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MAR 06 2026

CITY OF BRAHAM RESOLUTION NO. 26-09 OFFICE OF THE STATE AUDITOR

**A RESOLUTION OBJECTING TO THE PAID FAMILY AND MEDICAL LEAVE ACT AND
REQUESTING LEGISLATIVE REFORM TO EXEMPT LOCAL GOVERNMENTS**

WHEREAS, the State of Minnesota has enacted the Paid Family and Medical Leave Act ("PFML Act"), establishing a statewide program providing paid leave benefits to eligible employees; and

WHEREAS, the City of Braham recognizes the importance of supporting employees facing serious health conditions, family caregiving responsibilities, and parental leave needs; and

WHEREAS, the City Council is concerned that the PFML Act imposes substantial administrative, operational, and financial burdens upon local governments; and

WHEREAS, local governments operate under unique budgetary constraints, including levy limits, statutory funding restrictions, and obligations to maintain essential public services; and

WHEREAS, the implementation of the PFML Act may require increased expenditures, staffing adjustments, payroll system modifications, and service-level disruptions; and

WHEREAS, Minnesota State Statute § 6.79 authorizes local governmental units to formally communicate positions on matters affecting municipal operations and governance; and

WHEREAS, the City of Braham believes that employment policies affecting local government employees are most effectively designed and administered at the local level; and

WHEREAS, flexibility in personnel management is critical for local governments to ensure continuity of essential services, including public safety, public works, and emergency response functions.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BRAHAM, MINNESOTA:

Objection to State Mandate

The City Council formally objects to the application of the Paid Family and Medical Leave Act to local governmental units due to its anticipated financial, administrative, and operational impacts.

Recognition of Local Authority

The City Council affirms that local governments should retain discretion to design employee leave benefits consistent with local needs, collective bargaining agreements, and fiscal capacity.

Request for Legislative Reform

The City Council respectfully urges the Minnesota Legislature to amend the Paid Family and Medical Leave Act to:

- Exempt local governments from mandatory participation; or
- Provide an opt-out provision for local governmental units offering comparable leave benefits; or
- Establish alternative compliance pathways tailored to publicsector operations.

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Fiscal Impact Considerations

The City Council requests that any future mandates include sustainable funding mechanisms or reimbursement provisions to offset costs borne by local governments.

Communication of Resolution

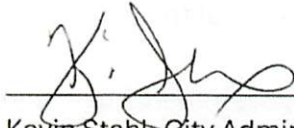
- The City Administrator is directed to transmit copies of this Resolution to:
- The Governor of Minnesota
- Members of the Minnesota Legislature representing City of Braham
- The League of Minnesota Cities
- The Office of the MN State Auditor

ADOPTED BY THE CITY COUNCIL OF BRAHAM, MINNESOTA, THIS 3RD DAY OF MARCH, 2026. CITY OF BRAHAM



Nathaniel W. George, Mayor

Attest:



Kevin Stahl, City Administrator



PO Box 521
Braham, MN 55006

CERTIFIED MAIL



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MN State Auditors office
525 Park Street
Suite 500
St Paul, MN 55103

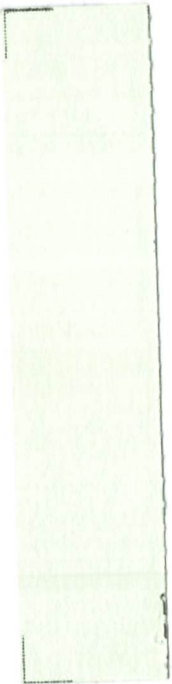
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