

MEMORANDUM OF UNDERSTANDING (MOU)
Between
The City of Marshall
and
Law Enforcement Labor Services, Inc., Local No. 245

This is an agreement between the City of Marshall hereinafter called the "CITY" and Law Enforcement Labor Services, Inc., Local No. 245 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 2019-2021 Labor Agreement.

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

The UNION and the CITY ratified an Agreement on [insert date], 2019 providing wage schedules effective on the following dates: January 1, 2019 – December 31, 2019 and January 1, 2020 – December 31, 2020, and January 1, 2021 – December 31, 2021.

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, 2019 – December 31, 2019 schedule to be implemented on December 24, 2018.
January 1, 2020 – December 31, 2020 schedule to be implemented on December 23, 2019.
January 1, 2021 – December 31, 2021 schedule to be implemented on December 21, 2020.

III. EFFECTIVE DATE AND SIGNATURE

This MOU shall be effective as of December 24, 2018 and shall remain in full force and effect until December 31, 2021. 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.
245

Mayor

Business Agent

City Clerk

Union Steward

Date: _____

Date: _____