

FLAGSTAFF COUNTY POLICY

Title: Human Resources	Policy: HR 001
Section: Human Resources	

ACCOUNTABILITY TO VISION STATEMENT

A professional, competent workforce is essential to the fulfillment of the County vision. It will ensure that Flagstaff County has the capacity to deliver the quality of life to its residents through programs and services delivered effectively, efficiently and responsibly.

POLICY STATEMENT

To ensure that programs and services determined by Council on behalf of the residents of Flagstaff County are efficiently and effectively delivered Flagstaff County will provide a professional, competent, well trained, committed, stable, responsive workforce through:

- A job classification system with routine performance evaluations.
- Competitive compensation at the 75th percentile based on external benchmarking at a minimum of every three (3) years.
- An annual Cost of Living Adjustment (COLA) based on an independent Consumer Price Index for Alberta for the previous twelve (12) months (average).
- Professional Development and training.

IMPLEMENTATION

This policy will be implemented through the Human Resources Manual.

Council Approved: March 13, 2019	Resolution #: FC20190313.1008
Reference:	

Administrative Responsibility:	Review Cycle:	Next Review Year:
Chief Administrative Officer	Every 3 years	2022