



CITY OF MARSHALL AGENDA ITEM REPORT

Meeting Date:	Tuesday, November 25, 2025
Category:	CONSENT AGENDA
Type:	ACTION
Subject:	Consider amendment Personnel Policy Manual approving a Minnesota Paid Family and Medical Leave policy
Background Information:	<p>The new MN Paid Leave Law becomes effective January 1, 2026. This draft policy complies with the new MN law and the City’s policy with MetLife, our designated insurance carrier.</p> <p>The current Chapter 7 introduction paragraph will be replaced by the template language provided by the City Attorney. Existing language referencing proration of benefits will remain in the policy as-is.</p> <p>The new Paid Leave Policy will be numbered 7.14, and placed immediately following the policy on the federal Family and Medical Leave Act (FMLA). All other policies in this section following 7.14 will be re-numbered. The table of contents will also be renumbered. This policy will become effective on January 1, 2026.</p> <p>Minnesota Paid Leave is a mandated social insurance program that offers job protection and wage replacement benefits if an employee is unable to work due to injury or illness, including pregnancy and childbirth. Minnesota Paid Leave also applies to family-related matters, such as caring for a seriously ill family member, bonding with a new child, addressing a family member’s military duty, or for safety concerns in accordance with MN law.</p> <p>Additional amendments to this and related policies may be recommended at a later date to best align related leave of absence benefits provided under city policy, as well as state and federal laws.</p>
Fiscal Impact:	None
Alternative/ Variations:	<p>None recommended.</p> <p>If the Council desires additional discussion on this policy, Staff recommend the Council approve this draft policy to achieve legal compliance, and then staff will schedule a Personnel Committee meeting to discuss any amendments that may be desired.</p>
Recommendations:	To approve amendment of the Personnel Policy manual approving a Minnesota Paid Family and Medical Leave policy