



## **S.F. No. 3057 – State personnel management provisions modifications (as proposed to be amended by the A-2 amendment)**

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SF 3057 are modifications to the state personnel management statutes.

**Section 1 [Equitable compensation relationships; 43A.01, subd. 3]** modifies the policy of the state regarding establishing equitable compensation relationships between classes of employees based on gender domination, so that the policy of the state will be “to establish equitable compensation relationships” rather than “to attempt to establish equitable compensation relationships.” Changes the basis of comparison for determining whether total compensation is equitable to other classifications, rather than positions, in the executive branch.

**Section 2 [Nonrepresented employees compensation plan; 43A.02, subd. 14]** changes the name of a compensation plan from the “commissioner’s” plan to the “nonrepresented employees compensation plan.”

**Section 3 [Statewide leadership; 43A.04, subd. 1]** authorizes the commissioner of management and budget to issue determinations on personnel matters regarding board-appointed executive directors or leaders, if requested to do so by the appointing authority. Eliminates authorization for the commissioner of management and budget to assess and collect premiums from state agencies for the annual costs to the commissioner of administration of administering the worker’s compensation program and the costs incurred by the attorney general in investigating, administering, and defending a claim against the state for compensation that is paid out of the state compensation revolving fund.

**Section 4 [Administrative procedures; 43A.04, subd. 4]** makes a technical change.

**Section 5 [Duration of time; 43A.04]** authorizes appointing authorities to allow employees from two additional law enforcement units to donate up to eight hours of vacation to their union representative for the purpose of carrying out the duties of the office.

**Section 6 [Nonrepresented employees compensation plan; 43A.05, subd. 3]** is a conforming change to the name change for the commissioner's compensation plan.

**Section 7 [Job classes and titles; 43A.07, subd. 2]** is removed in the A-2 amendment.

**Section 8 [Additional unclassified positions; 43A.08, subd. 1a]** replaces a list of specified agencies allowed to designate additional unclassified positions with the term "agency." "Agency" is defined for this chapter to mean "a department, commission, board, institution, or other employing entity of the civil service, in which all positions are under the same appointing authority."

**Section 9 [Length of service for student workers; 43A.08, subd. 4]** modifies the requirements for a student worker to be in the unclassified service.

**Section 10 [Nonselection; explanation; 43A.11, subd. 9]** eliminates a requirement that an appointing authority provide a reason for rejection to a candidate who has claimed veteran's preference and is not selected for a position.

**Section 11 [Ranking of the applicant pool; 43A.121]** eliminates a requirement that names in an applicant pool be listed in descending order based on the number of skill matches for the vacant position.

**Section 12 [Emergency appointments; 43A.15, subd. 2]** is removed in the A-2 amendment.

**Section 13 [Temporary appointments; 43A.15, subd. 3]** eliminates required conditions under which the commissioner of management and budget is authorized to extend a temporary appointment and extends the allowed extension period from six months to one year.

**Section 14 [Provisional appointments; 43A.15, subd. 4]** eliminates a required period of time before the commissioner of management and budget can authorize a probationary appointment of a provisions appointee who has performed satisfactorily.

**Section 15 [Appointments for unclassified incumbents of newly classified positions; 43A.15, subd. 7]** eliminates a condition for when the commissioner may authorize the probationary appointment of an incumbent who has passed a qualifying selection process and who has served at least one year in an unclassified position.

**Section 16 [Trainee appointments; 43A.15, subd. 12]** makes a technical change.

**Section 17 [700-hour on-the-job demonstration experience; 43A.15, subd. 14]** changes a permission to a requirement that the commissioner of management and budget must authorize probationary appointment of an applicant that demonstrates qualifications through a program for demonstrating qualifications through job performance.

**Section 18 [Salary on demotion; special cases; 43A.17, subd. 5]** eliminates age and health as conditions under which the commissioner of management and budget may approve a salary rate for an individual employee above the maximum for the class.

**Section 19 [Donation of vacation time; 43A.181, subd. 1]** eliminates certain procedural steps for a state employee to donate vacation time.

**Section 20 [Vacation Donation to Sick Leave Account; 43A.1815]** authorizes state employees to donate accumulated vacation at retirement, in excess of the 40 hours.

**Section 21 [Statewide affirmative action program; 43A.19, subd. 1]** is a technical change.

**Section 22 [General; 43A.23, subd. 1]** makes technical changes.

**Section 23 [Contract to contain statement of benefits; 43A.23, subd. 2]** changes from a requirement to permission for the commissioners of commerce and health to review a summary of benefits describing hospital and medical service benefits offered to state employees.

**Section 24 [Opt out; 43A.24, subd. 1a]** eliminates a requirement for the commissioner of management and budget to report annually to the legislature on the number of employees choosing to opt out of state employee group insurance coverage (SEGIP), including itemized statistics with the total amount of savings for each agency from employees opting out of SEGIP.

**Section 25 [Other eligible person; 43a.24, subd. 2]** eliminates employees of the University of Minnesota from eligibility for state paid life insurance and hospital, medical, and dental benefits.

**Section 26 [Elective eligibility; 43A.27, subd. 2]** eliminates certain employees from eligibility to enroll at the person's own expense in life insurance and hospital, medical, and dental benefits. This affects employees of the University of Minnesota, the Minnesota International Center, the Minnesota Academy of Science, the Science Museum of Minnesota, the state Office of Disabled American Veterans, and the state Office of the Military Order of the Purple Heart. This section adds eligibility for self-paid benefits to employees and officers of the Center for Rural Policy and Development, and the Agricultural Utilization Research Institute, and Affinity Plus Federal Credit Union, and removes the Highway Credit Union.

**Section 27 [Procedures; 43A.33, subd. 3]** is a clarifying change.

**Section 28 [Eligibility; 43A.346, subd. 2]** modifies eligibility for a post-retirement option for a terminated state employee.

**Section 29 [Duration; 43A.346, subd. 6]** is a clarifying change.

**Section 30 [Cooperation; state agencies; 43A.36, subd. 1]** is a clarifying change.

**Section 31 [Supported Work Program/Customized Employment; 43A.421]** eliminates specified requirements for a supported work program for people with significant disabilities and replaces it with responsibilities to the commissioner of management and budget to establish, administer, and oversee a program providing customized employment opportunities for people with significant disabilities. Appointments are by matching skills offered to specific tasks and projects within agencies, rather than to an existing job classification. When job coach services are necessary, the job coach is not a state employee unless the job coach holds another specified position. Authorizes the commissioner of management and budget to determine eligibility for the program.

**Section 32 [Repealer]** repeals:

- **Section 43A.315 [State Employee Efficient Use of Health Care Incentive Program]** eliminates a requirement for the commissioner of management and budget to create an incentive program for employees to use SEGIP benefits efficiently.
- **Section 43A.317 [Minnesota Employees Insurance Program]** eliminates an enabling statute for the Minnesota Employees Insurance Program (MEIP) program.
- **Section 43A.318 [Public Employees Group Long-Term Care Insurance Program]** eliminates the group long-term care insurance program for public employees.



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