

**Subject** Civil service  
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## Summary

This bill would allow the Direct Care and Treatment agency, with approval from Minnesota Management and Budget, to convert certain employees from the unclassified service to the classified service. Eligible positions are those that the legislature authorized the Department of Human Services to exempt from certain state civil service laws and rules under a human resources pilot project first authorized in 1994 and continued in 1997 (Laws 1994, ch. 453 and Laws 1997, ch. 97, § 18).

Background: the legislature established Direct Care and Treatment in 2023 to operate certain programs and facilities previously under the jurisdiction of the Department of Human Services.

Under current law and this bill, state employees serving in a classified position may only be fired for cause and are typically represented by a state employee union. In contrast, those serving in an unclassified position—often appointed, supervisory, or managerial positions and their confidential secretaries—are effectively at-will employees who are not represented by a union. For example, the chief executive officer of Direct Care and Treatment is an unclassified position (Minn. Stat. § 43A.08, subd. 1, clause (20)).