



CITY OF
LONG LAKE

City Council Agenda Report

City of Long Lake

450 Virginia Avenue, PO Box 606
Long Lake, MN 55356

MEETING DATE / December 16, 2026

SUBJECT: Resolution Adopting the Minnesota Paid Family and Medical Leave (PFML) Policies

Prepared By: Amanda Nowezki, City Administrator

Report Date: 12/16/2025

Recommended City Council Action

Staff recommends the following:

Motion to adopt Resolution No. 2025-52 adopting the Minnesota Paid Family and Medical Leave Policies.

Overview / Background

Beginning January 1, 2026, Minnesota employees will be covered by the new Minnesota Paid Family and Medical Leave Law. The new law provides job protections and partial wage replacement per benefit year up to a maximum of 20 weeks for family and medical leave funded in large part by employer premiums and employee contributions.

As an employer, the City was required to provide notification of the law to employees through a workplace poster and individual notifications, to confirm participation in the State plan, and to determine the share of the new premium to be paid by the City and the employee. The City has opted to pay 50% of the 0.88% (0.44%) of wages for the premium, with the other 50% (0.44% of wages) to be a payroll deduction from employees.

An update of the City's personnel policies / employee handbook is in progress, and changes will include incorporating the provisions of the Minnesota Paid Family and Medical Leave Law. At this time, staff recommends the Council adopt the attached resolution as prepared by our City Attorney to formalize the City's adoption of and compliance with Minnesota Paid Family and Medical Leave policies as required.

Supporting Information

- Resolution No. 2025-52
- Minnesota Paid Leave workplace poster