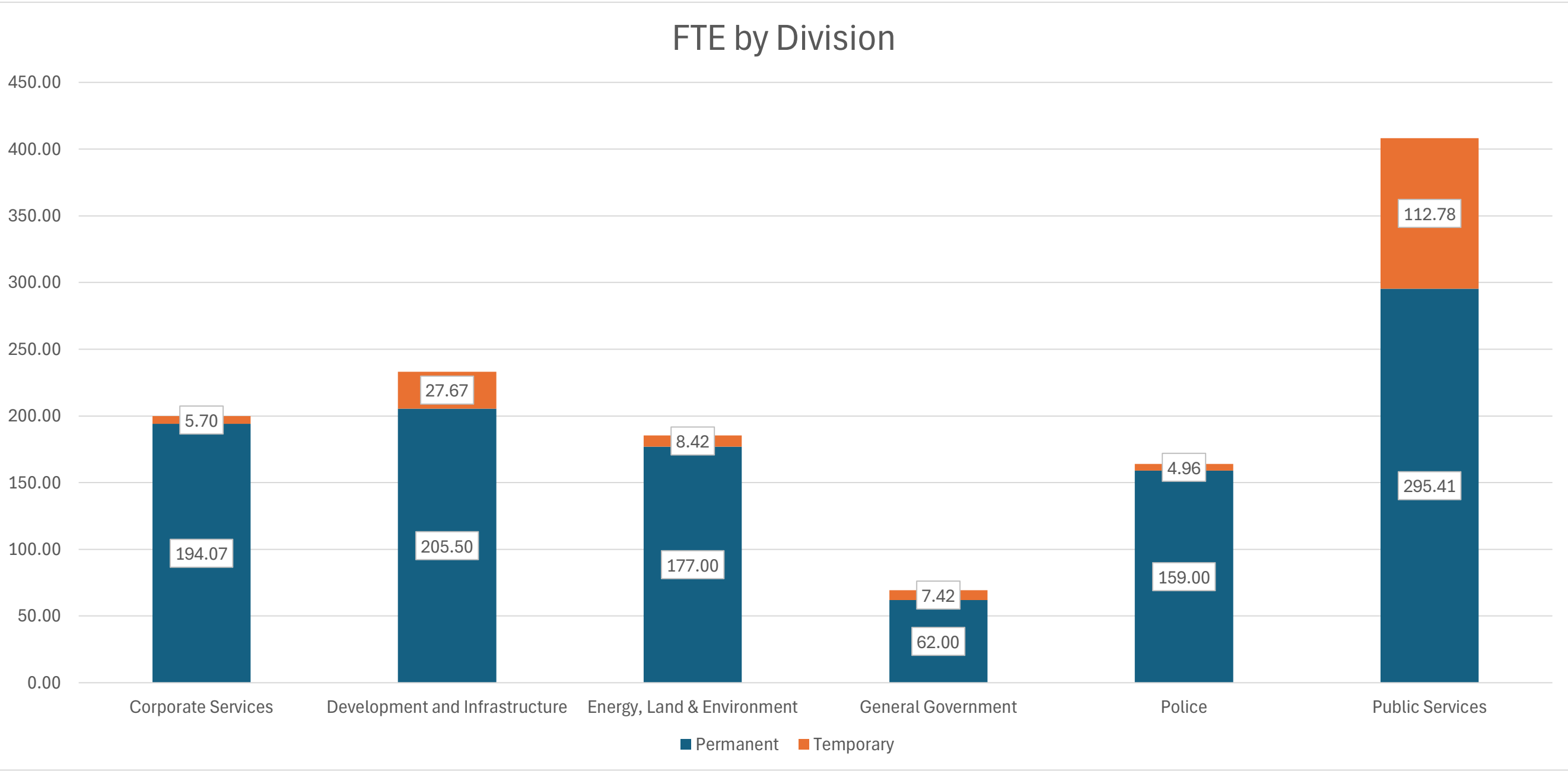
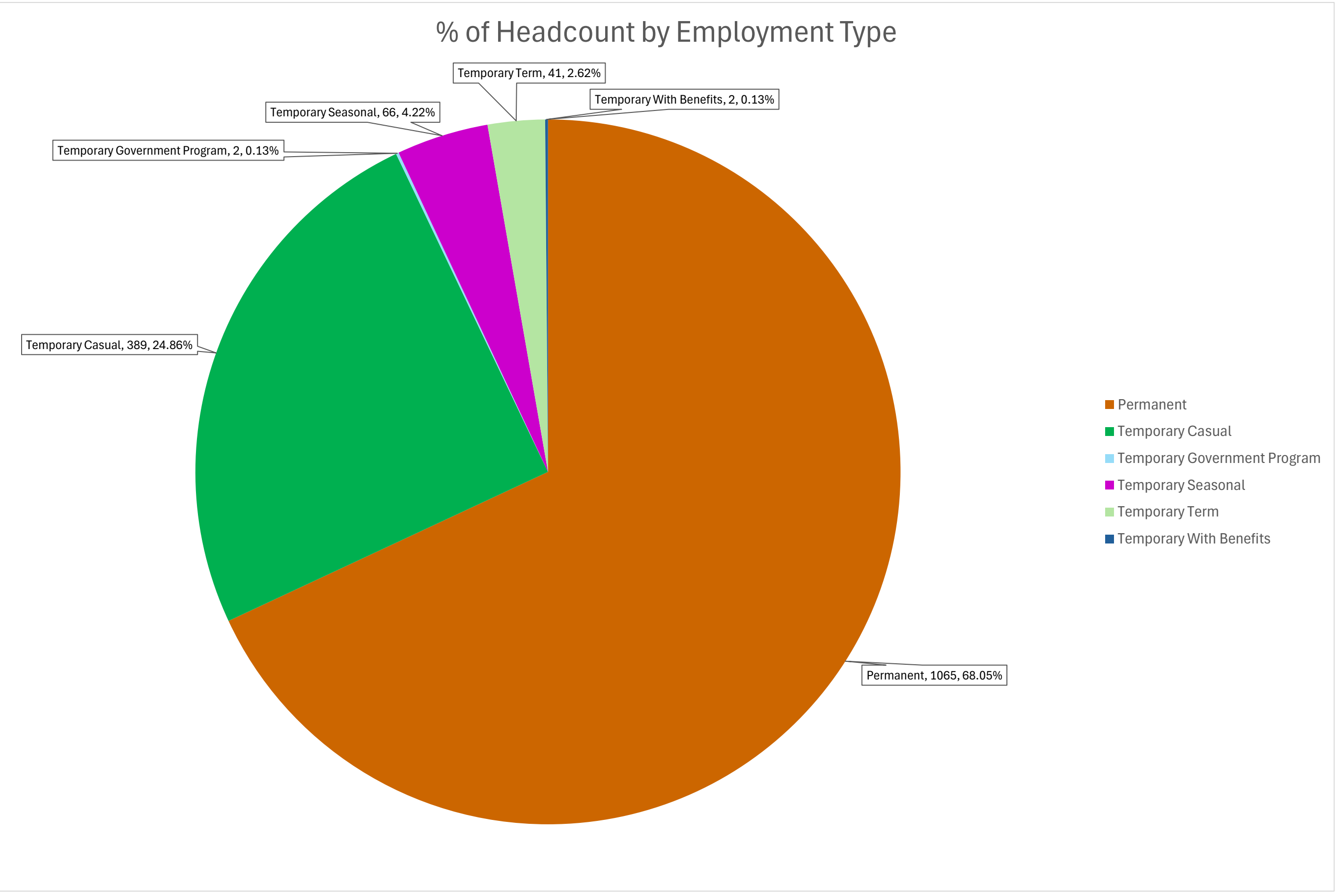
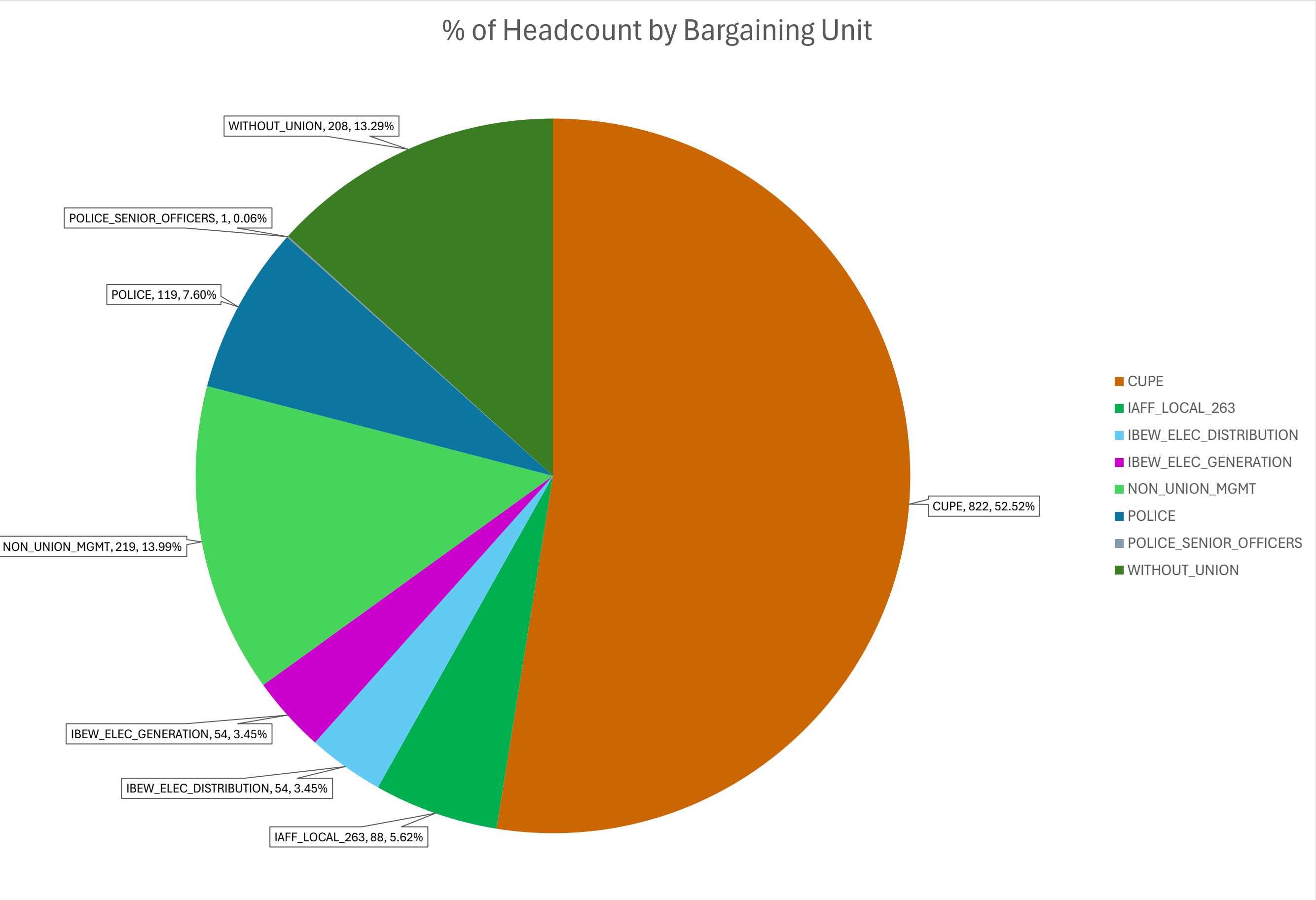


