

**CITY OF SUNFISH LAKE
DAKOTA COUNTY, MINNESOTA**

RESOLUTION NO. 23-__

**RESOLUTION ESTABLISHING AND APPROVING A PROGRAM FOR
EMPLOYEE RECOGNITION PURSUANT TO MINN. STAT. §15.46**

WHEREAS, the City of Sunfish Lake is a statutory City.

WHEREAS, Minn. Stat. §15.46 provides in part, as follows:

A county or a statutory or home rule charter city may establish and operate a program of preventive health and employee recognition services for its employees and may provide necessary staff, equipment, and facilities and may expend funds as necessary to achieve the objectives of the program.

WHEREAS, the City desires to create a program for Employee Recognition as specified, determined and limited by this Resolution.

**NOW, THEREFORE, BE IT DETERMINED AND RESOLVED BY THE CITY
COUNCIL OF THE CITY OF SUNFISH LAKE, AS FOLLOWS:**

- 1.) The City has the power and authority to establish a program of employee recognition and the City has the authority to “expend funds as necessary to achieve the objectives of the program.”
- 2.) The City hereby establishes the Sunfish Lake Public Employee Recognition Program as specified, determined and limited in this Resolution.
- 3.) The objectives of the Program are as follows:
 - a. To recognize instances where for over 10 years or more, the employee has exhibited commitment to the City, and has been exemplary in the performance of services to the City and to the public.
 - b. The employee is retiring from employment with the City.
 - c. Recognition of such contributions fosters a positive employment environment with respect to both the person exhibiting the positive attributes, but also to the other employees or persons who provide services to the City because they recognize that the City values such contributions, and they correspondingly should strive to provide the same level of performance.
 - d. Providing opportunities to recognize a commitment to the City fosters a better employment environment, generally boosts morale, and creates a model of achievement that can serve as a goal for replication by others. Allowing the event to be open to the retiring employee’s family, City officials, staff, consultants, and

their spouses or partners, and provides an additional opportunity to demonstrate familial support for sustained public service, and thus provides added recognition for the retiring employee.

- 4.) The Council finds that a public purpose is served by such employee recognition.
- 5.) A common and well accepted means of implementing an instance of employee recognition is the holding of a gathering or reception where those who have interacted with the employee over the years can acknowledge the employee's contribution to public service, and express appreciation.
- 6.) Subject to the Council specifically approving the holding of the Sunfish Lake Public Employee Recognition Program event, and subject to the City Council specifically determining a not-to-exceed amount of expenditure for the event, the City may participate in the following type of Employee Recognition event:
 - (a). The event would be for an employee who has worked for the City for 10 or more years, and is retiring.
 - (b). The type of event would be a reception. The general guideline for the event is that the reception is not a dinner, supper, or banquet; rather, it is more in the nature of a gathering where appetizers or snacks are served, together with non-alcoholic beverages provided by the City.
 - (c). Up to the not-to-exceed amount, the City will provide the reception food, non-alcoholic beverages, decorations, invitation costs, flowers, parking support, servers, and mailing costs. The City will not pay for any alcoholic beverages.
- 7.) Prior to the event, the Council will establish a not-to-exceed budget amount.
- 8.) The event may include presentation of a plaque, crystal etching or other similar memento to recognize the length of service.
- 9.) The City shall not provide funds above the amount set by the Council, unless the Council, by subsequent vote, agrees to a larger amount with regard to City participation.

Passed this 4th day of April, 2023.

Dan O'Leary, Mayor

ATTEST:

Christy Wilcox, City Clerk