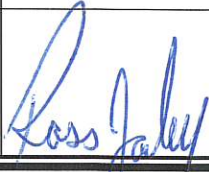


## The Rural Municipality of Elton

<b>REFERENCE:</b>	Office	<b>AUTHORITY:</b>	Council
<b>SUBJECT:</b>	Years of Service	<b>EFFECTIVE DATE:</b>	June 15, 2021
<b>ADOPTED BY RESOLUTION NO. &amp; DATE:</b>	2021-137	<b>NUMBER OF PAGES:</b>	2
<b>AMENDED BY RESOLUTION NO. &amp; DATE:</b>		<b>REEVE'S SIGNATURE FOR APPROVAL</b>	

### **PURPOSE:**

To establish a process to recognize the valuable contribution of employees of the Rural Municipality of Elton at designated service intervals.

### **POLICY DESCRIPTION:**

All full-time, regular part-time, and seasonal employees will be eligible for service recognition awards based on the employee's service time with the Rural Municipality of Elton. The Years of Service Policy will apply to all employees of the RM of Elton who accrues service from year to year.

The RM of Elton will provide cash rewards for employees attaining five years of service with a further award each fifth year thereafter, to be presented at the annual Christmas Event, or other special time as deemed appropriate by Council.

Administration will keep record of the Years of Service Awards and ensure that each eligible employee is recognized.

The events held for all staff, Council, and spouses/guests to attend, are to be financial responsibility of the Municipality and will be budgeted for annually.

For the purpose of this policy, service shall be the calculation of total years worked with the Municipality.

This may include service broken by termination, layoff etc. *Example: a seasonal employee, who has worked for the municipality for 10 summers at 6 months each summer, would receive a 5-year service award.*

**Awards presented are to be equivalent to the following amounts:**

5 years - \$100	25 years - \$700
10 years - \$250	30 years - \$850
15 years - \$400	35 years - \$1000
20 years - \$550	40 years - \$1150

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