City of Medicine Hat People Metrics

For the dates of January 1, 2026 to September 30, 2026*

*Where the specific dates of January 1st, 2026 to September 30th, 2026 are unavailable, the first biweekly pay period of 2026 and September 30, 2026 are used



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

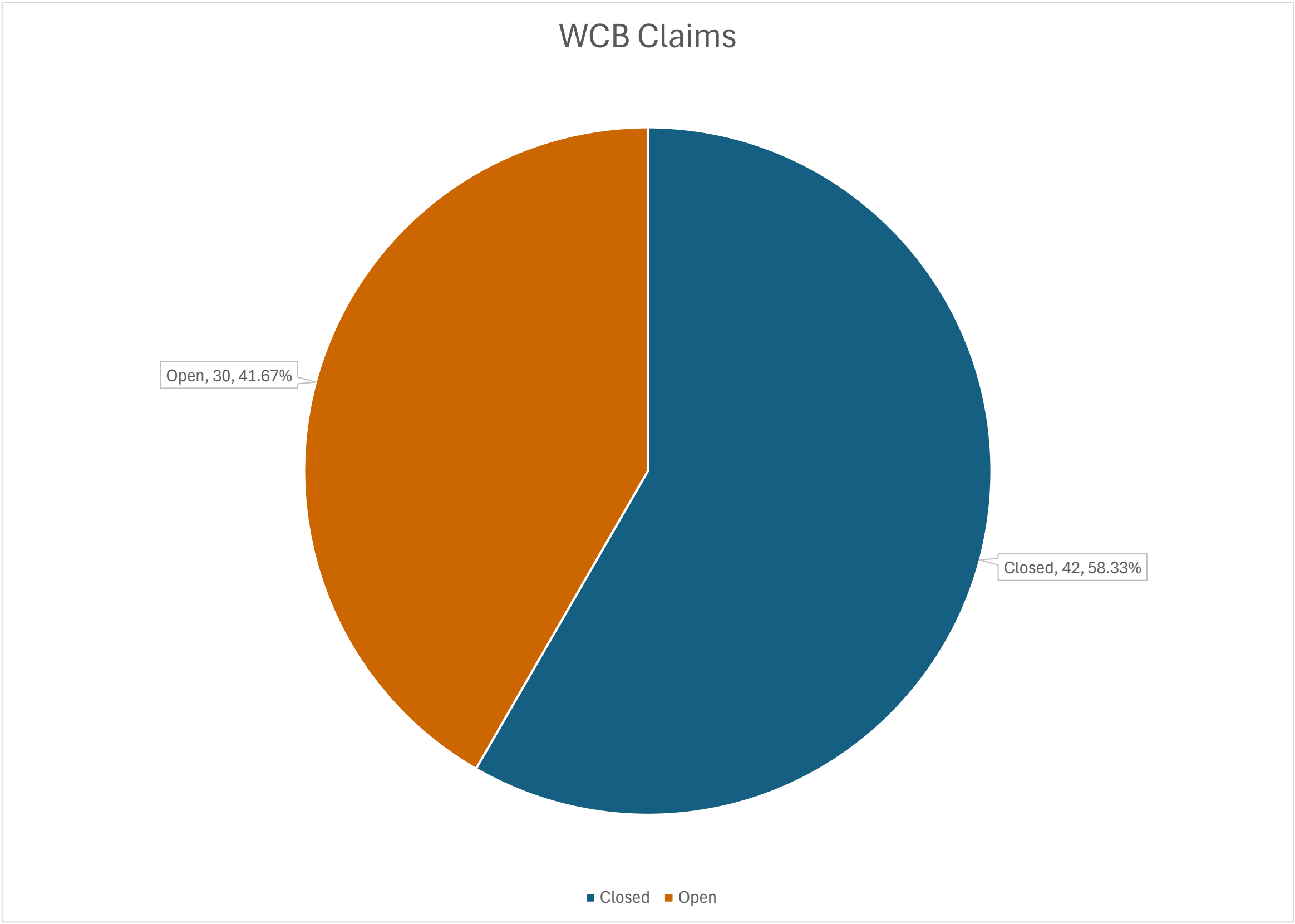
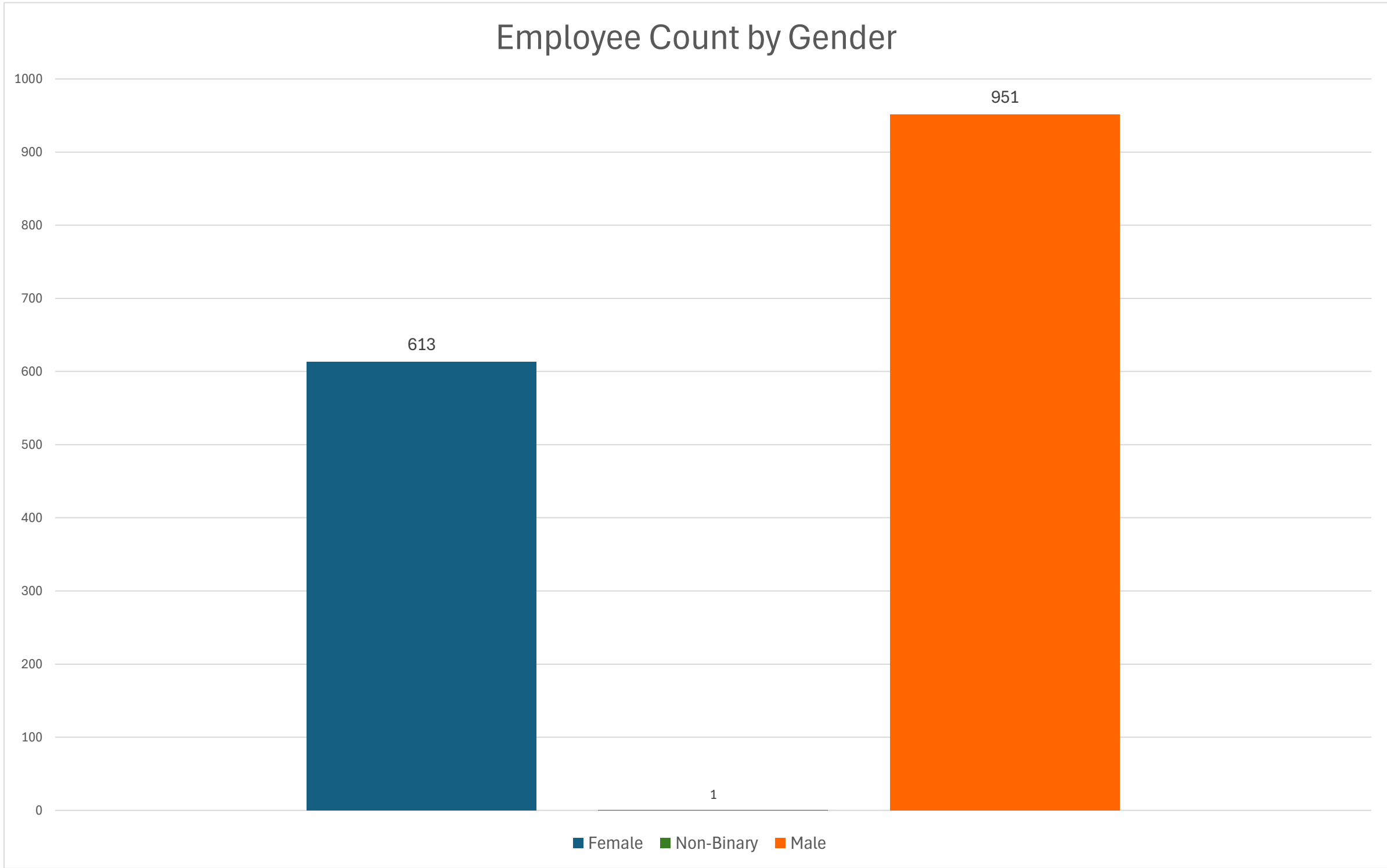
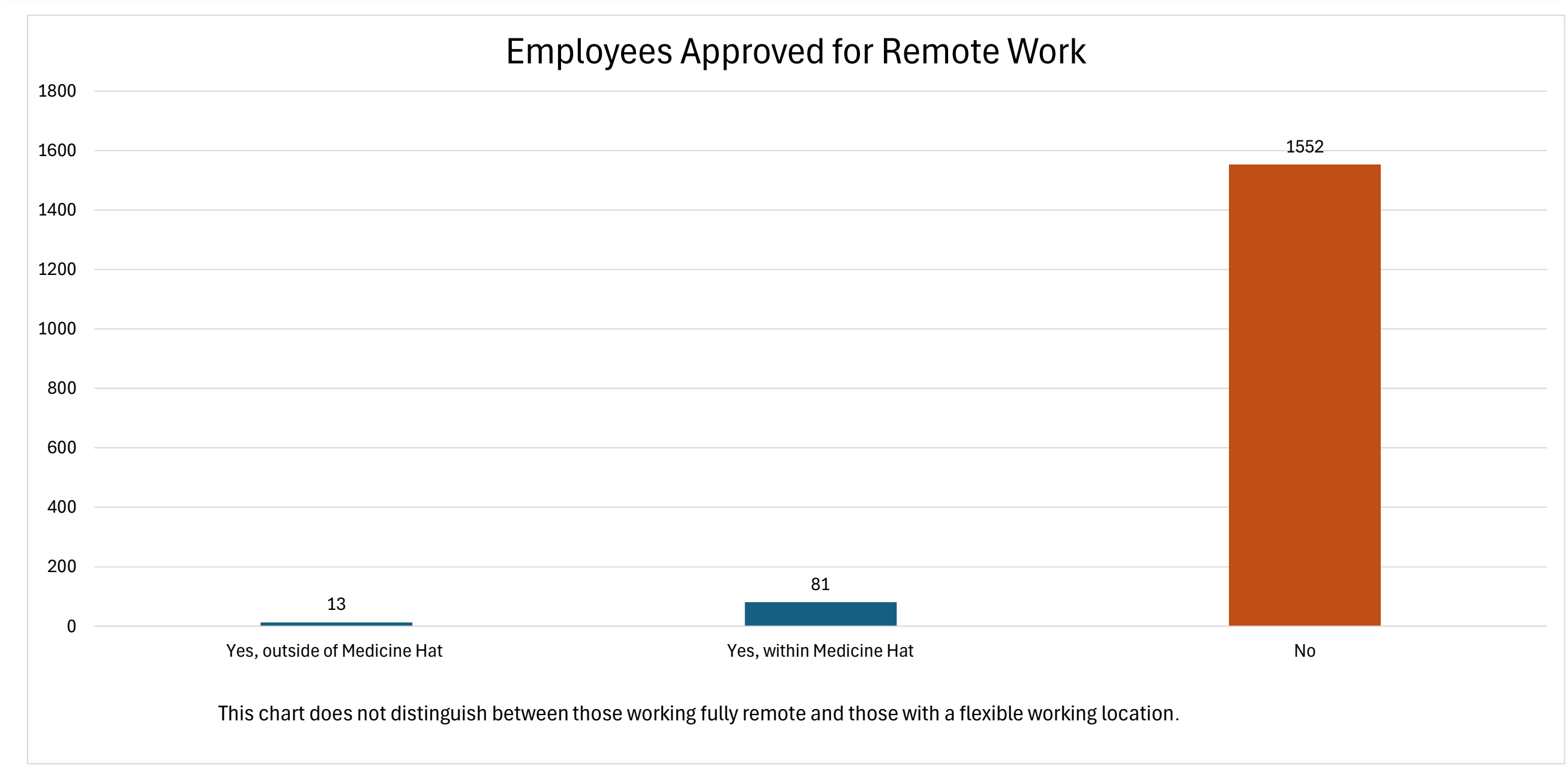
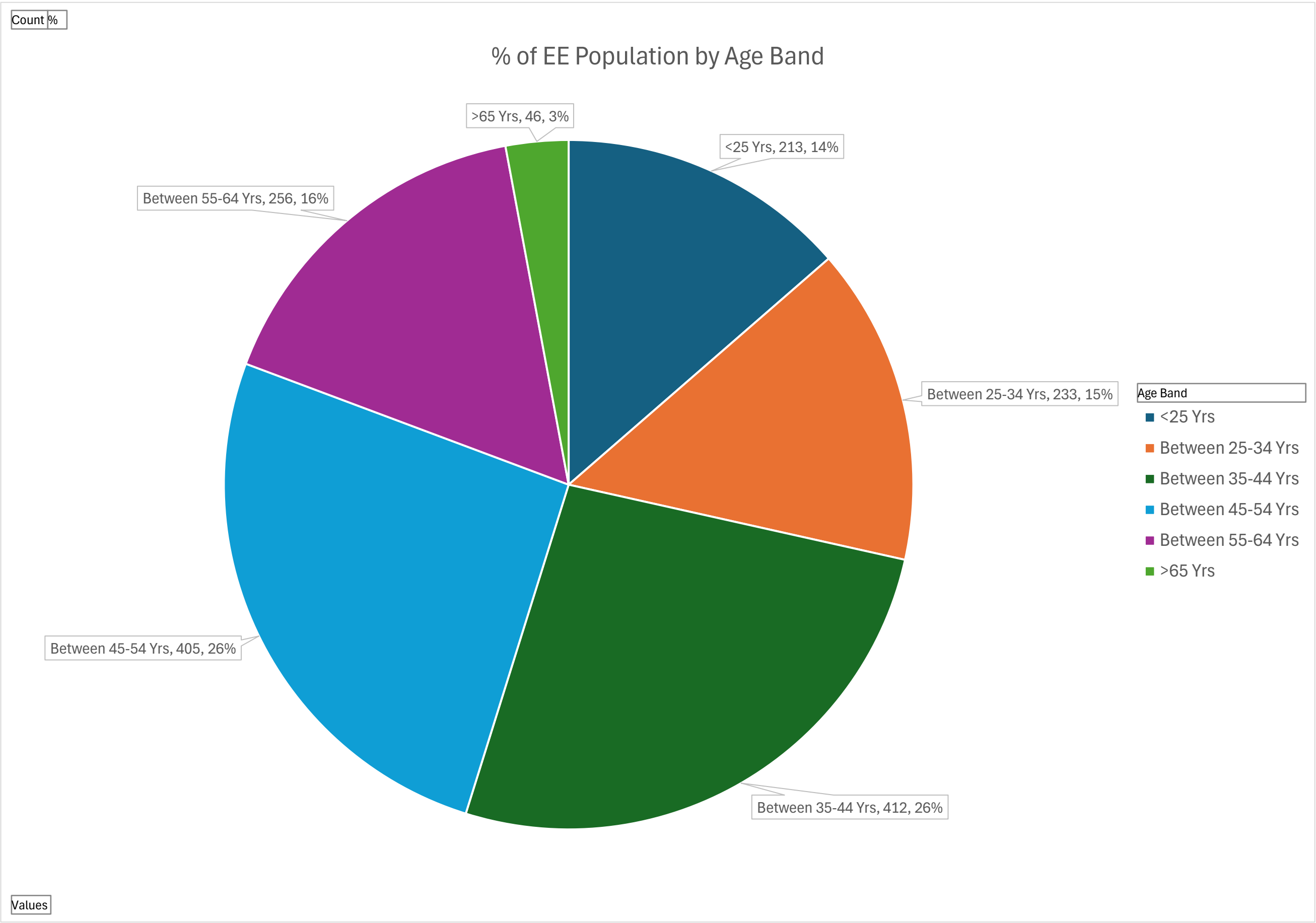
- Generally, an employee hired to assist in a seasonal capacity, and is subject to layoff at the end of the assignment.

