

51.6 **ARTICLE 3**

51.7 **STATE PERSONNEL MANAGEMENT**

51.8 Section 1. Minnesota Statutes 2024, section 43A.01, subdivision 3, is amended to read:

51.9 Subd. 3. **Equitable compensation relationships.** It is the policy of this state ~~to attempt~~
51.10 to establish equitable compensation relationships between female-dominated,
51.11 male-dominated, and balanced classes of employees in the executive branch. Compensation
51.12 relationships are equitable within the meaning of this subdivision when the primary
51.13 consideration in negotiating, establishing, recommending, and approving total compensation
51.14 is comparability of the value of the work in relationship to other ~~positions~~ classifications
51.15 in the executive branch.

51.16 Sec. 2. Minnesota Statutes 2024, section 43A.02, subdivision 14, is amended to read:

51.17 Subd. 14. ~~Commissioner's~~ **Nonrepresented employees compensation**
51.18 **plan.** "~~Commissioner's~~ Nonrepresented employees compensation plan" means the plan
51.19 required by section 3.855 regarding total compensation and terms and conditions of
51.20 employment, including grievance administration, for employees of the executive branch
51.21 who are not otherwise provided for in this chapter or other law.

51.22 Sec. 3. Minnesota Statutes 2024, section 43A.04, subdivision 1, is amended to read:

51.23 Subdivision 1. **Statewide leadership.** (a) The commissioner is the chief personnel and
51.24 labor relations manager of the civil service in the executive branch.

51.25 Whenever any power or responsibility is given to the commissioner by any provision
51.26 of this chapter, unless otherwise expressly provided, the power or authority applies to all
51.27 employees of agencies in the executive branch and to employees in classified positions in
51.28 the Office of the Legislative Auditor, the Minnesota State Retirement System, the Public
51.29 Employees Retirement Association, and the Teacher's Retirement Association. Unless
51.30 otherwise provided by law, the power or authority does not apply to unclassified employees
51.31 in the legislative and judicial branches.

52.1 (b) The commissioner shall operate an information system from which personnel data,
52.2 as defined in section 13.43, concerning employees and applicants for positions in the
52.3 classified service can be retrieved.

52.4 The commissioner has access to all public and private personnel data kept by appointing
52.5 authorities that will aid in the discharge of the commissioner's duties.

52.6 (c) The commissioner may consider and investigate any matters concerned with the
52.7 administration of provisions of this chapter, and may order any remedial actions consistent
52.8 with law. The commissioner, at the request of an agency, shall provide assistance in employee
52.9 misconduct investigations. Upon request of the appointing authority, the commissioner may
52.10 issue determinations on personnel matters regarding board-appointed executive directors
52.11 or leaders. The commissioner shall have the right to assess from the requesting agency, any

30.15 **ARTICLE 2**

30.16 **STATE PERSONNEL MANAGEMENT**

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30.21 relationships are equitable within the meaning of this subdivision when the primary
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30.24 in the executive branch.

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30.28 required by section 3.855 regarding total compensation and terms and conditions of
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31.5 of this chapter, unless otherwise expressly provided, the power or authority applies to all
31.6 employees of agencies in the executive branch and to employees in classified positions in
31.7 the Office of the Legislative Auditor, the Minnesota State Retirement System, the Public
31.8 Employees Retirement Association, and the Teacher's Retirement Association. Unless
31.9 otherwise provided by law, the power or authority does not apply to unclassified employees
31.10 in the legislative and judicial branches.

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31.12 as defined in section 13.43, concerning employees and applicants for positions in the
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31.15 authorities that will aid in the discharge of the commissioner's duties.

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31.17 administration of provisions of this chapter, and may order any remedial actions consistent
31.18 with law. The commissioner, at the request of an agency, shall provide assistance in employee
31.19 misconduct investigations. Upon request of the appointing authority, the commissioner may
31.20 issue determinations on personnel matters regarding board-appointed executive directors
31.21 or leaders. The commissioner shall have the right to assess from the requesting agency, any

52.12 costs incurred while assisting the agency in the employee misconduct investigation. Money
52.13 received by the commissioner under this paragraph is appropriated to the commissioner for
52.14 purposes of this paragraph.

52.15 (d) The commissioner may assess or establish and collect premiums from all state entities
52.16 to cover the costs of programs under ~~sections~~ section 15.46 and 176.603.

52.17 Sec. 4. Minnesota Statutes 2024, section 43A.04, subdivision 4, is amended to read:

52.18 Subd. 4. **Administrative procedures.** The commissioner shall develop administrative
52.19 procedures, which are not subject to the rulemaking provisions of the Administrative
52.20 Procedure Act, to effect provisions of chapter 43A which do not directly affect the rights
52.21 of or processes available to the general public. The commissioner may also adopt
52.22 administrative procedures, not subject to the Administrative Procedure Act, which concern
52.23 topics affecting the general public if those procedures concern only the internal management
52.24 of the department or other agencies and if those elements of the topics which affect the
52.25 general public are the subject of department rules.

52.26 Administrative procedures shall be reproduced and made available for comment in
52.27 accessible digital formats under section 16E.03 to agencies, employees, and appropriate
52.28 exclusive representatives certified pursuant to sections 179A.01 to 179A.25, for at least 15
52.29 days prior to implementation and shall include but are not limited to:

52.30 (1) maintenance and administration of a plan of classification for all positions in the
52.31 classified service and for comparisons of unclassified positions with positions in the classified
52.32 service;

53.1 (2) procedures for administration of collective bargaining agreements and plans
53.2 established pursuant to section 43A.18 concerning total compensation and the terms and
53.3 conditions of employment for employees;

53.4 (3) procedures for effecting all personnel actions internal to the state service such as
53.5 processes and requirements for agencies to publicize job openings and consider applicants
53.6 who ~~are referred or nominate themselves~~ apply, conduct of selection procedures limited to
53.7 employees, noncompetitive and qualifying appointments of employees and leaves of absence;

53.8 (4) maintenance and administration of employee performance appraisal, training and
53.9 other programs; and

53.10 (5) procedures for pilots of the reengineered employee selection process. Employment
53.11 provisions of this chapter, associated personnel rules adopted under subdivision 3, and
53.12 administrative procedures established under clauses (1) and (3) may be waived for the
53.13 purposes of these pilots. The pilots may affect the rights of and processes available to
53.14 members of the general public seeking employment in the classified service. The
53.15 commissioner will provide public notice of any pilot directly affecting the rights of and
53.16 processes available to the general public and make the administrative procedures available
53.17 for comment to the general public, agencies, employees, and appropriate exclusive

31.22 costs incurred while assisting the agency in the employee misconduct investigation. Money
31.23 received by the commissioner under this paragraph is appropriated to the commissioner for
31.24 purposes of this paragraph.

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32.1 of the department or other agencies and if those elements of the topics which affect the
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32.8 classified service and for comparisons of unclassified positions with positions in the classified
32.9 service;

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32.11 established pursuant to section 43A.18 concerning total compensation and the terms and
32.12 conditions of employment for employees;

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32.22 purposes of these pilots. The pilots may affect the rights of and processes available to
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32.25 processes available to the general public and make the administrative procedures available
32.26 for comment to the general public, agencies, employees, and appropriate exclusive

53.18 representatives certified pursuant to sections 179A.01 to 179A.25 for at least 30 days prior
53.19 to implementation. The commissioner must publish the public notice in an accessible digital
53.20 format under section 16E.03. The commissioner must provide a comment process that allows
53.21 the public to submit comments through multiple formats to ensure accessibility. These
53.22 formats must include telephone, digital content, and email.

53.23 Sec. 5. Minnesota Statutes 2024, section 43A.04, subdivision 8, is amended to read:

53.24 Subd. 8. **Donation of time.** Notwithstanding any law to the contrary, the commissioner
53.25 shall authorize the appointing authority to permit the donation of up to eight hours of
53.26 accumulated vacation time in each year by each employee who is a member of law
53.27 enforcement unit number 1, 18, or 19 to their union representative for the purpose of carrying
53.28 out the duties of office.

53.29 Sec. 6. Minnesota Statutes 2024, section 43A.05, subdivision 3, is amended to read:

53.30 Subd. 3. **Commissioner's Nonrepresented employees compensation plan.** The
53.31 commissioner shall periodically develop and establish pursuant to this chapter a
53.32 ~~commissioner's~~ nonrepresented employees compensation plan. The commissioner shall
53.33 submit the plan to the Legislative Coordinating Commission.

54.1 Sec. 7. Minnesota Statutes 2024, section 43A.08, subdivision 1a, is amended to read:

54.2 Subd. 1a. **Additional unclassified positions.** Appointing authorities for ~~the following~~
54.3 ~~agencies may designate additional unclassified positions according to this subdivision: the~~
54.4 ~~Departments of Administration; Agriculture; Children, Youth, and Families; Commerce;~~
54.5 ~~Corrections; Education; Employment and Economic Development; Explore Minnesota~~
54.6 ~~Tourism; Management and Budget; Health; Human Rights; Human Services; Labor and~~
54.7 ~~Industry; Natural Resources; Public Safety; Revenue; Transportation; and Veterans Affairs;~~
54.8 ~~the Housing Finance and Pollution Control Agencies; the State Lottery; the State Board of~~
54.9 ~~Investment; the Office of Administrative Hearings; the Department of Information~~
54.10 ~~Technology Services; an agency, including the Offices of the Attorney General, Secretary~~
54.11 ~~of State, and State Auditor; the Minnesota State Colleges and Universities; the Minnesota~~
54.12 ~~Office of Higher Education; the Perpich Center for Arts Education; Direct Care and~~
54.13 ~~Treatment; the Minnesota Zoological Board; and the Office of Emergency Medical Services,~~
54.14 may designate additional unclassified positions.

