

Tom Bottem, Director

Minnesota Senate Building  
95 University Ave. W. Suite 3300  
ST. PAUL, MN 55155-1800  
(651) 296-4791  
www.senate.mn/scrfa

## **S.F. No. 4072 – Separation and retention incentive programs authorization for employees of the Department of Iron Range Resources and Rehabilitation**

**Author:** Senator Thomas M. Bakk

**Prepared by:** Stephanie James, Senate Counsel (651/296-0103)

**Date:** March 23, 2022

---

**SF 4072** authorizes the commissioner of Iron Range resources and rehabilitation (IRRR) to provide incentive programs for the department’s employees for separation and retention. The bill requires that the incentives be paid solely from funds made available to the commissioner from minerals taxes. Participation is at the employee’s option.

The incentive programs must be consistent with laws passed in 2009 (as amended in 2010) that authorized early separation incentives to employees over 60 years with 30 years of service for purposes of pension benefits. The 2009 program authorized the following components of an incentive:

- (1) employer-paid postseparation health, medical, and dental insurance until age 65; and
- (2) cash incentives that may, but are not required to be, used to purchase additional years of service credit through the Minnesota State Retirement System, to the extent that the purchases are otherwise authorized by law.

The 2009 law required the commissioner to establish eligibility requirements for employees to receive an incentive and allowed the commissioner to designate specific programs or employees as eligible to be offered the incentive program.