

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement sets forth a mutual agreement between the City of Marshall (hereafter “City”) and Law Enforcement Labor Services, Inc., Local No. 245 (hereafter “Union”).

**WHEREAS**, the City and the Union are subject to a Labor Agreement in effect January 1, 2025 until December 31, 2027 (hereafter “Labor Agreement”) covering Police Supervisors; and

**WHEREAS**, new laws have been passed in Minnesota relative to Paid Family Medical Leave during the duration of the contract; and

**WHEREAS**, the City is contemplating using an alternative private plan that offers lower premiums than the State of Minnesota Paid Family and Medical Leave program; and

**WHEREAS**, the City and Union have agreed to the following clarifying language to Article 20 “LEAVES OF ABSENCE” relative to the alternative private plan.

**NOW THEREFORE**, the parties agree to the following:

- 1. The following changes shall be made to Article 20 – LEAVES OF ABSENCE:

~~In the event the Employer participates in the Minnesota Paid Family and Medical Leave program versus an alternative private plan, effective January 1, 2026, the Employer and Employee will split the premiums for the Minnesota Paid Family and Medical Leave on a 50/50 basis with the Employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14.~~

In the event the Employer participates in the Minnesota Paid Family and Medical Leave program or an alternative private plan, effective January 1, 2026, the Employer and Employee will split the premiums for the Minnesota Paid Family and Medical Leave on a 50/50 basis with the Employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14.

- 2. This Memorandum of Agreement represents the complete and total agreement between the parties regarding this matter.

**IN WITNESS WHEREOF**, the parties have caused this Memorandum of Agreement to be executed this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

**CITY OF MARSHALL**

**LAW ENFORCEMENT LABOR SERVICES, INC.**

\_\_\_\_\_  
Mayor

*Brian Bone*  
\_\_\_\_\_  
Business Agent

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

09/25/2025  
\_\_\_\_\_  
Date

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