54.15 A position designated ~~by an appointing authority~~ according to this subdivision must
54.16 meet the following standards and criteria:

54.17 (1) the designation of the position would not be contrary to other law relating specifically
54.18 to that agency;

54.19 (2) the person occupying the position would report directly to the agency head or deputy
54.20 agency head and would be designated as part of the agency head's management team;

54.21 (3) the duties of the position would involve significant discretion and substantial
54.22 involvement in the development, interpretation, and implementation of agency policy;

32.27 representatives certified pursuant to sections 179A.01 to 179A.25 for at least 30 days prior
32.28 to implementation. The commissioner must publish the public notice in an accessible digital
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33.31 agency head and would be designated as part of the agency head's management team;

34.1 (3) the duties of the position would involve significant discretion and substantial
34.2 involvement in the development, interpretation, and implementation of agency policy;

54.23 (4) the duties of the position would not require primarily personnel, accounting, or other
54.24 technical expertise where continuity in the position would be important;

54.25 (5) there would be a need for the person occupying the position to be accountable to,
54.26 loyal to, and compatible with, the governor and the agency head, the employing statutory
54.27 board or commission, or the employing constitutional officer;

54.28 (6) the position would be at the level of division or bureau director or assistant to the
54.29 agency head; and

54.30 (7) the commissioner has approved the designation as being consistent with the standards
54.31 and criteria in this subdivision.

55.1 Sec. 8. Minnesota Statutes 2024, section 43A.08, subdivision 4, is amended to read:

55.2 Subd. 4. **Length of service for student workers.** A person may ~~not only~~ be employed
55.3 as a student worker in the unclassified service under subdivision 1 ~~for more than 36 months.~~
55.4 ~~Employment at a school that a student attends is not counted for purposes of this 36-month~~
55.5 ~~limit. Student workers in the Minnesota Department of Transportation SEEDS program~~
55.6 ~~who are actively involved in a four-year degree program preparing for a professional career~~
55.7 ~~job in the Minnesota Department of Transportation may be employed as a student worker~~
55.8 ~~for up to 48 months if the person is enrolled in secondary, postsecondary, or graduate study.~~

55.9 Sec. 9. Minnesota Statutes 2024, section 43A.11, subdivision 9, is amended to read:

55.10 Subd. 9. **~~Rejection~~ Nonselection; explanation.** If the appointing authority ~~rejects~~ does
55.11 ~~not~~ select a member of the finalist pool who has claimed veteran's preference, the appointing
55.12 authority shall notify the finalist in writing of the reasons for the rejection.

55.13 Sec. 10. Minnesota Statutes 2024, section 43A.121, is amended to read:

55.14 **43A.121 RANKING OF THE APPLICANT POOL.**

55.15 Applicants referred from a layoff list shall be ranked as provided in the collective
55.16 bargaining agreement or plan established under section 43A.18, under which the layoff list
55.17 was established. All other names in an applicant pool shall be ranked according to the
55.18 veteran's preference provisions of section 43A.11, subdivision 7, ~~and then in descending~~
55.19 ~~order of the number of skill matches for the vacant position.~~ If any ties in rank remain, those
55.20 names shall appear in alphabetical order.

55.21 Sec. 11. Minnesota Statutes 2024, section 43A.15, subdivision 4, is amended to read:

55.22 Subd. 4. **Provisional appointments.** The commissioner may authorize an appointing
55.23 authority to make a provisional appointment if no applicant is suitable or available for
55.24 appointment and the person to be provisionally appointed is qualified in all respects except
55.25 for completion of a licensure or certification requirement.

55.26 No person shall be employed on a provisional basis for more than six months unless the
55.27 commissioner grants an extension to a maximum of 12 months in the best interest of the

34.3 (4) the duties of the position would not require primarily personnel, accounting, or other
34.4 technical expertise where continuity in the position would be important;

34.5 (5) there would be a need for the person occupying the position to be accountable to,
34.6 loyal to, and compatible with, the governor and the agency head, the employing statutory
34.7 board or commission, or the employing constitutional officer;

34.8 (6) the position would be at the level of division or bureau director or assistant to the
34.9 agency head; and

34.10 (7) the commissioner has approved the designation as being consistent with the standards
34.11 and criteria in this subdivision.

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34.15 ~~Employment at a school that a student attends is not counted for purposes of this 36-month~~
34.16 ~~limit. Student workers in the Minnesota Department of Transportation SEEDS program~~
34.17 ~~who are actively involved in a four-year degree program preparing for a professional career~~
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34.19 ~~for up to 48 months if they are enrolled in secondary, postsecondary, or graduate study.~~

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35.4 appointment and the person to be provisionally appointed is qualified in all respects except
35.5 for completion of a licensure or certification requirement.

35.6 No person shall be employed on a provisional basis for more than six months unless the
35.7 commissioner grants an extension to a maximum of 12 months in the best interest of the

55.28 state. No extension may be granted beyond 12 months except where there is a lack of
55.29 applicants and the provisional appointee is continuing to work to complete the licensure or
55.30 certification requirement.

56.1 At the request of an appointing authority, the commissioner may authorize the
56.2 probationary appointment of a provisional appointee who has performed satisfactorily ~~for~~
56.3 ~~at least 60 days~~ and has completed the licensure or certification requirement.

56.4 Sec. 12. Minnesota Statutes 2024, section 43A.15, subdivision 7, is amended to read:

56.5 Subd. 7. **Appointments for unclassified incumbents of newly classified positions.** The
56.6 commissioner may authorize the probationary appointment of an incumbent who has passed
56.7 a qualifying selection process and who has served at least one year in an unclassified position
56.8 ~~which has been placed in the classified service by proper authority.~~

56.9 Sec. 13. Minnesota Statutes 2024, section 43A.15, subdivision 12, is amended to read:

56.10 Subd. 12. ~~Work-training Trainee appointments.~~ The commissioner may authorize
56.11 the probationary appointment of persons who successfully complete on-the-job state training
56.12 programs ~~which that~~ have been approved by the commissioner.

56.13 Sec. 14. Minnesota Statutes 2024, section 43A.15, subdivision 14, is amended to read:

56.14 Subd. 14. **700-hour on-the-job demonstration experience.** (a) The commissioner shall
56.15 consult with the Department of Employment and Economic Development's Vocational
56.16 Rehabilitation Services and State Services for the Blind and other disability experts in
56.17 establishing, reviewing, and modifying the qualifying procedures for applicants whose
56.18 disabilities are of such a significant nature that the applicants are unable to demonstrate
56.19 their abilities in the selection process. The qualifying procedures must consist of up to 700
56.20 hours of on-the-job demonstration experience. The 700-hour on-the-job demonstration
56.21 experience is an alternative, noncompetitive hiring process for qualified applicants with
56.22 disabilities. All permanent executive branch classified positions are eligible for a 700-hour
56.23 on-the-job demonstration experience, and all permanent classified job postings must provide
56.24 information regarding the on-the-job demonstration overview and certification process.

56.25 (b) The commissioner ~~may~~ shall authorize the probationary appointment of an applicant
56.26 based on the request of the appointing authority that documents that the applicant has
56.27 successfully demonstrated qualifications for the position through completion of an on-the-job
56.28 demonstration experience. A qualified applicant ~~should~~ shall be converted to ~~permanent, a~~
56.29 probationary ~~appointments~~ **appointment** at the point in the 700-hour on-the-job experience
56.30 when the applicant has demonstrated the ability to perform the essential functions of the
56.31 job with or without reasonable accommodation. The implementation of this subdivision
56.32 may not be deemed a violation of chapter 43A or 363A.

57.1 (c) The commissioner and the ADA and disability employment director, described in
57.2 section 43A.19, subdivision 1, paragraph (e), are responsible for the administration and

35.8 state. No extension may be granted beyond 12 months except where there is a lack of
35.9 applicants and the provisional appointee is continuing to work to complete the licensure or
35.10 certification requirement.

35.11 At the request of an appointing authority, the commissioner may authorize the
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35.22 programs ~~which that~~ have been approved by the commissioner.

35.23 Sec. 14. Minnesota Statutes 2024, section 43A.15, subdivision 14, is amended to read:

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35.29 their abilities in the selection process. The qualifying procedures must consist of up to 700
35.30 hours of on-the-job demonstration experience. The 700-hour on-the-job demonstration
35.31 experience is an alternative, noncompetitive hiring process for qualified applicants with
35.32 disabilities. All permanent executive branch classified positions are eligible for a 700-hour
36.1 on-the-job demonstration experience, and all permanent classified job postings must provide
36.2 information regarding the on-the-job demonstration overview and certification process.

36.3 (b) The commissioner ~~may~~ shall authorize the probationary appointment of an applicant
36.4 based on the request of the appointing authority that documents that the applicant has
36.5 successfully demonstrated qualifications for the position through completion of an on-the-job
36.6 demonstration experience. A qualified applicant ~~should~~ shall be converted to ~~permanent,~~
36.7 probationary ~~appointments~~ **appointment** at the point in the 700-hour on-the-job experience when the
36.8 applicant has demonstrated the ability to perform the essential functions of the job with or
36.9 without reasonable accommodation. The implementation of this subdivision may not be
36.10 deemed a violation of chapter 43A or 363A.

36.11 (c) The commissioner and the ADA and disability employment director, described in
36.12 section 43A.19, subdivision 1, paragraph (e), are responsible for the administration and

57.3 oversight of the 700-hour on-the-job demonstration experience, including the establishment
57.4 of policies and procedures, data collection and reporting requirements, and compliance.

57.5 (d) The commissioner or the commissioner's designee shall design and implement a
57.6 training curriculum for the 700-hour on-the-job demonstration experience. All executive
57.7 leaders, managers, supervisors, human resources professionals, affirmative action officers,
57.8 and ADA coordinators must receive annual training on the program.

57.9 (e) The commissioner or the commissioner's designee shall develop, administer, and
57.10 make public a formal grievance process for individuals in the 700-hour on-the-job
57.11 demonstration experience under this subdivision and supported work program under section
57.12 43A.421, subdivision 2.