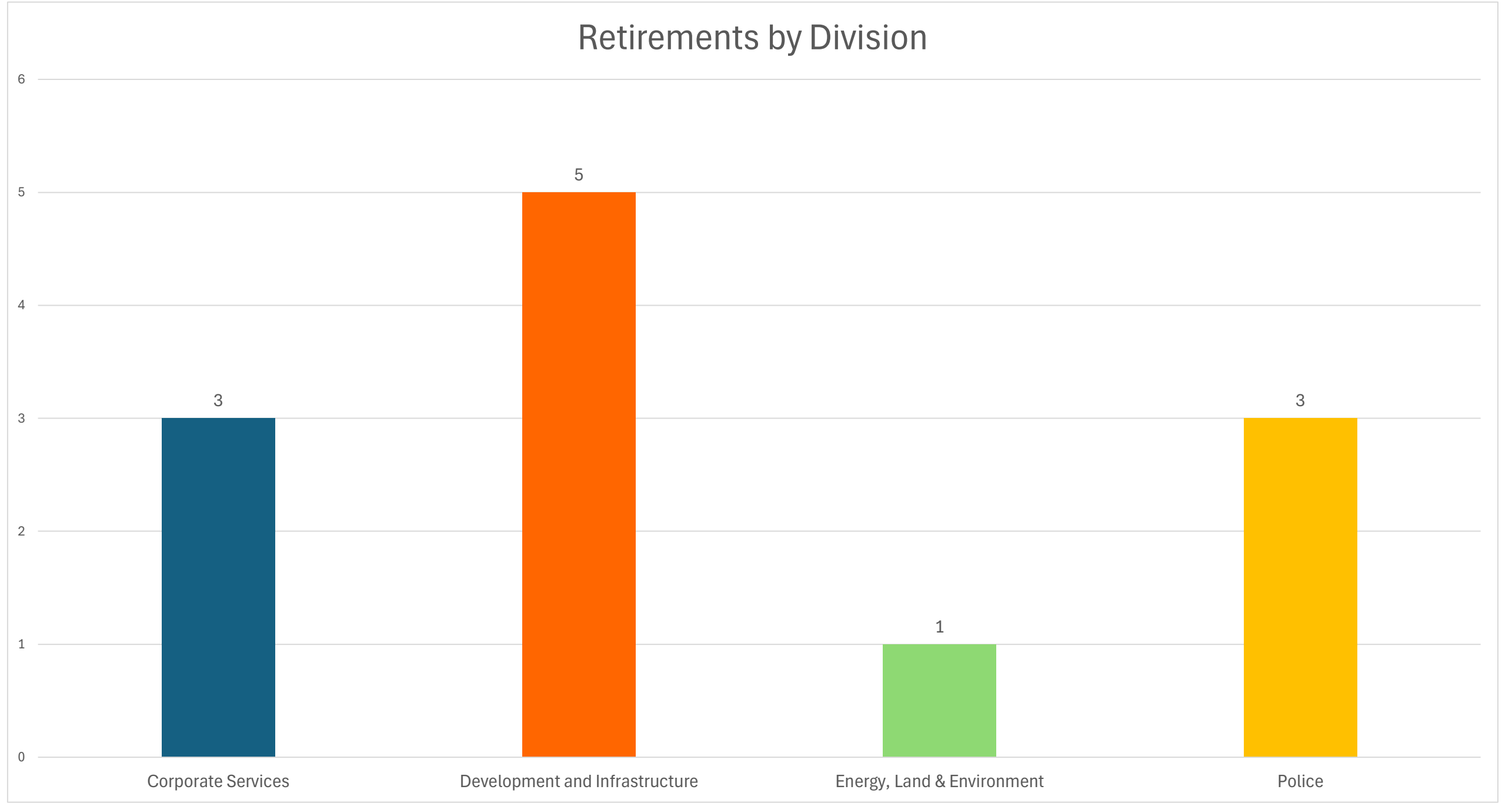
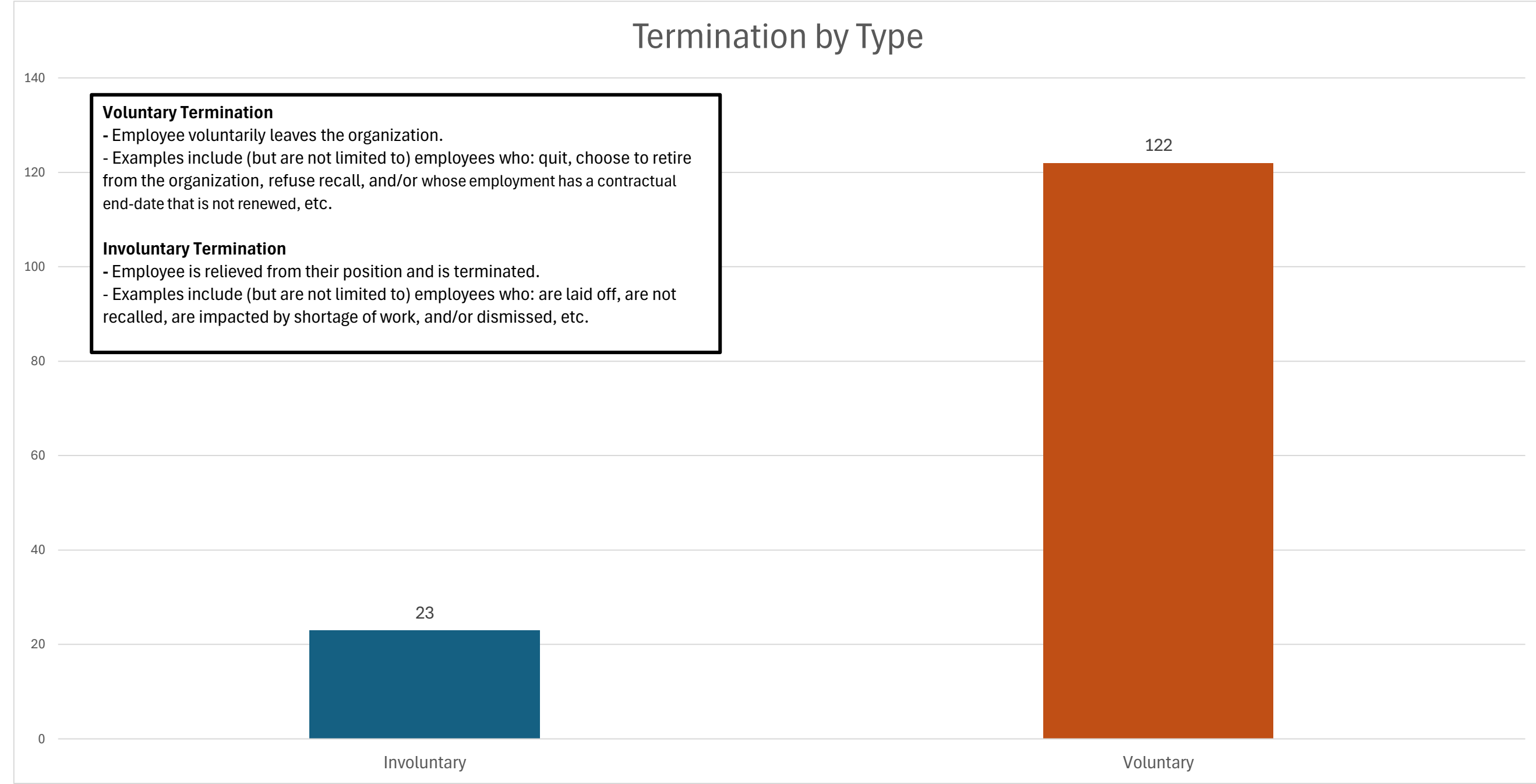
