



Policy # GG-009

Policy Title: Employee & Councillor Recognition Policy

Policy Objective:

The Rural Municipality of Rosedale No. 283 is committed to recognizing employees and councillors for their continued commitment, professionalism, and contribution to the municipality through a Years of Service Recognition Program.

Authority:

Council Resolution #: 194/26

Date Approved: June 10, 2026

PURPOSE

The Rural Municipality of Rosedale No. 283 recognizes the value of long-term dedication and service provided by employees and councillors. This policy establishes a formal program to acknowledge and celebrate years of service milestones.

1. EMPLOYEE YEARS OF SERVICE RECOGNITION

- a. Permanent full-time and permanent part-time employees shall be recognized for continuous service with the RM at the following milestones:

Years of Service	Recognition
5 Years	Certificate of Recognition and RM-branded gift
10 Years	Certificate of Recognition and gift valued at up to \$150
15 Years	Certificate of Recognition and gift valued at up to \$200
20 Years	Plaque of Recognition and gift valued at up to \$300
25 Years	Plaque of Recognition and gift valued at up to \$400
30 Years	Special recognition plaque and gift valued at up to \$500

- b. Eligibility:
- Service must be continuous unless otherwise approved by Council.
 - Approved leaves of absence shall count toward years of service.
 - Casual and seasonal employees are not eligible unless otherwise approved by Council.

2. COUNCILLOR YEARS OF SERVICE RECOGNITION

- a. Councillors shall be recognized for their service to the municipality at the following milestones:

Years of Service	Recognition
5 Years	Certificate of Recognition and RM-branded gift
10 Years	Certificate of Recognition and gift valued at up to \$150
15 Years	Plaque of Recognition and gift valued at up to \$200
20 Years	Plaque of Recognition and gift valued at up to \$300
25 Years	Special Recognition Plaque and gift valued at up to \$400
30 Years	Distinguished Service Award and gift valued at up to \$450
35 Years	Lifetime Service Recognition Award & gift valued at up to \$500

- b. Eligibility

- i. Years served as Reeve or Councillor may be combined for total service.
- ii. Years of service does not need to be consecutive if approved by Council.

3. PRESENTATION OF AWARDS

- a. Recognition will occur at regular service milestones and may be presented publicly during a regular Council meeting, annual meeting, appreciation event, or staff gathering.
- b. The Administrator or designate shall maintain records of years of service and coordinate recognition awards.





Administrator



Reeve