

Meeting Date: August 6, 2024
Department: Human Resources
Report No.: HR-2024-16
Submitted by: Doug Payne, Director of Human Resources
Approved by: Trisha McKibbin, Chief Administrative Officer
SUBJECT: **Recruitment and Selection Policy**

RECOMMENDATION:

THAT: Council receive Report HR-2024-16 Recruitment and Selection Policy for information, and further;

THAT: the 2004 Hiring Policy be repealed, and further;

THAT: Council adopt the new Recruitment and Selection Policy for the Municipality as outlined in the attached report, and further;

THAT: By-law No. 78-24 be forwarded to the Consideration of By-laws section of the agenda for approval.

BACKGROUND:

At the July 8, 2024 Special Meeting of Council (Strategic Priorities), the updated Recruitment and Selection Policy was reviewed with Council. During this meeting there was fulsome discussion and Council provided direction and suggested updates to the proposed updated policy and further, to bring the policy back to a regular meeting of Council for final approval.

COMMENTS:

Staff have incorporated Council's suggested feedback into the attached policy, with all suggested changes highlighted in RED – Tracked Changes for easy identification.

CONSULTATION:

Municipal Council

FINANCIAL IMPLICATIONS:

N/A

ALTERNATIVE(S) TO THE RECOMMENDATION:

1. Council to provide alternate direction.

STRATEGIC PLAN ALIGNMENT:

This matter is in accord with the following strategic priorities:

1. Municipal Customer Service
2. Community Well-Being and Quality of Life
3. Economic Development, Industry, and Jobs
4. Managing the Challenges of Growth for the Municipal Organization

ATTACHMENTS:

Recruitment and Selection Policy FINAL

Recruitment and Selection Policy – Track Changes