

**CITY OF LEXINGTON
COUNTY OF ANOKA
STATE OF MINNESOTA**

RESOLUTION NO. 18-15

**RESOLUTION APPROVING MANAGEMENT, NON-UNION BENEFITS
AND AMENDING THE PERSONNEL POLICY MANUAL**

WHEREAS, The City of Lexington personnel policies and procedures dictates management and non-union employees and the level of benefits and incentives provided, and;

WHEREAS, to coincide with the approved 2019-2021 Collective Bargaining Agreement (CBA), The Lexington City Council agrees to provide all non-union and management level employees the following benefits:

- 1. Increase City contribution towards health insurance from \$1,300 per month to → \$1,335.00 per month in 2019, \$1,360.00 in 2020, \$1,385.00 in 2021.**
- 2. Add a ½ additional day to the Christmas Eve holiday for 2018.**
- 3. Add July 5th to Holiday Schedule in 2019.**
- 4. Funeral Leave. Add Aunts, Uncles and Domestic Partners.**

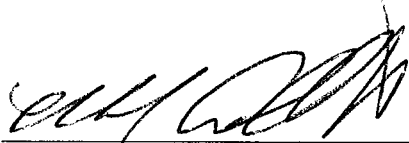
WHEREAS, the following personnel policy shall be amended as follows:

Funeral Leave


In the event of death in the immediate family, full-time employees will receive up to three (3) consecutive regular working days with pay will be granted as a benefit. Immediate family means the employee's spouse, parents, grandparents, parents-in-law, brothers and sisters, children, grandchildren; step parents, step grandparents, step brothers and sisters, step children, and step grandchildren, **aunts, uncles, and domestic partners**. This paid leave will not be deducted from the employee's paid time off balance.

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LEXINGTON, ANOKA COUNTY, STATE OF MINNESOTA, as follows:

PASSED by the Lexington City Council this the 21st day of June, 2018.



Mark Kurth, Mayor

ATTEST:


Bill Petracek, City Administrator