57.13 (f) An appointing authority must make reasonable accommodations in response to a
57.14 request from an applicant with a disability, including providing accommodations in a timely
57.15 manner during the application and hiring process and throughout the 700-hour on-the-job
57.16 demonstration experience. Requirements for accessibility for public records under section
57.17 363A.42, continuing education under section 363A.43, and technology under section 16E.03,
57.18 subdivision 2, clauses (3) and (9), apply to an agency filling an appointment during the
57.19 application and hiring process and through the on-the-job demonstration experience period.

57.20 Sec. 15. Minnesota Statutes 2024, section 43A.17, subdivision 5, is amended to read:

57.21 Subd. 5. **Salary on demotion; special cases.** The commissioner may, upon request of
57.22 an appointing authority, approve payment of an employee with permanent status at a salary
57.23 rate above the maximum of the class to which the employee is demoted. The commissioner
57.24 shall take such action as required by collective bargaining agreements or plans pursuant to
57.25 section 43A.18. If the action is justified by the employee's long or outstanding service,
57.26 exceptional or technical qualifications, age, health, or substantial changes in work assignment
57.27 beyond the control of the employee, the commissioner may approve a rate up to and including
57.28 the employee's salary immediately prior to demotion. Thereafter, so long as the employee
57.29 remains in the same position, the employee shall not be eligible to receive any increase in
57.30 salary until the employee's salary is within the range of the class to which the employee's
57.31 position is allocated unless such increases are specifically provided in collective bargaining
57.32 agreements or plans pursuant to section 43A.18.

36.13 oversight of the 700-hour on-the-job demonstration experience, including the establishment
36.14 of policies and procedures, data collection and reporting requirements, and compliance.

36.15 (d) The commissioner or the commissioner's designee shall design and implement a
36.16 training curriculum for the 700-hour on-the-job demonstration experience. All executive
36.17 leaders, managers, supervisors, human resources professionals, affirmative action officers,
36.18 and ADA coordinators must receive annual training on the program.

36.19 (e) The commissioner or the commissioner's designee shall develop, administer, and
36.20 make public a formal grievance process for individuals in the 700-hour on-the-job
36.21 demonstration experience under this subdivision and supported work customized employment
36.22 program under section 43A.421, subdivision 2.

36.23 (f) An appointing authority must make reasonable accommodations in response to a
36.24 request from an applicant with a disability, including providing accommodations in a timely
36.25 manner during the application and hiring process and throughout the 700-hour on-the-job
36.26 demonstration experience. Requirements for accessibility for public records under section
36.27 363A.42, continuing education under section 363A.43, and technology under section 16E.03,
36.28 subdivision 2, clauses (3) and (9), apply to an agency filling an appointment during the
36.29 application and hiring process and through the on-the-job demonstration experience period.

36.30 Sec. 15. Minnesota Statutes 2024, section 43A.17, subdivision 5, is amended to read:

36.31 Subd. 5. **Salary on demotion; special cases.** The commissioner may, upon request of
36.32 an appointing authority, approve payment of an employee with permanent status at a salary
36.33 rate above the maximum of the class to which the employee is demoted. The commissioner
37.1 shall take such action as required by collective bargaining agreements or plans pursuant to
37.2 section 43A.18. If the action is justified by the employee's long or outstanding service,
37.3 exceptional or technical qualifications, age, health, or substantial changes in work assignment
37.4 beyond the control of the employee, the commissioner may approve a rate up to and including
37.5 the employee's salary immediately prior to demotion. Thereafter, so long as the employee
37.6 remains in the same position, the employee shall not be eligible to receive any increase in
37.7 salary until the employee's salary is within the range of the class to which the employee's
37.8 position is allocated unless such increases are specifically provided in collective bargaining
37.9 agreements or plans pursuant to section 43A.18.

37.10 Sec. 16. Minnesota Statutes 2024, section 43A.18, subdivision 2, is amended to read:

37.11 Subd. 2. **Commissioner's Nonrepresented employees compensation plan.** Except as
37.12 provided in section 43A.01, the compensation, terms and conditions of employment for all
37.13 classified and unclassified employees, except unclassified employees in the legislative and
37.14 judicial branches, who are not covered by a collective bargaining agreement and not otherwise
37.15 provided for in chapter 43A or other law are governed solely by a plan developed by the
37.16 commissioner. The Legislative Coordinating Commission shall review the plan under section
37.17 3.855, subdivision 2. The plan need not be adopted in accordance with the rulemaking
37.18 provisions of chapter 14.

58.1 Sec. 16. Minnesota Statutes 2024, section 43A.181, subdivision 1, is amended to read:

58.2 Subdivision 1. **Donation of vacation time.** A state employee may donate up to 12 hours
58.3 of accrued vacation time in any fiscal year to the account established by subdivision 2 for
58.4 the benefit of another state employee. ~~The employee must notify the employee's agency~~
58.5 ~~head of the amount of accrued vacation time the employee wishes to donate and the name~~
58.6 ~~of the other state employee who is to benefit from the donation. The agency head shall~~
58.7 ~~determine the monetary value of the donated time, using the gross salary of the employee~~
58.8 ~~making the donation. The agency head shall transfer that amount, less deductions for~~
58.9 ~~applicable taxes and retirement contributions, to the account established by subdivision 2.~~
58.10 A donation of accrued vacation time is irrevocable once its monetary value has been
58.11 transferred to the account.

58.12 Sec. 17. Minnesota Statutes 2024, section 43A.1815, is amended to read:

58.13 **43A.1815 VACATION DONATION TO SICK LEAVE ACCOUNT.**

58.14 (a) In addition to donations under section 43A.181, a state employee may donate a total
58.15 of up to 40 hours of accrued vacation leave each fiscal year to the sick leave account of one
58.16 or more state employees. A state employee may not be paid for more than 80 hours in a
58.17 payroll period during which the employee uses sick leave credited to the employee's account
58.18 as a result of a transfer from another state employee's vacation account.

58.19 (b) At retirement, eligible state employees may donate additional accumulated vacation
58.20 hours in excess of their vacation payout at time of retirement into a general pool, even if
58.21 they already have donated 40 hours.

58.22 ~~(b)~~ (c) The recipient employee must receive donations, as available, for a life-threatening
58.23 condition of the employee or spouse or dependent child that prevents the employee from
58.24 working. A recipient may use program donations retroactively to when all forms of paid
58.25 leave are exhausted if the employee has sufficient donations to cover the period of
58.26 retroactivity. A recipient who receives program donations under this section may use up to
58.27 80 hours of program donations after the death of a spouse or dependent child.

58.28 ~~(c)~~ (d) An applicant for benefits under this section who receives an unfavorable
58.29 determination may select a designee to consult with the commissioner or commissioner's
58.30 designee on the reasons for the determination.

58.31 ~~(d)~~ (e) The commissioner shall establish procedures under section 43A.04, subdivision
58.32 4, for eligibility, duration of need based on individual cases, monitoring and evaluation of
58.33 individual eligibility status, and other topics related to administration of this program.

59.1 Sec. 18. Minnesota Statutes 2024, section 43A.19, subdivision 1, is amended to read:

59.2 Subdivision 1. **Statewide affirmative action program.** (a) To assure that positions in
59.3 the executive branch of the civil service are equally accessible to all qualified persons, and
59.4 to eliminate the effects of past and present discrimination, intended or unintended, on the
59.5 basis of protected group status, the commissioner shall adopt and periodically revise, if

37.19 Sec. 17. Minnesota Statutes 2024, section 43A.181, subdivision 1, is amended to read:

37.20 Subdivision 1. **Donation of vacation time.** A state employee may donate up to 12 hours
37.21 of accrued vacation time in any fiscal year to the account established by subdivision 2 for
37.22 the benefit of another state employee. ~~The employee must notify the employee's agency~~
37.23 ~~head of the amount of accrued vacation time the employee wishes to donate and the name~~
37.24 ~~of the other state employee who is to benefit from the donation. The agency head shall~~
37.25 ~~determine the monetary value of the donated time, using the gross salary of the employee~~
37.26 ~~making the donation. The agency head shall transfer that amount, less deductions for~~
37.27 ~~applicable taxes and retirement contributions, to the account established by subdivision 2.~~
37.28 A donation of accrued vacation time is irrevocable once its monetary value has been
37.29 transferred to the account.

38.1 Sec. 18. Minnesota Statutes 2024, section 43A.1815, is amended to read:

38.2 **43A.1815 VACATION DONATION TO SICK LEAVE ACCOUNT.**

38.3 (a) In addition to donations under section 43A.181, a state employee may donate a total
38.4 of up to 40 hours of accrued vacation leave each fiscal year to the sick leave account of one
38.5 or more state employees. A state employee may not be paid for more than 80 hours in a
38.6 payroll period during which the employee uses sick leave credited to the employee's account
38.7 as a result of a transfer from another state employee's vacation account.

38.8 (b) At retirement, eligible state employees may donate additional accumulated vacation
38.9 hours in excess of their vacation payout at time of retirement, into a general pool, even if
38.10 they already have donated 40 hours.

38.11 ~~(b)~~ (c) The recipient employee must receive donations, as available, for a life-threatening
38.12 condition of the employee or spouse or dependent child that prevents the employee from
38.13 working. A recipient may use program donations retroactively to when all forms of paid
38.14 leave are exhausted if the employee has sufficient donations to cover the period of
38.15 retroactivity. A recipient who receives program donations under this section may use up to
38.16 80 hours of program donations after the death of a spouse or dependent child.

38.17 ~~(c)~~ (d) An applicant for benefits under this section who receives an unfavorable
38.18 determination may select a designee to consult with the commissioner or commissioner's
38.19 designee on the reasons for the determination.

38.20 ~~(d)~~ (e) The commissioner shall establish procedures under section 43A.04, subdivision
38.21 4, for eligibility, duration of need based on individual cases, monitoring and evaluation of
38.22 individual eligibility status, and other topics related to administration of this program.

