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# State of Minnesota

## HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. **1432**

02/24/2025

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The bill was read for the first time and referred to the Committee on State Government Finance and Policy

- 1.1 A bill for an act
- 1.2 relating to state government; developing training requirements for state managerial
- 1.3 employees; appropriating money for and authorizing the procurement of business
- 1.4 consulting services for pilot projects; requiring a report.
- 1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:
- 1.6 Section 1. **PILOT PROGRAM TO DEVELOP AND IMPLEMENT EXPERIENTIAL**
- 1.7 **TRAINING REGIME FOR MANAGERIAL POSITIONS.**
- 1.8 Subdivision 1. **Experiential training regime.** As used in this section, "experiential
- 1.9 training regime" means a systematic manner of training managers to have a deep
- 1.10 understanding of the work required in the positions over which they have managerial duties
- 1.11 by training the managers to perform duties of those positions and to maintain knowledge
- 1.12 of those positions through working shifts periodically on a schedule in those positions.
- 1.13 Subd. 2. **Obtain expert advice.** The commissioner of management and budget must
- 1.14 contract for pilot programs with a private business consulting service with demonstrated
- 1.15 expertise in improving customer service through developing and implementing an experiential
- 1.16 training regime. Notwithstanding Minnesota Statutes, section 43A.047, the commissioner
- 1.17 of management and budget is not required to demonstrate that existing staff are unavailable
- 1.18 for this work before entering the contract with the private business consulting service.
- 1.19 Subd. 3. **Pilot programs.** (a) The commissioner of management and budget is required
- 1.20 to institute pilot programs to develop and implement an experiential training regime for the
- 1.21 following positions:
- 1.22 (1) managerial positions in the Department of Corrections with oversight for guards in
- 1.23 correctional institutions;

2.1 (2) managerial positions in the Department of Human Services with oversight for  
2.2 employees who work in a group home setting; and

2.3 (3) managerial positions in the Department of Transportation with oversight for employees  
2.4 who work in road and bridge construction.

2.5 (b) The commissioners of corrections, human services, and transportation must cooperate  
2.6 with a consulting service hired by the commissioner of management and budget to conduct  
2.7 the pilot programs.

2.8 (c) The pilot programs must require the following work from the consulting service:

2.9 (1) develop an experiential training regime for the positions subject to the pilot program,  
2.10 including training materials and protocols;

2.11 (2) provide a plan for the department to implement the experiential training regime for  
2.12 the positions subject to the pilot program;

2.13 (3) identify other managerial positions in the agency where an experiential training  
2.14 regime for managers would likely benefit end users of services provided by the agency or  
2.15 would otherwise improve operations of the agency;

2.16 (4) submit to the commissioner of management and budget and to the chairs and ranking  
2.17 minority members of the legislative committees with jurisdiction over state government  
2.18 operations and reform a proposal for developing and implementing an experiential training  
2.19 regime for the additional positions identified in clause (3); and

2.20 (5) submit a report to the commissioner of management and budget and to the chairs  
2.21 and ranking minority members of the legislative committees with jurisdiction over state  
2.22 government operations and reform about the results of the pilot projects.

2.23 (d) Shifts worked by a manager to perform duties of the employees they supervise must  
2.24 not reduce the shifts worked by or available to be worked by employees.

2.25 (e) The pilot projects must be completed by July 1, 2026, and reports required under  
2.26 paragraph (c) must be submitted by August 1, 2026. The commissioners of corrections,  
2.27 human services, and transportation must institute the respective plans for experiential training  
2.28 regimes by January 1, 2027.

2.29 **Sec. 2. APPROPRIATION.**

2.30 \$..... in fiscal year 2026 is appropriated from the general fund to the commissioner of  
2.31 management and budget to enter the contract authorized in section 1.