



CITY COUNCIL MEETING

AGENDA ITEM

Prepared By: <i>Allie Polsfuss, City Administrator</i>	Meeting Date: <i>12/1/2025</i>	Item Name: <i>Minnesota Paid Leave Policy</i>
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BACKGROUND

Beginning January 1, 2026, Minnesota will implement a state-administered Minnesota Paid Leave (MPL) program, managed by DEED and funded through a 0.88% payroll tax shared equally between employers and employees. The City's 2026 budget includes the employer's 0.44% share.

OVERVIEW

Although administered by the State, cities are encouraged to adopt their own PFML policy to address local procedures and benefit coordination. In drafting the city's policy, I used the League of Minnesota Cities policy template, and examples from other cities to stay consistent with common practices. The policy presented is relatively standard language and practices for the new law. This policy has been reviewed by the Personnel Committee and can be revised at any time. If the City does not approve the policy, we are still required to comply with state law.

For program details- See LMC's webpage <https://www.lmc.org/resources/paid-family-and-medical-leave-law-faqs/>

STAFF RECOMMENDATION

Approve the Minnesota Paid Leave Policy as presented.

SUPPORTING DOCUMENTS

Attachment A-Draft Policy