38.23 Sec. 19. Minnesota Statutes 2024, section 43A.19, subdivision 1, is amended to read:

38.24 Subdivision 1. **Statewide affirmative action program.** (a) To assure that positions in
38.25 the executive branch of the civil service are equally accessible to all qualified persons, and
38.26 to eliminate the effects of past and present discrimination, intended or unintended, on the
38.27 basis of protected group status, the commissioner shall adopt and periodically revise, if

59.6 necessary, a statewide affirmative action program. The statewide affirmative action program
59.7 must consist of at least the following:

59.8 (1) objectives, goals, and policies;

59.9 (2) procedures, standards, and assumptions to be used by agencies in the preparation of
59.10 agency affirmative action plans, including methods by which goals and timetables are
59.11 established;

59.12 (3) the analysis of separation patterns to determine the impact on protected group
59.13 members; and

59.14 (4) requirements for annual objectives and submission of affirmative action progress
59.15 reports from heads of agencies.

59.16 Agency heads must report the data in clause (3) to the state Director of ~~Recruitment,~~
59.17 ~~Retention and~~ Affirmative Action and the state ADA coordinator, in addition to being
59.18 available to anyone upon request. The commissioner must annually post the aggregate and
59.19 agency-level reports under clause (4) on the agency's website.

59.20 (b) The commissioner shall establish statewide affirmative action goals for each of the
59.21 federal Equal Employment Opportunity (EEO) occupational categories applicable to state
59.22 employment, using at least the following factors:

59.23 (1) the percentage of members of each protected class in the recruiting area population
59.24 who have the necessary skills; and

59.25 (2) the availability for promotion or transfer of current employees who are members of
59.26 protected classes.

59.27 (c) The commissioner may use any of the following factors in addition to the factors
59.28 required under paragraph (b):

59.29 (1) the extent of unemployment of members of protected classes in the recruiting area
59.30 population;

59.31 (2) the existence of training programs in needed skill areas offered by employing agencies
59.32 and other institutions; and

60.1 (3) the expected number of available positions to be filled.

60.2 (d) The commissioner shall designate a state director of diversity and equal employment
60.3 opportunity who may be delegated the preparation, revision, implementation, and
60.4 administration of the program. The commissioner of management and budget may place
60.5 the director's position in the unclassified service if the position meets the criteria established
60.6 in section 43A.08, subdivision 1a.

60.7 (e) The commissioner shall designate a statewide ADA and disability employment
60.8 director. The commissioner may delegate the preparation, revision, implementation,

38.28 necessary, a statewide affirmative action program. The statewide affirmative action program
38.29 must consist of at least the following:

38.30 (1) objectives, goals, and policies;

39.1 (2) procedures, standards, and assumptions to be used by agencies in the preparation of
39.2 agency affirmative action plans, including methods by which goals and timetables are
39.3 established;

39.4 (3) the analysis of separation patterns to determine the impact on protected group
39.5 members; and

39.6 (4) requirements for annual objectives and submission of affirmative action progress
39.7 reports from heads of agencies.

39.8 Agency heads must report the data in clause (3) to the state Director of ~~Recruitment,~~
39.9 ~~Retention and~~ Affirmative Action and the state ADA coordinator, in addition to being
39.10 available to anyone upon request. The commissioner must annually post the aggregate and
39.11 agency-level reports under clause (4) on the agency's website.

39.12 (b) The commissioner shall establish statewide affirmative action goals for each of the
39.13 federal Equal Employment Opportunity (EEO) occupational categories applicable to state
39.14 employment, using at least the following factors:

39.15 (1) the percentage of members of each protected class in the recruiting area population
39.16 who have the necessary skills; and

39.17 (2) the availability for promotion or transfer of current employees who are members of
39.18 protected classes.

39.19 (c) The commissioner may use any of the following factors in addition to the factors
39.20 required under paragraph (b):

39.21 (1) the extent of unemployment of members of protected classes in the recruiting area
39.22 population;

39.23 (2) the existence of training programs in needed skill areas offered by employing agencies
39.24 and other institutions; and

39.25 (3) the expected number of available positions to be filled.

39.26 (d) The commissioner shall designate a state director of diversity and equal employment
39.27 opportunity who may be delegated the preparation, revision, implementation, and
39.28 administration of the program. The commissioner of management and budget may place
39.29 the director's position in the unclassified service if the position meets the criteria established
39.30 in section 43A.08, subdivision 1a.

39.31 (e) The commissioner shall designate a statewide ADA and disability employment
39.32 director. The commissioner may delegate the preparation, revision, implementation,

60.9 evaluation, and administration of the program to the director. The director must administer
60.10 the 700-hour on-the-job demonstration experience under the supported work program and
60.11 disabled veteran's employment programs. The ADA and disability employment director
60.12 shall have education, knowledge, and skills in disability policy, employment, and the ADA.
60.13 The commissioner may place the director's position in the unclassified service if the position
60.14 meets the criteria established in section 43A.08, subdivision 1a.

60.15 (f) Agency affirmative action plans, including reports and progress, must be posted on
60.16 the agency's public and internal websites within 30 days of being approved. The
60.17 commissioner of management and budget shall post a link to all executive branch
60.18 agency-approved affirmative action plans on its public website. Accessible copies of the
60.19 affirmative action plan must be available to all employees and members of the general public
60.20 upon request.

60.21 Sec. 19. Minnesota Statutes 2024, section 43A.23, subdivision 1, is amended to read:

60.22 Subdivision 1. **General.** (a) The commissioner is authorized to request proposals or to
60.23 negotiate and to enter into contracts with parties which in the judgment of the commissioner
60.24 are best qualified to provide service to the benefit plans. Contracts entered into are not
60.25 subject to the requirements of sections 16C.16 to 16C.19. The commissioner may negotiate
60.26 premium rates and coverage. The commissioner shall consider the cost of the plans,
60.27 conversion options relating to the contracts, service capabilities, character, financial position,
60.28 and reputation of the carriers, and any other factors which that the commissioner deems
60.29 appropriate. Each benefit contract must be for a uniform term of at least one year, but may
60.30 be made automatically renewable from term to term in the absence of notice of termination
60.31 by either party. A carrier licensed under chapter 62A is exempt from the taxes imposed by
60.32 chapter 297I on premiums paid to it by the state.

60.33 (b) All self-insured hospital and medical service products must comply with coverage
60.34 mandates, data reporting, and consumer protection requirements applicable to the licensed
61.1 carrier administering the product, had the product been insured, including chapters 62J,
61.2 62M, and 62Q. Any self-insured products that limit coverage to a network of providers or
61.3 provide different levels of coverage between network and nonnetwork providers shall comply
61.4 with section 62D.123 and geographic access standards for health maintenance organizations
61.5 adopted by the commissioner of health in rule under chapter 62D.

61.6 (c) Notwithstanding paragraph (b), a self-insured hospital and medical product offered
61.7 under sections 43A.22 to 43A.30 is required to extend dependent coverage to an eligible
61.8 employee's child to the full extent required under chapters 62A and 62L. Dependent child
61.9 coverage must, at a minimum, extend to an eligible employee's dependent child to the
61.10 limiting age as defined in section 62Q.01, subdivision 2a, disabled children to the extent
61.11 required in sections 62A.14 and 62A.141, and dependent grandchildren to the extent required
61.12 in sections 62A.042 and 62A.302.

40.1 evaluation, and administration of the program to the director. The director must administer
40.2 the 700-hour on-the-job demonstration experience under the supported work customized
40.3 employment program and disabled veteran's employment programs. The ADA and disability
40.4 employment director shall have education, knowledge, and skills in disability policy,
40.5 employment, and the ADA. The commissioner may place the director's position in the
40.6 unclassified service if the position meets the criteria established in section 43A.08,
40.7 subdivision 1a.

40.8 (f) Agency affirmative action plans, including reports and progress, must be posted on
40.9 the agency's public and internal websites within 30 days of being approved. The
40.10 commissioner of management and budget shall post a link to all executive branch
40.11 agency-approved affirmative action plans on its public website. Accessible copies of the
40.12 affirmative action plan must be available to all employees and members of the general public
40.13 upon request.

40.14 Sec. 20. Minnesota Statutes 2024, section 43A.23, subdivision 1, is amended to read:

40.15 Subdivision 1. **General.** (a) The commissioner is authorized to request proposals or to
40.16 negotiate and to enter into contracts with parties which in the judgment of the commissioner
40.17 are best qualified to provide service to the benefit plans. Contracts entered into are not
40.18 subject to the requirements of sections 16C.16 to 16C.19. The commissioner may negotiate
40.19 premium rates and coverage. The commissioner shall consider the cost of the plans,
40.20 conversion options relating to the contracts, service capabilities, character, financial position,
40.21 and reputation of the carriers, and any other factors which that the commissioner deems
40.22 appropriate. Each benefit contract must be for a uniform term of at least one year, but may
40.23 be made automatically renewable from term to term in the absence of notice of termination
40.24 by either party. A carrier licensed under chapter 62A is exempt from the taxes imposed by
40.25 chapter 297I on premiums paid to it by the state.

40.26 (b) All self-insured hospital and medical service products must comply with coverage
40.27 mandates, data reporting, and consumer protection requirements applicable to the licensed
40.28 carrier administering the product, had the product been insured, including chapters 62J,
40.29 62M, and 62Q. Any self-insured products that limit coverage to a network of providers or
40.30 provide different levels of coverage between network and nonnetwork providers shall comply
40.31 with section 62D.123 and geographic access standards for health maintenance organizations
40.32 adopted by the commissioner of health in rule under chapter 62D.

40.33 (c) Notwithstanding paragraph (b), a self-insured hospital and medical product offered
40.34 under sections 43A.22 to 43A.30 is required to extend dependent coverage to an eligible
41.1 employee's child to the full extent required under chapters 62A and 62L. Dependent child
41.2 coverage must, at a minimum, extend to an eligible employee's dependent child to the
41.3 limiting age as defined in section 62Q.01, subdivision 2a, disabled children to the extent
41.4 required in sections 62A.14 and 62A.141, and dependent grandchildren to the extent required
41.5 in sections 62A.042 and 62A.302.

