

VILLAGE OF MAYO

POLICY STATEMENT

Name: Seasonal Employee Hire Policy	By-law Reference:	Policy Number: 2018-02
Administrative Approval Date:	Council Approval Date: March 7, 2018	Effective Date: March 8, 2018

1.0 POLICY STATEMENT

The Village of Mayo is committed to recognizing that seasonal employee experience, training and loyalty can make the operation of Village programs and services run smoothly and effectively with less permanent employee supervision versus new hires.

2.0 Scope

This policy applies to all non-permanent seasonal employees that have supervisory roles or specialized skill sets hired for seasonal positions.

3.0 Policy Objective

To provide seasonal employment leadership opportunities for Mayo and Silver Trail area residents in a manner that will:

- recognize and reward effective leadership of seasonal employees;
- recognize and reward good work ethic;
- promote responsibility and initiative;
- recognize specialized certifications for specific employment opportunities;
- streamline seasonal hiring practices for efficiency;
- encourage good employees to return in the future;

4.0 Policy

The Village of Mayo may offer an individual who has applied and been hired for seasonal employment the right of first refusal to return to the same position the immediate seasonal year following if they meet the following criteria:

- a) Have a leadership role in a position whose experience and training are difficult to find, replace or take training for in the Mayo area OR;
- b) Have specialized accreditations that are difficult to find, replace or take training for in the Mayo area;
- c) Have been given a positive end of season job performance evaluation;
- d) Have the support and approval of their immediate supervisor and the Village of Mayo CAO to return to the position the year following;

This policy will come into full force and effect upon approval by Council.