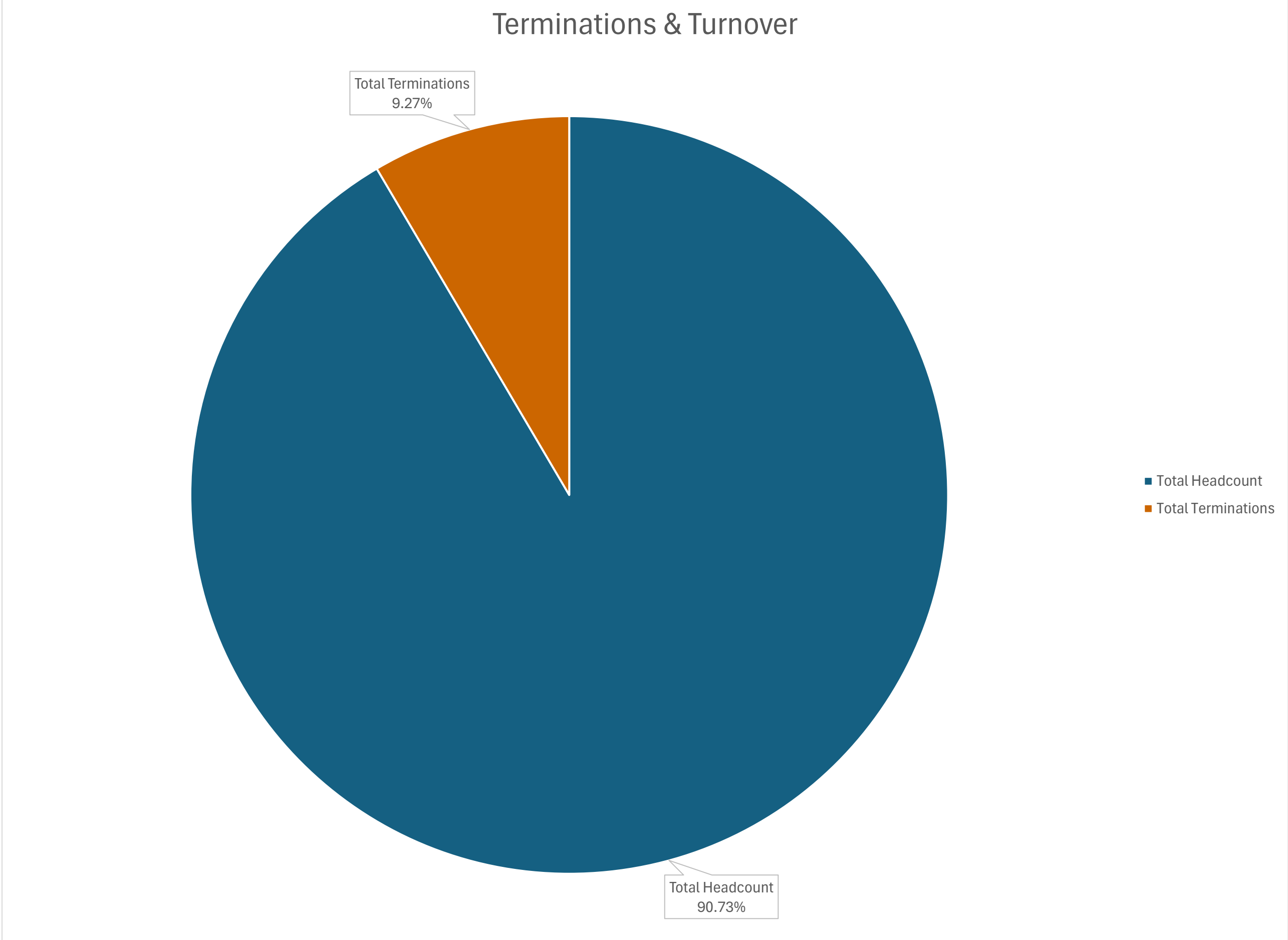
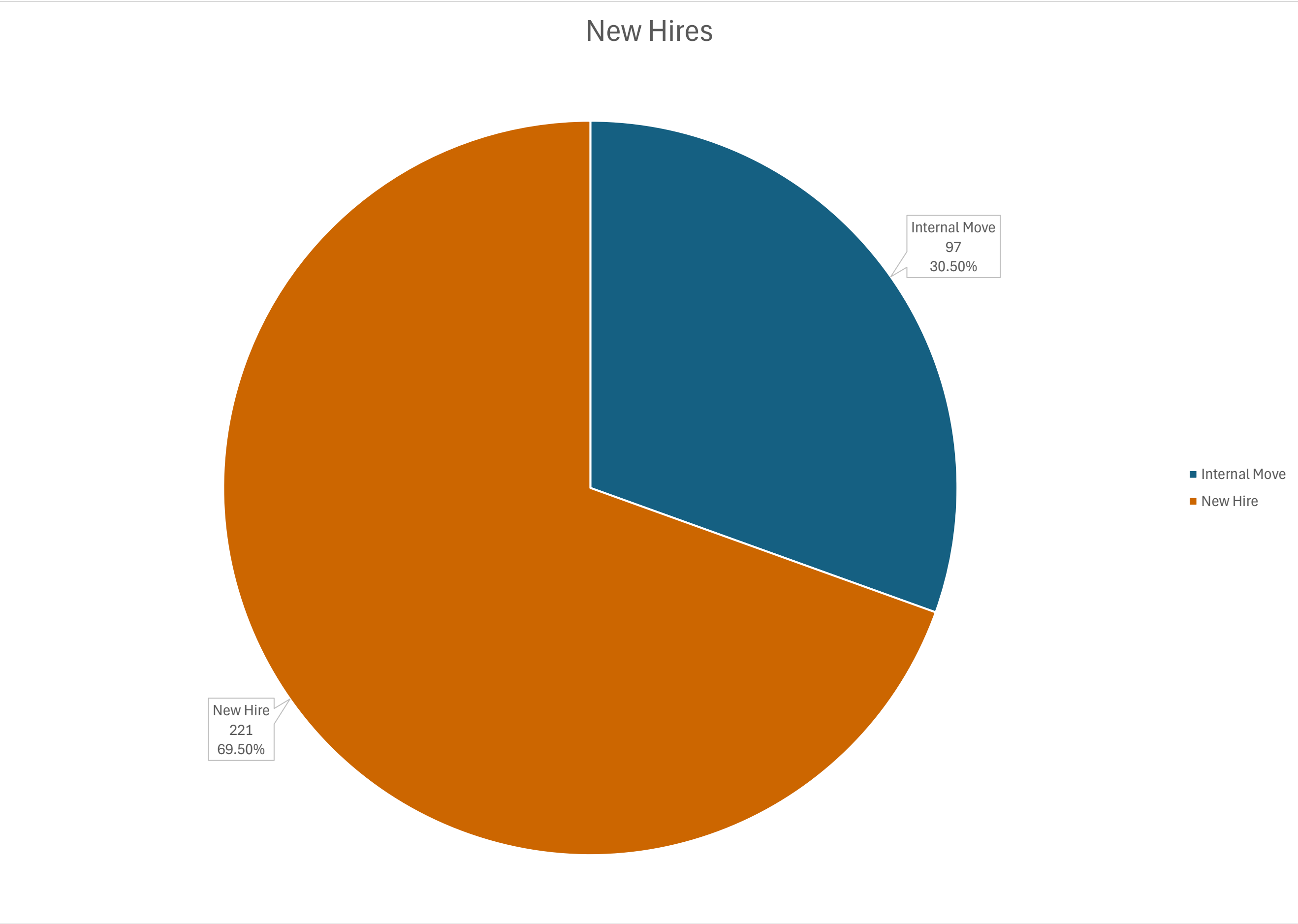
Temp Gov Prog

