



## CITY OF MARSHALL AGENDA ITEM REPORT

<b>Presenter:</b>	Sheila Dubs
<b>Meeting Date:</b>	Tuesday, February 14, 2023
<b>Category:</b>	CONSENT AGENDA
<b>Type:</b>	ACTION
<b>Subject:</b>	Consider approval of amendments to the Personnel Policies
<b>Background Information:</b>	<p>There have been two recent Minnesota law changes that require amendment of our Personnel Policies, the CROWN Act and Juneteenth.</p> <p>On February 1, 2023, Govern Walz signed a bill approving the Creating a Respectful and Open World for National Hair (CROWN Act), a law prohibiting workplace discrimination based on a person’s hair texture or hairstyle if that style or texture is commonly associated with a particular race or national origin.</p> <p>On February 3, 2023, Governor Walz signed a bill establishing Juneteenth (June 19th) a Minnesota holiday. Juneteenth commemorates the end of slavery in the United States. To comply with the law, Staff recommend a Personnel Policy amendment in accordance with MN Statute section 645.44 subd. 5, adding Juneteenth to the holiday schedule. If approved by the City Council, staff would proceed with updating the cover page (date of revision) and table of contents (date of revision). <a href="https://www.revisor.mn.gov/statutes/cite/645.44">https://www.revisor.mn.gov/statutes/cite/645.44</a></p> <p>This law is effective on August 1, 2023, which will not interfere with the existing (2023) holiday schedule. Juneteenth would be recognized effective June 19, 2024. Staff will also initiate discussions with each of the unions to amend the current contracts by memorandum of agreement.</p>
<b>Fiscal Impact:</b>	
<b>Alternative/ Variations:</b>	None. Failure to approve these two amendments results in non-compliance with State law.
<b>Recommendations:</b>	That the Council approve the amendments to the Personnel Policy manual