

BYLAW NO. 417

A BYLAW TO DELEGATE CERTAIN AUTHORITIES WITH RESPECT TO HUMAN RESOURCE POLICIES

WHEREAS the Regional District may, by bylaw, delegate its powers, duties and functions to its officers and employees on such terms and conditions it considers appropriate;

AND WHEREAS the Regional District wishes to delegate to the Chief Administrative Officer certain authorities with respect to human resource policies;

NOW THEREFORE the Board of Directors of the Strathcona Regional District, in open meeting assembled, enacts as follows:

Definitions

1. In this bylaw, unless the context otherwise requires:

“conditions of employment” means the conditions under which employees carry out work assignments, or conduct themselves when interacting with other employees or the public.

“employee” means an employee of the Strathcona Regional District and includes volunteers who are recruited to deliver services on behalf of the Regional District.

“human resource policy” means a policy that deals with the recruitment or performance of employees, or the terms and conditions of employment.

“terms of employment” means the financial compensation to which an employee is entitled based on the nature of the work to be performed and the work schedule.

Delegation of Authority

2. (1) The authority to establish, amend and rescind human resource policies is delegated to the Chief Administrative Officer, provided that the establishment, amendment or rescission of a policy:
- a) does not conflict with an employee’s contract of employment or with a collective agreement, or with any statute, regulation or other enactment;
 - b) does not provide for the remuneration of an employee in excess of the amount specified in a bylaw or policy of the Board, or conflict with any other Board policy; and
 - c) does not result in the total compensation paid to all employees exceeding the limit in the approved financial plan.

- (2) For certainty, the authority delegated under subsection (1) may only be exercised by written policy.

Use of Delegated Authority

- 3. In this bylaw a power, duty or function that is delegated to a position by name, classification or otherwise is deemed to have been conferred on the person or persons who occupy the position from time to time.

No Authority to Subdelegate

- 4. A person to whom the Board's authority has been delegated by this bylaw may not further delegate such authority.

Deferral of Delegated Authority

- 5. Despite the provisions of section 2, the exercise of delegated authority with respect to a specific policy may, at the discretion of the Chief Administrative Officer, be deferred to the Regional Board for a decision.

Citation

- 6. This bylaw may be cited for all purposes as Bylaw No. 417, being Human Resource Policy Delegation of Authority Bylaw 2020.


READ A FIRST TIME ON THE 18TH DAY OF NOVEMBER, 2020

READ A SECOND TIME ON THE 18TH DAY OF NOVEMBER, 2020

READ A THIRD TIME ON THE 18TH DAY OF NOVEMBER, 2020

RECONSIDERED, FINALLY PASSED AND ADOPTED ON THE 18TH DAY OF NOVEMBER, 2020


Chair


Corporate Officer