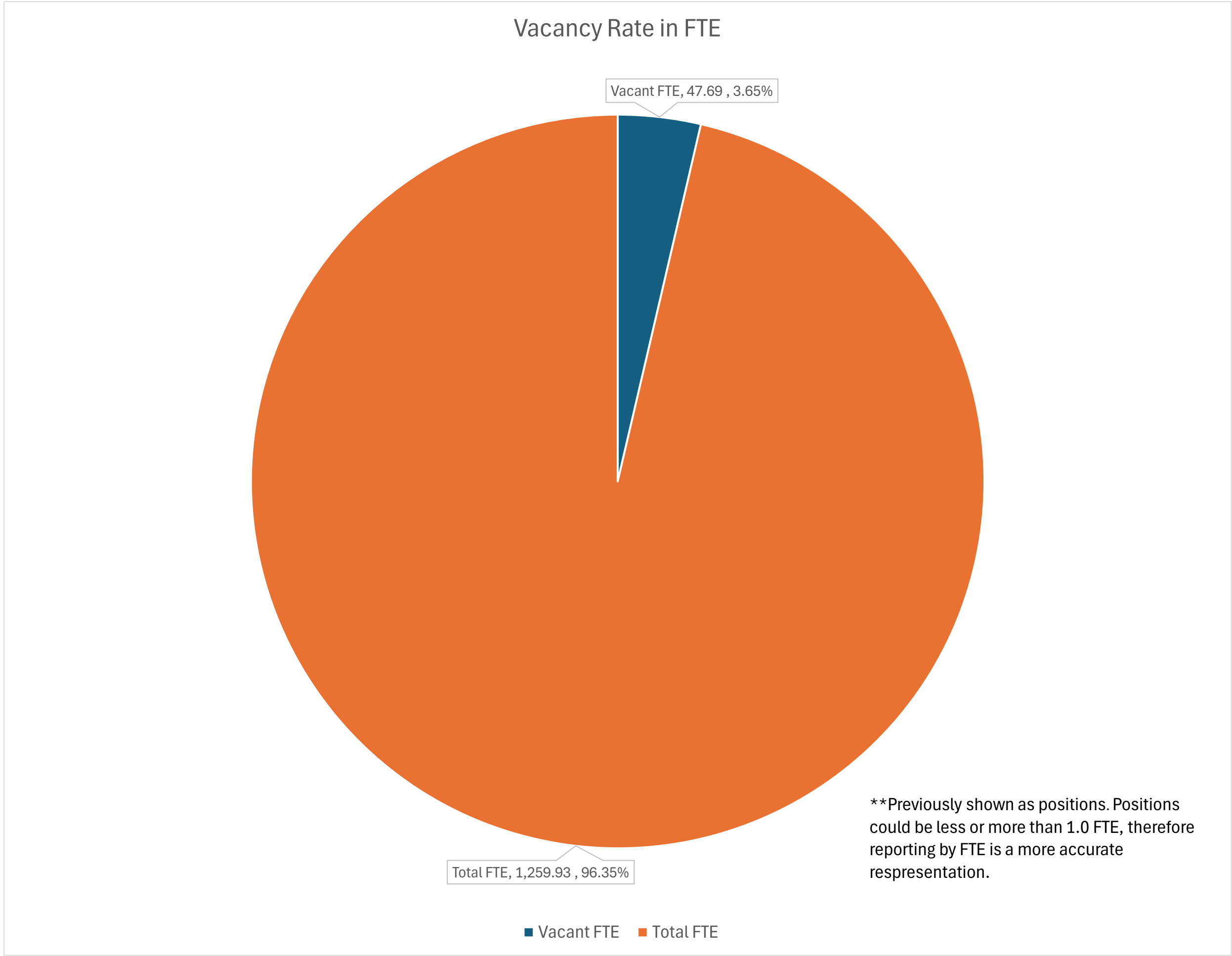
- Generally, an employee hired to assist in a seasonal capacity, and is subject to layoff at the end of the assignment. Funding for the position is provided by the provincial and/or federal government via government grants and programs.

