



LAC LA BICHE COUNTY POLICY

TITLE: Recruitment and Retention Strategy Policy	POLICY NO: #CS-03-012
RESOLUTION: 12.643	EFFECTIVE DATE: OCTOBER 23, 2012
LEAD ROLE: Senior Manager, Human Resources	NEXT REVIEW DATE: OCTOBER 23, 2015
SPECIAL NOTES/CROSS REFERENCE:	AMENDMENT DATE:

POLICY STATEMENT:

It is the policy of the municipality to develop, support and adhere to a Recruitment and Retention Strategy. The overall goal of the policy is to attract and retain top quality, productive staff that positively contribute to achieving Lac La Biche County’s organizational and operational objectives.

A Recruitment and Retention Strategy will be developed, reviewed and revised accordingly on a bi-annual basis to ensure it addresses presenting organizational recruitment and retention needs. The Recruitment and Retention Strategy may address initiatives relating to, but not limited to:

- i. Standardized and strategic recruitment procedures and policies across the organization;
- ii. Supporting the development and tracking of employee skill sets needed to meet job expectations;
- iii. Monitoring and supporting employee job satisfaction;
- iv. Proactively addressing employee turnover rate;
- v. Being an employer of choice.

“Original Signed”

 Chief Administrative Officer

November 15, 2012

 Date

“Original Signed”

 Mayor

November 22, 2012

 Date