61.13 (d) Beginning January 1, 2010, the health insurance benefit plans offered in the
61.14 ~~commissioner's nonrepresented employees compensation plan~~ under section 43A.18,
61.15 subdivision 2, and the managerial plan under section 43A.18, subdivision 3, must include
61.16 an option for a health plan that is compatible with the definition of a high-deductible health
61.17 plan in section 223 of the United States Internal Revenue Code.

61.18 Sec. 20. Minnesota Statutes 2024, section 43A.23, subdivision 2, is amended to read:

61.19 Subd. 2. **Contract to contain statement of benefits.** (a) Each contract under sections
61.20 43A.22 to 43A.30 shall contain a detailed statement of benefits offered and shall include
61.21 any maximums, limitations, exclusions, and other definitions of benefits the commissioner
61.22 deems necessary or desirable. Each hospital and medical benefits contract shall provide
61.23 benefits at least equal to those required by section 62E.06, subdivision 2.

61.24 (b) All summaries of benefits describing the hospital and medical service benefits offered
61.25 to state employees must comply with laws and rules for content and clarity applicable to
61.26 the licensed carrier administering the product. Referral procedures must be clearly described.
61.27 The commissioners of commerce and health, ~~as appropriate, shall~~ may review the summaries
61.28 of benefits, ~~whether written or electronic~~, and advise the commissioner on any changes
61.29 needed to ensure compliance.

61.30 Sec. 21. Minnesota Statutes 2024, section 43A.24, subdivision 1a, is amended to read:

61.31 Subd. 1a. **Opt out.** (a) An individual eligible for state-paid hospital, medical, and dental
61.32 benefits under this section has the right to decline those benefits, provided the individual
61.33 declining the benefits can prove health insurance coverage from another source. Any
62.1 individual declining benefits must do so in writing, signed and dated, on a form provided
62.2 by the commissioner.

62.3 (b) The commissioner must create, and make available in hard copy and online a form
62.4 for individuals to use in declining state-paid hospital, medical, and dental benefits. The form
62.5 must, at a minimum, include notice to the declining individual of the next available
62.6 opportunity and procedure to re-enroll in the benefits.

62.7 ~~(e) No later than January 15 of each year, the commissioner of management and budget~~
62.8 ~~must provide a report to the chairs and ranking minority members of the legislative~~
62.9 ~~committees with jurisdiction over state government finance on the number of employees~~
62.10 ~~choosing to opt out of state employee group insurance coverage under this section. The~~
62.11 ~~report must provide itemized statistics, by agency, and include the total amount of savings~~
62.12 ~~accrued to each agency resulting from the opt-outs.~~

62.13 Sec. 22. Minnesota Statutes 2024, section 43A.24, subdivision 2, is amended to read:

62.14 Subd. 2. **Other eligible persons.** The following persons are eligible for state paid life
62.15 insurance and hospital, medical, and dental benefits as determined in applicable collective
62.16 bargaining agreements or by the commissioner or by plans pursuant to section 43A.18,
62.17 subdivision 6, ~~or by the Board of Regents for employees of the University of Minnesota~~

41.6 (d) Beginning January 1, 2010, the health insurance benefit plans offered in the
41.7 ~~commissioner's nonrepresented employees compensation plan~~ under section 43A.18,
41.8 subdivision 2, and the managerial plan under section 43A.18, subdivision 3, must include
41.9 an option for a health plan that is compatible with the definition of a high-deductible health
41.10 plan in section 223 of the United States Internal Revenue Code.

41.11 Sec. 21. Minnesota Statutes 2024, section 43A.23, subdivision 2, is amended to read:

41.12 Subd. 2. **Contract to contain statement of benefits.** (a) Each contract under sections
41.13 43A.22 to 43A.30 shall contain a detailed statement of benefits offered and shall include
41.14 any maximums, limitations, exclusions, and other definitions of benefits the commissioner
41.15 deems necessary or desirable. Each hospital and medical benefits contract shall provide
41.16 benefits at least equal to those required by section 62E.06, subdivision 2.

41.17 (b) All summaries of benefits describing the hospital and medical service benefits offered
41.18 to state employees must comply with laws and rules for content and clarity applicable to
41.19 the licensed carrier administering the product. Referral procedures must be clearly described.
41.20 The commissioners of commerce and health, ~~as appropriate, shall~~ may review the summaries
41.21 of benefits, ~~whether written or electronic~~, and advise the commissioner on any changes
41.22 needed to ensure compliance.

41.23 Sec. 22. Minnesota Statutes 2024, section 43A.24, subdivision 1a, is amended to read:

41.24 Subd. 1a. **Opt out.** (a) An individual eligible for state-paid hospital, medical, and dental
41.25 benefits under this section has the right to decline those benefits, provided the individual
41.26 declining the benefits can prove health insurance coverage from another source. Any
41.27 individual declining benefits must do so in writing, signed and dated, on a form provided
41.28 by the commissioner.

41.29 (b) The commissioner must create, and make available in hard copy and online a form
41.30 for individuals to use in declining state-paid hospital, medical, and dental benefits. The form
41.31 must, at a minimum, include notice to the declining individual of the next available
41.32 opportunity and procedure to re-enroll in the benefits.

42.1 ~~(e) No later than January 15 of each year, the commissioner of management and budget~~
42.2 ~~must provide a report to the chairs and ranking minority members of the legislative~~
42.3 ~~committees with jurisdiction over state government finance on the number of employees~~
42.4 ~~choosing to opt out of state employee group insurance coverage under this section. The~~
42.5 ~~report must provide itemized statistics, by agency, and include the total amount of savings~~
42.6 ~~accrued to each agency resulting from the opt-outs.~~

42.7 Sec. 23. Minnesota Statutes 2024, section 43A.24, subdivision 2, is amended to read:

42.8 Subd. 2. **Other eligible persons.** The following persons are eligible for state paid life
42.9 insurance and hospital, medical, and dental benefits as determined in applicable collective
42.10 bargaining agreements or by the commissioner or by plans pursuant to section 43A.18,
42.11 subdivision 6, ~~or by the Board of Regents for employees of the University of Minnesota~~

62.18 ~~not covered by collective bargaining agreements.~~ Coverages made available, including
62.19 optional coverages, are as contained in the plan established pursuant to section 43A.18,
62.20 subdivision 2:

62.21 (1) a member of the state legislature, provided that changes in benefits resulting in
62.22 increased costs to the state shall not be effective until expiration of the term of the members
62.23 of the existing house of representatives. An eligible member of the state legislature may
62.24 decline to be enrolled for state paid coverages by filing a written waiver with the
62.25 commissioner. The waiver shall not prohibit the member from enrolling the member or
62.26 dependents for optional coverages, without cost to the state, as provided for in section
62.27 43A.26. A member of the state legislature who returns from a leave of absence to a position
62.28 previously occupied in the civil service shall be eligible to receive the life insurance and
62.29 hospital, medical, and dental benefits to which the position is entitled;

62.30 (2) an employee of the legislature or an employee of a permanent study or interim
62.31 committee or commission or a state employee on leave of absence to work for the legislature,
62.32 during a regular or special legislative session, as determined by the Legislative Coordinating
62.33 Commission;

63.1 (3) a judge of the appellate courts or an officer or employee of these courts; a judge of
63.2 the district court, a judge of county court, or a judge of county municipal court; a district
63.3 court referee, judicial officer, court reporter, or law clerk; a district administrator; an
63.4 employee of the Office of the District Administrator that is not in the Second or Fourth
63.5 Judicial District; a court administrator or employee of the court administrator in a judicial
63.6 district under section 480.181, subdivision 1, paragraph (b), and a guardian ad litem program
63.7 employee;

63.8 (4) a salaried employee of the Public Employees Retirement Association;

63.9 (5) a full-time military or civilian officer or employee in the unclassified service of the
63.10 Department of Military Affairs whose salary is paid from state funds;

63.11 (6) an employee of the Minnesota Historical Society, whether paid from state funds or
63.12 otherwise, who is not a member of the governing board;

63.13 ~~(7) an employee of the regents of the University of Minnesota;~~

63.14 ~~(8)~~ (7) notwithstanding section 43A.27, subdivision 3, an employee of the state of
63.15 Minnesota or the regents of the University of Minnesota who is at least 60 and not yet 65
63.16 years of age on July 1, 1982, who is otherwise eligible for employee and dependent insurance
63.17 and benefits pursuant to section 43A.18 or other law, who has at least 20 years of service
63.18 and retires, earlier than required, within 60 days of March 23, 1982; or an employee who
63.19 is at least 60 and not yet 65 years of age on July 1, 1982, who has at least 20 years of state
63.20 service and retires, earlier than required, from employment at Rochester state hospital after
63.21 July 1, 1981; or an employee who is at least 55 and not yet 65 years of age on July 1, 1982,
63.22 and is covered by the Minnesota State Retirement System correctional employee retirement
63.23 plan or the State Patrol retirement fund, who has at least 20 years of state service and retires,

42.12 ~~not covered by collective bargaining agreements.~~ Coverages made available, including
42.13 optional coverages, are as contained in the plan established pursuant to section 43A.18,
42.14 subdivision 2:

42.15 (1) a member of the state legislature, provided that changes in benefits resulting in
42.16 increased costs to the state shall not be effective until expiration of the term of the members
42.17 of the existing house of representatives. An eligible member of the state legislature may
42.18 decline to be enrolled for state paid coverages by filing a written waiver with the
42.19 commissioner. The waiver shall not prohibit the member from enrolling the member or
42.20 dependents for optional coverages, without cost to the state, as provided for in section
42.21 43A.26. A member of the state legislature who returns from a leave of absence to a position
42.22 previously occupied in the civil service shall be eligible to receive the life insurance and
42.23 hospital, medical, and dental benefits to which the position is entitled;

42.24 (2) an employee of the legislature or an employee of a permanent study or interim
42.25 committee or commission or a state employee on leave of absence to work for the legislature,
42.26 during a regular or special legislative session, as determined by the Legislative Coordinating
42.27 Commission;