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.







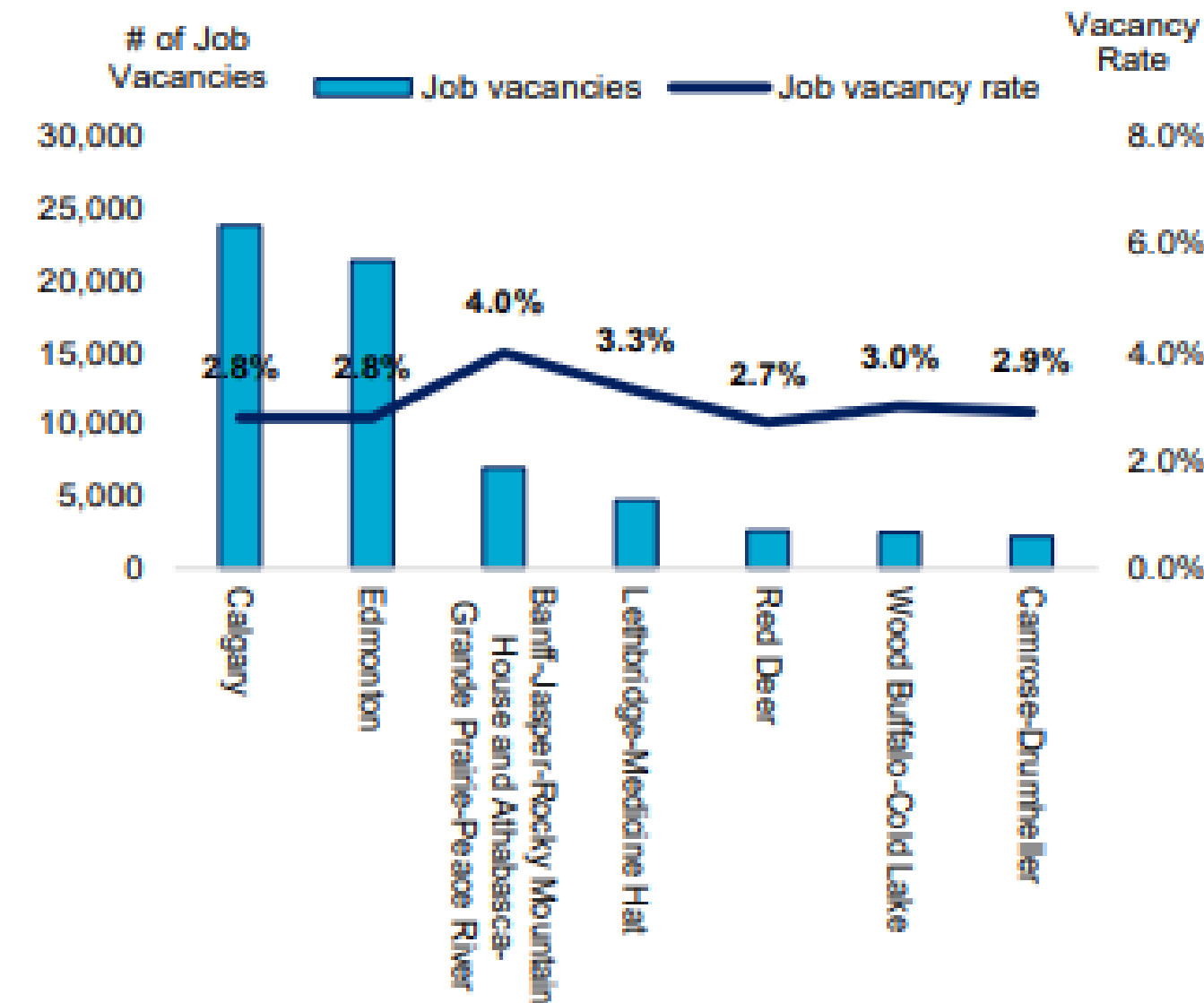
Vacancy Rate Definitions	
Incumbered FTE	- An active FTE in which an employee sits
Vacant FTE	- An active FTE in which <u>no</u> employee sits
Total FTE	- Sum of Incumbered FTE and Vacant FTE
Vacancy Rate	- A measure of unmet labour demand and is the number of job vacancies expressed as a percentage of total labour demand ¹ Formula: (Vacant FTE / Total FTE) X 100

