

**MEMORANDUM OF UNDERSTANDING (MOU)**  
Between  
**The City of Marshall**  
and  
**Law Enforcement Labor Services, Inc., Local No. 190**

This is an agreement between the City of Marshall hereinafter called the “CITY” and Law Enforcement Labor Services, Inc., Local No. 190 hereinafter called the “UNION.”

**I. PURPOSE & SCOPE**

The purpose of this MOU is to aid in the efficient administration of general wage increases and market adjustments by identifying implementation dates applicable to Appendix A (Wage Schedules) of the 2022-2024 Labor Agreement.

**II. IT IS MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT:**

The UNION and the CITY ratified an Agreement on April 12, 2022 providing wage schedules effective on the following dates: January 1, 2022 – December 31, 2022 and January 1, 2023 – December 31, 2023, and January 1, 2024 – December 31, 2024.

To aid in the efficient administration of the wage schedules, the UNION and the CITY agree that the pay rates established in the aforementioned Agreement will be compensated on the following schedule:

January 1, 2022 – December 31, 2022 schedule to be implemented on December 20, 2021.  
January 1, 2023 – December 31, 2023 schedule to be implemented on December 19, 2022.  
January 1, 2024 – December 31, 2024 schedule to be implemented on January 1, 2024.

**III. EFFECTIVE DATE AND SIGNATURE**

This MOU shall be effective as of April 12, 2022 and shall remain in full force and effect until December 31, 2024. In witness whereof, the parties hereto have executed this Agreement on the latest date affixed to the signatures hereto.

City of Marshall

Law Enforcement Labor Services, Inc., Local No.  
190

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
Business Agent

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Union Steward

Date: \_\_\_\_\_

Date: \_\_\_\_\_