42.28 (3) a judge of the appellate courts or an officer or employee of these courts; a judge of
42.29 the district court, a judge of county court, or a judge of county municipal court; a district
42.30 court referee, judicial officer, court reporter, or law clerk; a district administrator; an
42.31 employee of the Office of the District Administrator that is not in the Second or Fourth
42.32 Judicial District; a court administrator or employee of the court administrator in a judicial
42.33 district under section 480.181, subdivision 1, paragraph (b), and a guardian ad litem program
42.34 employee;

43.1 (4) a salaried employee of the Public Employees Retirement Association;

43.2 (5) a full-time military or civilian officer or employee in the unclassified service of the
43.3 Department of Military Affairs whose salary is paid from state funds;

43.4 (6) an employee of the Minnesota Historical Society, whether paid from state funds or
43.5 otherwise, who is not a member of the governing board;

43.6 ~~(7) an employee of the regents of the University of Minnesota;~~

43.7 ~~(8)~~ (7) notwithstanding section 43A.27, subdivision 3, an employee of the state of
43.8 Minnesota or the regents of the University of Minnesota who is at least 60 and not yet 65
43.9 years of age on July 1, 1982, who is otherwise eligible for employee and dependent insurance
43.10 and benefits pursuant to section 43A.18 or other law, who has at least 20 years of service
43.11 and retires, earlier than required, within 60 days of March 23, 1982; or an employee who
43.12 is at least 60 and not yet 65 years of age on July 1, 1982, who has at least 20 years of state
43.13 service and retires, earlier than required, from employment at Rochester state hospital after
43.14 July 1, 1981; or an employee who is at least 55 and not yet 65 years of age on July 1, 1982,
43.15 and is covered by the Minnesota State Retirement System correctional employee retirement
43.16 plan or the State Patrol retirement fund, who has at least 20 years of state service and retires,

63.24 earlier than required, within 60 days of March 23, 1982. For purposes of this clause, a person
63.25 retires when the person terminates active employment in state or University of Minnesota
63.26 service and applies for a retirement annuity. Eligibility shall cease when the retired employee
63.27 attains the age of 65, or when the employee chooses not to receive the annuity that the
63.28 employee has applied for. The retired employee shall be eligible for coverages to which the
63.29 employee was entitled at the time of retirement, subject to any changes in coverage through
63.30 collective bargaining or plans established pursuant to section 43A.18, for employees in
63.31 positions equivalent to that from which retired, provided that the retired employee shall not
63.32 be eligible for state-paid life insurance. Coverages shall be coordinated with relevant health
63.33 insurance benefits provided through the federally sponsored Medicare program;

64.1 ~~(9)~~ (8) an employee of an agency of the state of Minnesota identified through the process
64.2 provided in this paragraph who is eligible to retire prior to age 65. The commissioner and
64.3 the exclusive representative of state employees shall enter into agreements under section
64.4 179A.22 to identify employees whose positions are in programs that are being permanently
64.5 eliminated or reduced due to federal or state policies or practices. Failure to reach agreement
64.6 identifying these employees is not subject to impasse procedures provided in chapter 179A.
64.7 The commissioner must prepare a plan identifying eligible employees not covered by a
64.8 collective bargaining agreement in accordance with the process outlined in section 43A.18,
64.9 subdivisions 2 and 3. For purposes of this paragraph, a person retires when the person
64.10 terminates active employment in state service and applies for a retirement annuity. Eligibility
64.11 ends as provided in the agreement or plan, but must cease at the end of the month in which
64.12 the retired employee chooses not to receive an annuity, or the employee is eligible for
64.13 employer-paid health insurance from a new employer. The retired employees shall be eligible
64.14 for coverages to which they were entitled at the time of retirement, subject to any changes
64.15 in coverage through collective bargaining or plans established under section 43A.18 for
64.16 employees in positions equivalent to that from which they retired, provided that the retired
64.17 employees shall not be eligible for state-paid life insurance;

64.18 ~~(10)~~ (9) employees of the state Board of Public Defense, with eligibility determined by
64.19 the state Board of Public Defense in consultation with the commissioner of management
64.20 and budget; and

64.21 ~~(11)~~ (10) employees of supporting organizations of Enterprise Minnesota, Inc., established
64.22 after July 1, 2003, under section 116O.05, subdivision 4, as paid for by the supporting
64.23 organization.

64.24 Sec. 23. Minnesota Statutes 2024, section 43A.27, subdivision 2, is amended to read:

64.25 Subd. 2. **Elective eligibility.** The following persons, if not otherwise covered by section
64.26 43A.24, may elect coverage for themselves or their dependents at their own expense:

64.27 (1) a state employee, including persons on layoff from a civil service position as provided
64.28 in collective bargaining agreements or a plan established pursuant to section 43A.18;

43.17 earlier than required, within 60 days of March 23, 1982. For purposes of this clause, a person
43.18 retires when the person terminates active employment in state or University of Minnesota
43.19 service and applies for a retirement annuity. Eligibility shall cease when the retired employee
43.20 attains the age of 65, or when the employee chooses not to receive the annuity that the
43.21 employee has applied for. The retired employee shall be eligible for coverages to which the
43.22 employee was entitled at the time of retirement, subject to any changes in coverage through
43.23 collective bargaining or plans established pursuant to section 43A.18, for employees in
43.24 positions equivalent to that from which retired, provided that the retired employee shall not
43.25 be eligible for state-paid life insurance. Coverages shall be coordinated with relevant health
43.26 insurance benefits provided through the federally sponsored Medicare program;

43.27 ~~(9)~~ (8) an employee of an agency of the state of Minnesota identified through the process
43.28 provided in this paragraph who is eligible to retire prior to age 65. The commissioner and
43.29 the exclusive representative of state employees shall enter into agreements under section
43.30 179A.22 to identify employees whose positions are in programs that are being permanently
43.31 eliminated or reduced due to federal or state policies or practices. Failure to reach agreement
43.32 identifying these employees is not subject to impasse procedures provided in chapter 179A.
43.33 The commissioner must prepare a plan identifying eligible employees not covered by a
43.34 collective bargaining agreement in accordance with the process outlined in section 43A.18,
44.1 subdivisions 2 and 3. For purposes of this paragraph, a person retires when the person
44.2 terminates active employment in state service and applies for a retirement annuity. Eligibility
44.3 ends as provided in the agreement or plan, but must cease at the end of the month in which
44.4 the retired employee chooses not to receive an annuity, or the employee is eligible for
44.5 employer-paid health insurance from a new employer. The retired employees shall be eligible
44.6 for coverages to which they were entitled at the time of retirement, subject to any changes
44.7 in coverage through collective bargaining or plans established under section 43A.18 for
44.8 employees in positions equivalent to that from which they retired, provided that the retired
44.9 employees shall not be eligible for state-paid life insurance;

44.10 ~~(10)~~ (9) employees of the state Board of Public Defense, with eligibility determined by
44.11 the state Board of Public Defense in consultation with the commissioner of management
44.12 and budget; and

44.13 ~~(11)~~ (10) employees of supporting organizations of Enterprise Minnesota, Inc., established
44.14 after July 1, 2003, under section 116O.05, subdivision 4, as paid for by the supporting
44.15 organization.

44.16 Sec. 24. Minnesota Statutes 2024, section 43A.27, subdivision 2, is amended to read:

44.17 Subd. 2. **Elective eligibility.** The following persons, if not otherwise covered by section
44.18 43A.24, may elect coverage for themselves or their dependents at their own expense:

44.19 (1) a state employee, including persons on layoff from a civil service position as provided
44.20 in collective bargaining agreements or a plan established pursuant to section 43A.18;

64.29 ~~(2) an employee of the Board of Regents of the University of Minnesota, including~~
64.30 ~~persons on layoff, as provided in collective bargaining agreements or by the Board of~~
64.31 ~~Regents;~~

64.32 ~~(3)~~ (2) an officer or employee of the State Agricultural Society, Center for Rural Policy
64.33 and Development, Agricultural Utilization Research Institute, State Horticultural Society,
65.1 Sibley House Association, Minnesota Humanities Center Commission, Minnesota Area
65.2 Industry Labor Management Councils, Minnesota International Center, Minnesota Academy
65.3 of Science, Science Museum of Minnesota, Minnesota Safety Council, state Office of
65.4 Disabled American Veterans, state Office of the American Legion and its auxiliary, state
65.5 Office of Veterans of Foreign Wars and its auxiliary, or state Office of the Military Order
65.6 of the Purple Heart;

65.7 ~~(4)~~ (3) a civilian employee of the adjutant general who is paid from federal funds and
65.8 who is not eligible for benefits from any federal civilian employee group life insurance or
65.9 health benefits program;

65.10 ~~(5)~~ (4) an officer or employee of the State Capitol Affinity Plus Federal Credit Union
65.11 or the Highway Credit Union; and

65.12 ~~(6)~~ (5) an employee of the joint underwriting association pursuant to section 621.121 or
65.13 Minnesota FAIR plan pursuant to section 65A.35, subdivision 5, unless the commissioner
65.14 determines that making these employees eligible to purchase this coverage would cause the
65.15 state employee group insurance program to lose its status as a governmental plan or would
65.16 cause the program to be treated as a multiemployer welfare arrangement.

65.17 Sec. 24. Minnesota Statutes 2024, section 43A.33, subdivision 3, is amended to read:

65.18 Subd. 3. **Procedures.** (a) Procedures for discipline and discharge of employees covered
65.19 by collective bargaining agreements shall be governed by the agreements. Procedures for
65.20 employees not covered by a collective bargaining agreement shall be governed by this
65.21 subdivision and by the commissioner's and managerial plans.

65.22 (b) For discharge, suspension without pay or demotion, no later than the effective date
65.23 of such action, a permanent classified employee not covered by a collective bargaining
65.24 agreement shall be given written notice by the appointing authority. The content of that
65.25 notice as well as the employee's right to reply to the appointing authority shall be as
65.26 prescribed in the grievance procedure contained in the applicable plan established pursuant
65.27 to section 43A.18. The notice shall also include a statement that the employee may elect to
65.28 appeal the action to the Bureau of Mediation Services within 30 calendar days following
65.29 the effective date of the disciplinary action. A copy of the notice and the employee's reply,
65.30 if any, shall be filed by the appointing authority with the commissioner no later than ten
65.31 calendar days following the effective date of the disciplinary action. The commissioner
65.32 shall have final authority to decide whether the appointing authority shall settle the dispute
65.33 prior to the hearing provided under this subdivision 4.