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

Vacancy Benchmarks

From Alberta's Job Vacancy report for Q1 2026

Figure 3: Number of Job Vacancies and Vacancy Rate Q1 2026 (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, Q1 2026 (Unadjusted for Seasonality)

Industry	Number	Rate
All industries	59,595	2.7%
Accommodation and food services	9,330	5.6%
Construction	6,530	3.4%
Retail trade	5,870	2.4%
Health care and social assistance	5,730	2.0%
Transportation and warehousing	5,110	3.9%
Professional, scientific and technical services	4,170	3.0%
Administrative and support, waste management and remediation services	3,160	3.2%
Wholesale trade	2,890	2.7%
Manufacturing	2,765	2.1%
Other services (except public administration)	2,665	3.4%
Mining, quarrying, and oil and gas extraction	1,960	1.9%
Educational services	1,865	1.1%
Finance and insurance	1,860	2.4%
Public administration	1,595	2.2%
Arts, entertainment and recreation	1,245	3.1%
Agriculture, forestry, fishing and hunting	985	3.5%
Real estate and rental and leasing	885	2.3%
Information and cultural industries	515	2.0%
Utilities	240	1.3%
Management of companies and enterprises	230	1.3%

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.

Total Active Recruitments at September 30, 2026

23

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= Total recordable Incidents x 200,000 / 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 September 30, 2026

Total Formal Respectful Workplace Complaints to September 30, 2026

3

