

M.D of OPPORTUNITY No. 17

COMMUNITY SERVICES POLICY

TITLE: **ATTRACTION AND RETENTION OF SKILLED AND PROFESSIONAL STAFF TO MUNICIPAL DISTRICT OF OPPORTUNITY**

EFFECTIVE DATE: **September 26, 2022**

POLICY NUMBER: **CS.1**

OVERVIEW OF POLICY

The attraction and retention of professionals in rural Alberta is a significant problem affecting the sustainability and social cohesion of rural communities. The attraction and retention of skilled and professional staff to a community is critical if it is to remain vibrant and self-sufficient and to sustain itself into the future. Various positive practices are known to be successful during recruitment and retention.

1. Purpose

To communicate Council's commitment to attracting and retaining the best possible professionals to the various hamlets in the municipality.

2. Background

This policy applies to all newly attracted professionals moving to any of the hamlets of the Municipality. These professionals include Health care professionals, teachers, and municipal employees who relocate to the municipality/Bigstone Cree Nation from out of region.

3. Policy

Orientation and integration

First impressions are lasting impressions. A good orientation is an indispensable first step in ensuring that your new residents start off on the right foot. The hiring agency should include a tour of the area and all facilities. Integration refers to the process of a new resident becoming part of the community. Residents who are strongly connected to the community socially are less likely to want to leave.

Retention

Long service awards will be available to all healthcare professionals, teachers, and MD professionals. This will include non-transferable annual Recreation Admission pass for all recreation facilities in the municipality (\$250). Eligibility will be for individuals who have incurred 5, 10, 15, 20 and 25 years of service.

Complimentary services offered to new community members

The Municipality believes that user services and infrastructure assets should be used to reward professionals to move to the municipality to provide their trades and skills. The municipality will provide the following NON-TRANSFERABLE BENEFITS to all new qualifying professionals, for free for the first year of residency:

- I. Eagle Point Golf Course adult season pass for one season (\$500). This does not include the annual cart rental fee or locker rentals.
- II. Annual Recreation Admission pass for all recreation facilities in the municipality (\$250).
- III. Six-month Opportunity Daycare fees for professionals' children (During first year of employment).