44.21 ~~(2) an employee of the Board of Regents of the University of Minnesota, including~~
44.22 ~~persons on layoff, as provided in collective bargaining agreements or by the Board of~~
44.23 ~~Regents;~~

44.24 ~~(3)~~ (2) an officer or employee of the State Agricultural Society, Center for Rural Policy
44.25 and Development, Agricultural Utilization Research Institute, State Horticultural Society,
44.26 Sibley House Association, Minnesota Humanities Center, Minnesota Area Industry Labor
44.27 Management Councils, Minnesota International Center, Minnesota Academy of Science,
44.28 Science Museum of Minnesota, Minnesota Safety Council, state Office of Disabled American
44.29 Veterans, state Office of the American Legion and its auxiliary, state Office of Veterans of
44.30 Foreign Wars and its auxiliary, or state Office of the Military Order of the Purple Heart;

44.31 ~~(4)~~ (3) a civilian employee of the adjutant general who is paid from federal funds and
44.32 who is not eligible for benefits from any federal civilian employee group life insurance or
44.33 health benefits program;

45.1 ~~(5)~~ (4) an officer or employee of the State Capitol Affinity Plus Federal Credit Union
45.2 or the Highway Credit Union; and

45.3 ~~(6)~~ (5) an employee of the joint underwriting association pursuant to section 621.121 or
45.4 Minnesota FAIR plan pursuant to section 65A.35, subdivision 5, unless the commissioner
45.5 determines that making these employees eligible to purchase this coverage would cause the
45.6 state employee group insurance program to lose its status as a governmental plan or would
45.7 cause the program to be treated as a multiemployer welfare arrangement.

45.8 Sec. 25. Minnesota Statutes 2024, section 43A.33, subdivision 3, is amended to read:

45.9 Subd. 3. **Procedures.** (a) Procedures for discipline and discharge of employees covered
45.10 by collective bargaining agreements shall be governed by the agreements. Procedures for
45.11 employees not covered by a collective bargaining agreement shall be governed by this
45.12 subdivision and by the commissioner's and managerial plans.

45.13 (b) For discharge, suspension without pay or demotion, no later than the effective date
45.14 of such action, a permanent classified employee not covered by a collective bargaining
45.15 agreement shall be given written notice by the appointing authority. The content of that
45.16 notice as well as the employee's right to reply to the appointing authority shall be as
45.17 prescribed in the grievance procedure contained in the applicable plan established pursuant
45.18 to section 43A.18. The notice shall also include a statement that the employee may elect to
45.19 appeal the action to the Bureau of Mediation Services within 30 calendar days following
45.20 the effective date of the disciplinary action. A copy of the notice and the employee's reply,
45.21 if any, shall be filed by the appointing authority with the commissioner no later than ten
45.22 calendar days following the effective date of the disciplinary action. The commissioner
45.23 shall have final authority to decide whether the appointing authority shall settle the dispute
45.24 prior to the hearing provided under this subdivision 4.

66.1 (c) For discharge, suspension, or demotion of an employee serving an initial probationary
66.2 period, and for noncertification in any subsequent probationary period, grievance procedures
66.3 shall be as provided in the plan established pursuant to section 43A.18.

66.4 (d) Within ten days of receipt of the employee's written notice of appeal, the commissioner
66.5 of the Bureau of Mediation Services shall provide both parties with a list of potential
66.6 arbitrators according to the rules of the Bureau of Mediation Services to hear the appeal.
66.7 The process of selecting the arbitrator from the list shall be determined by the plan. The
66.8 hearing shall be conducted pursuant to the rules of the Bureau of Mediation Services. If the
66.9 arbitrator finds, based on the hearing record, that the action appealed was not taken by the
66.10 appointing authority for just cause, the employee shall be reinstated to the position, or an
66.11 equal position in another division within the same agency, without loss of pay. If the arbitrator
66.12 finds that there exists sufficient grounds for institution of the appointing authority's action
66.13 but the hearing record establishes extenuating circumstances, the arbitrator may reinstate
66.14 the employee, with full, partial, or no pay, or may modify the appointing authority's action.
66.15 The appointing authority shall bear the costs of the arbitrator for hearings provided for in
66.16 this section.

66.17 Sec. 25. Minnesota Statutes 2024, section 43A.346, subdivision 2, is amended to read:

66.18 Subd. 2. **Eligibility.** (a) This section applies to a terminated state employee who:

66.19 (1) for at least the five years immediately preceding separation under ~~clause~~ clauses (2)
66.20 and (3), was regularly scheduled to work 1,044 or more hours per year in a position covered
66.21 by a pension plan administered by the Minnesota State Retirement System or the Public
66.22 Employees Retirement Association;

66.23 (2) terminated state or Metropolitan Council employment;

66.24 (3) at the time of termination under clause (2), met the age and service requirements
66.25 necessary to receive an unreduced retirement annuity from the plan and satisfied requirements
66.26 for the commencement of the retirement annuity or, for a terminated employee under the
66.27 unclassified employees retirement plan, met the age and service requirements necessary to
66.28 receive an unreduced retirement annuity from the plan and satisfied requirements for the
66.29 commencement of the retirement annuity or elected a lump-sum payment; and

66.30 (4) agrees to accept a postretirement option position with the same or a different
66.31 appointing authority, working a reduced schedule that is both (i) a reduction of at least 25
66.32 percent from the employee's number of previously regularly scheduled work hours; and (ii)
66.33 1,044 hours or less in state or Metropolitan Council service.

67.1 (b) For purposes of this section, an unreduced retirement annuity includes a retirement
67.2 annuity computed under a provision of law which permits retirement, without application
67.3 of an earlier retirement reduction factor, whenever age plus years of allowable service total
67.4 at least 90.

45.25 (c) For discharge, suspension, or demotion of an employee serving an initial probationary
45.26 period, and for noncertification in any subsequent probationary period, grievance procedures
45.27 shall be as provided in the plan established pursuant to section 43A.18.

45.28 (d) Within ten days of receipt of the employee's written notice of appeal, the commissioner
45.29 of the Bureau of Mediation Services shall provide both parties with a list of potential
45.30 arbitrators according to the rules of the Bureau of Mediation Services to hear the appeal.
45.31 The process of selecting the arbitrator from the list shall be determined by the plan. The
45.32 hearing shall be conducted pursuant to the rules of the Bureau of Mediation Services. If the
45.33 arbitrator finds, based on the hearing record, that the action appealed was not taken by the
45.34 appointing authority for just cause, the employee shall be reinstated to the position, or an
46.1 equal position in another division within the same agency, without loss of pay. If the arbitrator
46.2 finds that there exists sufficient grounds for institution of the appointing authority's action
46.3 but the hearing record establishes extenuating circumstances, the arbitrator may reinstate
46.4 the employee, with full, partial, or no pay, or may modify the appointing authority's action.
46.5 The appointing authority shall bear the costs of the arbitrator for hearings provided for in
46.6 this section.

46.7 Sec. 26. Minnesota Statutes 2024, section 43A.346, subdivision 2, is amended to read:

46.8 Subd. 2. **Eligibility.** (a) This section applies to a terminated state employee who:

46.9 (1) for at least the five years immediately preceding separation under ~~clause~~ clauses (2)
46.10 and (3), was regularly scheduled to work 1,044 or more hours per year in a position covered
46.11 by a pension plan administered by the Minnesota State Retirement System or the Public
46.12 Employees Retirement Association;

46.13 (2) terminated state or Metropolitan Council employment;

46.14 (3) at the time of termination under clause (2), met the age and service requirements
46.15 necessary to receive an unreduced retirement annuity from the plan and satisfied requirements
46.16 for the commencement of the retirement annuity or, for a terminated employee under the
46.17 unclassified employees retirement plan, met the age and service requirements necessary to
46.18 receive an unreduced retirement annuity from the plan and satisfied requirements for the
46.19 commencement of the retirement annuity or elected a lump-sum payment; and

46.20 (4) agrees to accept a postretirement option position with the same or a different
46.21 appointing authority, working a reduced schedule that is both (i) a reduction of at least 25
46.22 percent from the employee's number of previously regularly scheduled work hours; and (ii)
46.23 1,044 hours or less in state or Metropolitan Council service.

46.24 (b) For purposes of this section, an unreduced retirement annuity includes a retirement
46.25 annuity computed under a provision of law which permits retirement, without application
46.26 of an earlier retirement reduction factor, whenever age plus years of allowable service total
46.27 at least 90.

67.5 (c) For purposes of this section, as it applies to state employees who are members of the
67.6 Public Employees Retirement Association who are at least age 62, the length of separation
67.7 requirement and termination of service requirement prohibiting return to work agreements
67.8 under section 353.01, subdivisions 11a and 28, are not applicable.

67.9 Sec. 26. Minnesota Statutes 2024, section 43A.346, subdivision 6, is amended to read:

67.10 Subd. 6. **Duration.** Postretirement option employment is for an initial period not to
67.11 exceed one year. During that period, the appointing authority may not modify the conditions
67.12 of employment specified in the written offer without the person's consent, except as required
67.13 by law or by the collective bargaining agreement or compensation plan applicable to the
67.14 person. At the end of the initial period, the appointing authority has sole discretion to
67.15 determine if the offer of a postretirement option position will be renewed, renewed with
67.16 modifications, or terminated. Postretirement option employment may be renewed for periods
67.17 of up to one year, not to exceed a total duration of five years. No person may be employed
67.18 in one or a combination of postretirement option positions under this section for a total of
67.19 more than five years.

