



CITY OF MARSHALL PERSONNEL COMMITTEE AGENDA ITEM REPORT

Meeting Date:	Tuesday, October 12, 2021
Category:	NEW BUSINESS
Type:	ACTION
Subject:	Consider approval of amendments to the Personnel Policy Manual
Background Information:	<p>Attached for your review and consideration is a redlined copy of Chapters 1-3 of the Personnel Policy Manual. Staff will review the proposed amendments in detail at the City Council meeting. The Council Personnel Committee met on September 28, 2021, and unanimously recommended approval of the amendments.</p> <p>Policies 1.8 and 1.9 were amended to comply with a new MN law. Governor Walz recently signed legislation into state law that strengthens workplace protections for new and expectant parents. The changes are legally effective on January 1, 2022, however, staff recommend the Council approve the changes to be effective immediately to help ensure the City is providing a positive and supportive working environment for new mothers. Modifications were needed related to reasonable accommodations for pregnant employees and reasonable break time for nursing mothers to comply with the new law.</p> <p>Staff also completed a review of chapters 1-3 and are recommending a number of technical and other changes. Staff will review at the meeting.</p> <p>Staff will continue to review the remaining chapters of the policy manual for legal compliance and other necessary technical changes. Future Personnel Committee meetings will be scheduled as these are completed and recommendations will be brought to the full Council for consideration.</p> <p>If approved by the City Council, staff would proceed with updating the cover page (date of revision) and table of contents (date of revision).</p>
Fiscal Impact:	
Alternative/Variations:	None recommended. If the Council recommends further changes, the item may be referred back to the Personnel Committee for discussion.
Recommendations:	To approve amendments to the Personnel Policy Manual.