



WORKFORCE HEALTH UPDATE

Issue

The Workforce Health update is presented as of December 31, 2025, for Council review and information.

Motion Proposed by Administration

That the Workforce Health Update be accepted as presented.

Report, Analysis and Financial Implications

This report is to provide Council with a year-end overview of workforce health indicators for 2025, including staffing activity, workforce stability, health and safety performance, and employee engagement. This supports Council’s governance and general oversight role by highlighting key workforce trends, risks, and areas of progress.

The 2025 Workforce Health Update demonstrates that the Town of Okotoks continues to maintain a stable and engaged workforce while navigating normal turnover, retirements, and evolving operational demands.

Strategic Plan Goals

<input type="checkbox"/>	Responsibly Managed Growth	<input type="checkbox"/>	Demonstrated Environmental Leadership
<input type="checkbox"/>	Strong Local Economy	<input type="checkbox"/>	Enhanced Culture & Community Health
<input checked="" type="checkbox"/>	Organizational Excellence		

Equity/Diversity/Inclusivity Impacts and Strategy

n/a

Environmental Impacts

n/a

Governing Policies/Bylaws/Legislation or Agreements

n/a

Community Engagement Strategy

n/a

Alternatives for Consideration

n/a

CAO Comments

Administration is pleased to provide Council with the 2025 year-end Workforce Health Update. Overall, the indicators point to a stable and engaged workforce, with staffing changes reflecting expected turnover, retirements, and evolving operational requirements. Workforce health remains a key contributor to Organizational Excellence. Administration will continue to monitor recruitment and retention pressures, support workplace safety and wellness initiatives, and advance actions that strengthen employee engagement and leadership capacity.

Attachment(s)

1. Workforce Health Update Report

Prepared by:
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March 13, 2026