67.20 Sec. 27. Minnesota Statutes 2024, section 43A.36, subdivision 1, is amended to read:

67.21 Subdivision 1. **Cooperation; state agencies.** (a) The commissioner may delegate
67.22 administrative functions associated with the duties of the commissioner to appointing
67.23 authorities who have the capability to perform such functions when the commissioner
67.24 determines that it is in the best interests of the state civil service. The commissioner shall
67.25 consult with agencies and agencies shall cooperate as appropriate in implementation of this
67.26 chapter.

67.27 (b) The commissioner, in conjunction with appointing authorities, shall analyze and
67.28 assess current and future human resource requirements of the civil service and coordinate
67.29 personnel actions throughout the civil service to meet the requirements. The commissioner
67.30 shall provide recruiting assistance and make the applicant database available to appointing
67.31 authorities to use in making appointments to positions in the unclassified service.

67.32 (c) The head of each agency in the executive branch shall designate an agency personnel
67.33 officer. The agency personnel officer shall be accountable to the agency head for all personnel
68.1 functions prescribed by laws, rules, collective bargaining agreements, the commissioner
68.2 and the agency head. Except when otherwise prescribed by the agency head in a specific
68.3 instance, the personnel officer shall be assumed to be the authority accountable to the agency
68.4 head over any other officer or employee in the agency for personnel functions.

68.5 (d) The head of each agency in the executive branch shall designate an affirmative action
68.6 officer who shall have primary responsibility for the administration of the agency's
68.7 affirmative action plan. The officer shall report directly to the head of the agency on
68.8 affirmative action matters.

68.9 (e) Pursuant to section 43A.431, the head of each agency in the executive branch shall
68.10 designate an ADA coordinator who shall have primary responsibility for the administration

46.28 (c) For purposes of this section, as it applies to state employees who are members of the
46.29 Public Employees Retirement Association who are at least age 62, the length of separation
46.30 requirement and termination of service requirement prohibiting return to work agreements
46.31 under section 353.01, subdivisions 11a and 28, are not applicable.

47.1 Sec. 27. Minnesota Statutes 2024, section 43A.346, subdivision 6, is amended to read:

47.2 Subd. 6. **Duration.** Postretirement option employment is for an initial period not to
47.3 exceed one year. During that period, the appointing authority may not modify the conditions
47.4 of employment specified in the written offer without the person's consent, except as required
47.5 by law or by the collective bargaining agreement or compensation plan applicable to the
47.6 person. At the end of the initial period, the appointing authority has sole discretion to
47.7 determine if the offer of a postretirement option position will be renewed, renewed with
47.8 modifications, or terminated. Postretirement option employment may be renewed for periods
47.9 of up to one year, not to exceed a total duration of five years. No person may be employed
47.10 in one or a combination of postretirement option positions under this section for a total of
47.11 more than five years.

47.12 Sec. 28. Minnesota Statutes 2024, section 43A.36, subdivision 1, is amended to read:

47.13 Subdivision 1. **Cooperation; state agencies.** (a) The commissioner may delegate
47.14 administrative functions associated with the duties of the commissioner to appointing
47.15 authorities who have the capability to perform such functions when the commissioner
47.16 determines that it is in the best interests of the state civil service. The commissioner shall
47.17 consult with agencies and agencies shall cooperate as appropriate in implementation of this
47.18 chapter.

47.19 (b) The commissioner, in conjunction with appointing authorities, shall analyze and
47.20 assess current and future human resource requirements of the civil service and coordinate
47.21 personnel actions throughout the civil service to meet the requirements. The commissioner
47.22 shall provide recruiting assistance and make the applicant database available to appointing
47.23 authorities to use in making appointments to positions in the unclassified service.

47.24 (c) The head of each agency in the executive branch shall designate an agency personnel
47.25 officer. The agency personnel officer shall be accountable to the agency head for all personnel
47.26 functions prescribed by laws, rules, collective bargaining agreements, the commissioner
47.27 and the agency head. Except when otherwise prescribed by the agency head in a specific
47.28 instance, the personnel officer shall be assumed to be the authority accountable to the agency
47.29 head over any other officer or employee in the agency for personnel functions.

47.30 (d) The head of each agency in the executive branch shall designate an affirmative action
47.31 officer who shall have primary responsibility for the administration of the agency's
47.32 affirmative action plan. The officer shall report directly to the head of the agency on
47.33 affirmative action matters.

48.1 (e) Pursuant to section 43A.431, the head of each agency in the executive branch shall
48.2 designate an ADA coordinator who shall have primary responsibility for the administration

68.11 of ADA policies, procedures, trainings, requests, and arbitration. The coordinator shall
68.12 report directly to the ~~commissioner~~ agency head.

68.13 Sec. 28. Minnesota Statutes 2024, section 43A.421, is amended to read:

68.14 **43A.421 SUPPORTED WORK CUSTOMIZED EMPLOYMENT PROGRAM.**

68.15 Subdivision 1. **Program established.** ~~Active positions within agencies of state~~
68.16 ~~government may be selected for inclusion for a supported work program for persons with~~
68.17 ~~significant disabilities. A full-time position may be shared by up to three persons with~~
68.18 ~~significant disabilities and their job coach. The job coach is not a state employee within the~~
68.19 ~~scope of section 43A.02, subdivision 21, or 179A.03, subdivision 14, unless the job coach~~
68.20 ~~holds another position within the scope of section 43A.02, subdivision 21, or 179A.03,~~
68.21 ~~subdivision 14. All classified supported work job postings need to link to the overview and~~
68.22 ~~application process for the supported work program. The commissioner is responsible for~~
68.23 ~~the establishment, administration, and oversight of a program providing customized~~
68.24 ~~employment opportunities for individuals with significant disabilities as defined in United~~
68.25 ~~States Code, title 29, section 705(21). Employees in the customized employment program~~
68.26 ~~are appointed to a customized employment position by matching the skills offered by eligible~~
68.27 ~~individuals to specific tasks and projects within agencies, rather than to an existing job~~
68.28 ~~classification. When job coach services are necessary for the individuals employed through~~
68.29 ~~this program, the job coach is not a state employee within the scope of section 43A.02,~~
68.30 ~~subdivision 21, or 179A.03, subdivision 14, unless the job coach holds another position~~
68.31 ~~within the scope of section 43A.02, subdivision 21, or 179A.03, subdivision 14.~~

68.32 Subd. 2. **Responsibilities Customized employment.** (a) The commissioner is responsible
68.33 for the administration and oversight of the ~~supported work~~ customized employment program,
69.1 including the establishment of policies and procedures, eligibility, data collection and
69.2 reporting requirements, and compliance.

69.3 (b) The commissioner or the commissioner's designee shall design and implement a
69.4 training curriculum for the ~~supported work~~ customized employment program. All executive
69.5 leaders, managers, supervisors, human resources professionals, affirmative action officers,
69.6 and Americans with Disabilities Act coordinators must receive ~~annual~~ training regarding
69.7 the program.

69.8 (c) The commissioner or the commissioner's designee shall develop, administer, and
69.9 make public a formal grievance process for individuals in the program.

69.10 Sec. 29. **REPEALER.**

69.11 Minnesota Statutes 2024, sections 43A.315; 43A.317, subdivisions 1, 2, 3, 5, 6, 7, 8, 9,
69.12 10, and 12; and 43A.318, subdivisions 1, 2, 4, and 5, are repealed.

48.3 of ADA policies, procedures, trainings, requests, and arbitration. The coordinator shall
48.4 report directly to the ~~commissioner~~ agency head.

48.5 Sec. 29. Minnesota Statutes 2024, section 43A.421, is amended to read:

48.6 **43A.421 SUPPORTED WORK CUSTOMIZED EMPLOYMENT PROGRAM.**

48.7 Subdivision 1. **Program established.** ~~Active positions within agencies of state~~
48.8 ~~government may be selected for inclusion for a supported work program for persons with~~
48.9 ~~significant disabilities. A full-time position may be shared by up to three persons with~~
48.10 ~~significant disabilities and their job coach. The job coach is not a state employee within the~~
48.11 ~~scope of section 43A.02, subdivision 21, or 179A.03, subdivision 14, unless the job coach~~
48.12 ~~holds another position within the scope of section 43A.02, subdivision 21, or 179A.03,~~
48.13 ~~subdivision 14. All classified supported work job postings need to link to the overview and~~
48.14 ~~application process for the supported work program. The commissioner is responsible for~~
48.15 ~~the establishment, administration, and oversight of a program providing customized~~
48.16 ~~employment opportunities for individuals with significant disabilities as defined in United~~
48.17 ~~States Code, title 29, section 705(21). Employees in the customized employment program~~
48.18 ~~are appointed to a customized employment position by matching the skills offered by eligible~~
48.19 ~~individuals to specific tasks and projects within agencies, rather than to an existing job~~
48.20 ~~classification. When job coach services are necessary for the individuals employed through~~
48.21 ~~this program, the job coach is not a state employee within the scope of section 43A.02,~~
48.22 ~~subdivision 21, or 179A.03, subdivision 14, unless the job coach holds another position~~
48.23 ~~within the scope of section 43A.02, subdivision 21, or 179A.03, subdivision 14.~~

48.24 Subd. 2. **Responsibilities Customized employment.** (a) The commissioner is responsible
48.25 for the administration and oversight of the ~~supported work~~ customized employment program,
48.26 including the establishment of policies and procedures, eligibility, data collection and
48.27 reporting requirements, and compliance.

48.28 (b) The commissioner or the commissioner's designee shall design and implement a
48.29 training curriculum for the ~~supported work~~ customized employment program. All executive
48.30 leaders, managers, supervisors, human resources professionals, affirmative action officers,
48.31 and Americans with Disabilities Act coordinators must receive ~~annual~~ training regarding
48.32 the program.

48.33 (c) The commissioner or the commissioner's designee shall develop, administer, and
48.34 make public a formal grievance process for individuals in the program.

49.1 Sec. 30. **REPEALER.**

49.2 Minnesota Statutes 2024, sections 43A.315; 43A.317, subdivisions 1, 2, 3, 5, 6, 7, 8, 9,
49.3 10, and 12; and 43A.318, subdivisions 1, 2, 4, and 5, are repealed.