

**FLAGSTAFF COUNTY POLICY**

<b>Title: Human Resources</b>	<b>Policy: HR 001</b>
<b>Section: Human Resources</b>	

**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 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 75<sup>th</sup> 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 (December to November average)
- Professional Development and training.

**IMPLEMENTATION**

This policy will be implemented through the Human Resources Manual.

<b>Council Approved: July 17, 2024</b>	<b>Resolution #: FC20240717.1009</b>
<b>Reference:</b>	<b>Signature: <i>S. Armstrong</i></b>
<b>Review Cycle:</b>	<b>Next Review Year:</b>
Every three (3) years	2027