

SMOKY LAKE COUNTY



Title: Reduction in Municipal Staff	Policy No.: 12-02
Section: 01	Page No.: 1 of 1

Legislation Reference:	Municipal Government Act, Section 201, 205, & 207
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Purpose:	To provide a fair mechanism for employee reduction(s).
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Policy Statement and Guidelines:
<ol style="list-style-type: none">1. When the County Council deems it necessary to reduce the number of employees in its operations, it will endeavour first to make such reduction through alternate employee staffing patterns, attrition, voluntary resignation or transfer.2. If reduction in employee staff cannot be fully accommodated through #1 above, then the selection of personnel to be terminated will be made from its operation, where the reduction is necessary. The overall needs of the County system will be of paramount consideration. Other considerations, not ranked in order of preference will be:<ol style="list-style-type: none">a. Qualificationsb. Relative performancec. Seniority with the County3. The County Council delegates to the Chief Administrative Officer, in consultation with department heads, the responsibility for applying these criteria and for recommending to the County Council, those staff which should be terminated.4. The County Council will grant the concerned employee a hearing before the Council for the purpose of objecting to the termination of employment.5. All procedures followed shall be in strict adherence to any Collective Employee Agreements.

	Date	Resolution Number
Approved	October 18, 1993	# 69 - Page 5611
Amended	February 24, 2000	# 250 - Page 6800
Amended		