**TOWN OF WHITE**

**RESOLUTION 2015-005**

**Resolution ESTABLISHING A RECOGNITION POLICY FOR THE TOWN OF WHITE**

Resolved by the Town of White Board of Supervisors:

**WHEREAS,** The purpose of this policy is to establish and operate a program of recognition services for current & former employees, volunteers, and anyone who the Board of Supervisors wants to recognize for their service or contribution to the township; and

**WHEREAS,** The policy allows the township to provide necessary staff, equipment, facilities and to expend funds as necessary to achieve the objectives of the program; and

 **WHEREAS,** The objective of the recognition program is to promote employee morale, job satisfaction, teamwork, and productivity and to thank and recognize individuals or groups for their service or contribution to the organization; and

 **WHEREAS,** There is statutory authority to make public purpose expenditures and the Town finds that such expenditures are a natural incident of the employer/employee relationship; and

 **WHEREAS,** There is public purpose in promoting these recognition awards, gifts, and/or events, and the Town believes the employee recognition program serves the interest of the citizens of our community; and

 **WHEREAS,** Funds are to be used for the purpose of hospitalization gifts, memorials, recognition of retirement, recognition of outstanding job performance, recognition of a citizen or volunteer for their contribution or heroism, and recognition of any group or individual as selected by the Board for an event or action; and

 **WHEREAS,** Funds are to be used to purchase these gifts, memorials, & awards, and also will be used to purchase the food, beverages, & supplies needed to host these recognition events but in no circumstance shall cash be given; and

 **WHEREAS**, This Recognition Policy aligns with the Town’s Strategic Plan Initiatives and One Thousand Dollars is to be allocated each year for these events and will be charged to the Strategic Plan Initiatives Account Number under the General Fund; and

 **WHEREAS,** It is recognized the amounts to be expended for such items are to be at the discretion of the Board of Supervisors; and

 **WHEREAS,** This recognition program is entirely dependent on receiving funding from year to year which will be determined at the annual Board of Audit meeting;

 **WHEREAS,** No provisions of this policy, or its administration, shall be subject to review under the grievance or arbitration provisions of any collective bargaining agreement.

 **NOW THEREFORE BE IT RESOLVED,** the Town of White through its Town Board of Supervisors strongly supports this Recognition Policy retroactive to January 1, 2015.

 **BE IT FURTHER RESOLVED**, the Town Board of Supervisors of the Town of White endorses the Recognition Policy of the Town of White.

 Moved by \_\_\_\_\_\_\_\_\_, Supported by \_\_\_\_\_\_\_ the above resolution be adopted this 4th day of June, 2015. Unanimously Carried.

 APPROVED: ATTEST:

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 Edward F. Kippley, Chairman Jodi L. Knaus, Clerk

 Reference: Minnesota Statutes 15.46, 43A.17, 412.11