

# MEMORANDUM OF UNDERSTANDING

## BETWEEN

THE LAW ENFORCEMENT LABOR SERVICES, INC. (LELS) LOCAL #245

AND THE CITY OF MARSHALL

ESTABLISHING A HEALTH CARE SAVINGS PLAN (HCSP) WITH

THE MINNESOTA STATE RETIREMENT SYSTEM

### A. Purpose of Memorandum

This Memorandum of Understanding establishes a Health Care Savings Plan (HCSP) in the State of Minnesota, Minnesota State Retirement System (MSRS) for employees covered by the LELS Local #245 Labor Agreement and the City of Marshall.

### B. Duration

This Memorandum shall become effective January 1, 2026 and shall terminate effective December 31, 2027; unless specifically renewed by both parties for a definitive period of time prior to December 31, 2027.

### C. Administration

The City of Marshall will handle the administrative responsibilities of remitting and accounting for the LELS Local #245 Union employee contributions to the Minnesota State Retirement System (MSRS) as required by MSRS. No contributions or severance payments will be made to the account of a deceased employee.

### D. Employee Contributions to the HCSP

Under this Memorandum, contributions to the HCSP will be established for the LELS Local #245 Union employee by the LELS Local #245 Union. Individual members may neither increase nor decrease their individual contributions from the amount established by the LELS Local #245 Union. All bargaining unit members will be included.

- 1) *Individual employees will contribute \$125.00 biweekly as a payroll deduction to the HCSP.*
- 2) *Upon termination of employment from the City, individual employees will contribute vacation and accrued sick leave as per the Labor Agreement of record between LELS Local # 245 and the City of Marshall Personnel Policies:*

*0 to 15 yrs = 0%*

*16+ yrs = 100%*

**E. Employer Contribution to the HCSP**

Under this Memorandum, although the Employer is not legally required to make a contribution to the HCSP, the City of Marshall hereby agrees to contribute to the individual employee accounts as follows:

- 1) *Annual (pro-rated) contribution of \$25.00; contribution to be made in December into active employee accounts.*

**F. Employee's Death**

Upon an employee's death, contributions can no longer be made to the HCSP.

**G. Investment Options**

Individual employees may select their individual investment options from the list of options made available to employees by the MSRS.

For the City of Marshall

LELS Local #245 Union

By: \_\_\_\_\_  
Robert J. Byrnes, Mayor

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

By: \_\_\_\_\_  
Its: City Clerk

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

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

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