



RURAL MUNICIPALITY OF ABERDEEN NO. 373			
Policy Title Employee & Council Recognition Policy		Adopted By Council Resolution /23	
Origin/Authority RM Council	Jurisdiction RM of Aberdeen No. 373	Effective Date 2023-03-10	Page # 1

ABERDEEN EMPLOYEE AND COUNCIL RECOGNITION POLICY

PURPOSE

The RM of Aberdeen No. 373 values the contribution made by its Council Members and employees. The Municipality believes that in order to enhance moral and retain Council Members and employees that a formal recognition is important. It is important to have a procedure for consistently recognizing Council Members and employees both in terms of service, retirement, and significant life events.

DEFINITIONS

Staff: fulltime employee (32 hours or more per week) of the RM of Aberdeen No. 373 dated from the time they were employed fulltime providing that employment has been continuous. In the event of a discontinuity greater than 6 months, the hiring date is considered to be the last date at which the person was hired fulltime.

Council Member: duly elected or acclaimed official as per The Municipalities Act

Significant Injury or Illness: medically verifiable condition that carries a high risk of mortality or requires inpatient care in a hospital, hospice, or residential medical facility.

POLICY

Long Term Service Recognition:

Length of service will be recognized in five (5) year increments beginning with the first five (5) years of becoming a member of Council or employment. The achievement of each Council Member's or employee's significant anniversary will be celebrated at the Municipality's Annual Christmas Party



following the date upon which the employee achieves the significant anniversary. Awards will be presented by the Reeve or Deputy Reeve.

A long-term service gift shall be provided in the form of a gift card in recognition of service to the municipality at the following intervals:

Years of Service	Value of Gift Card
5 years	\$50.00
10 years	\$100.00
15 years	\$150.00
20 years	\$200.00
25 years	\$250.00
30 years	\$300.00
35 years	\$350.00

Retirement

Retiring employees (employees that have applied for and received their MEPP) that have been employed with the municipality for 5 years or more shall also be entitled to a meal provided for Council & employees at the municipality's expense.

Significant Life Event

Significant life events may include the following:

- a) Birth or Adoption of a child
- b) Marriage of an employee or Council Member
- c) Significant injury or illness

A card and gift shall be sent to an employee or Council Member experiencing a significant life event. The gift shall not exceed \$50.00 in value.