

**MEMORANDUM OF AGREEMENT**

Between  
The City of Marshall  
and

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

This Memorandum of Agreement is entered into between the City of Marshall (hereinafter called the "CITY") and Law Enforcement Labor Services, Inc., Local No. 190 (hereinafter called the "UNION.")

**WHEREAS**, as part of the negotiations of the 2019, 2020 and 2021 collective bargaining agreement, the CITY and UNION reached an agreement regarding the accrual of compensatory time for a defined term through December 31, 2021.

**NOW THEREFORE**, it is mutually understood and agreed to by and between the CITY and UNION as follows:

1. Hours worked in excess of the Employee's scheduled work shift for forced overtime shifts, court appearances, or attendance at in-house or external training, schools, seminars, meetings, travel time to/from meetings or training locations may be entered as compensatory time at time and on-half (1-1/2) credit. Compensatory time will be calculated to the nearest quarter (1/4) hour.
2. "Forced overtime shifts" means and refers to situations when an Employee(s) is/are forced to work overtime and do not have a choice whether to work the overtime or not. This does not apply to shift extensions.
3. This Agreement shall be effective as of the date of ratification and shall remain in full force and effect until December 31, 2021.
4. This Agreement represents the complete and total agreement between the parties regarding this matter.

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: \_\_\_\_\_