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State of Minnesota

HOUSE OF REPRESENTATIVES

EIGHTY-EIGHTH SESSION

H. F. No. 2285

02/25/2014 Authored by Lillie, Hilstrom and Loeffler

The bill was read for the first time and referred to the Committee on Labor, Workplace and Regulated Industries

03/10/2014 Adoption of Report: Amended and re-referred to the Committee on State Government Finance and Veterans Affairs

1.1 A bill for an act
1.2 relating to state government; ratifying labor agreements and compensation plans;
1.3 amending Minnesota Statutes 2013 Supplement, section 15A.0815, subdivision 5.

1.4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.5 Section 1. Minnesota Statutes 2013 Supplement, section 15A.0815, subdivision 5,
1.6 is amended to read:

1.7 Subd. 5. ~~Appointing authorities to recommend certain~~ Determining individual
1.8 salaries. (a) When the governor is the appointing authority, the governor must establish
1.9 salaries within the salary limits for the positions listed in subdivisions 2 to 4. Before
1.10 establishing a salary, the governor must consult with the commissioner of management
1.11 and budget concerning the salary. In establishing the salary, the governor shall consider
1.12 the criteria established in section 43A.18, subdivision 8, and the performance of individual
1.13 incumbents. The performance evaluation must include a review of an incumbent's
1.14 progress toward attainment of affirmative action goals. The governor shall establish
1.15 an objective system for quantifying knowledge, abilities, duties, responsibilities, and
1.16 accountabilities, and in determining recommendations rate each position by this system.

1.17 (b) An appointing authority other than the governor may submit to the Legislative
1.18 Coordinating Commission recommendations for salaries within the salary limits for the
1.19 positions listed in subdivisions 2 to 4.

1.20 Before submitting the recommendations, the appointing authority shall consult with
1.21 the commissioner of management and budget concerning the recommendations.

1.22 In making recommendations, the appointing authority shall consider the criteria
1.23 established in section 43A.18, subdivision 8, and the performance of individual
1.24 incumbents. The performance evaluation must include a review of an incumbent's progress

toward attainment of affirmative action goals. The appointing authority shall establish an objective system for quantifying knowledge, abilities, duties, responsibilities, and accountabilities, and in determining recommendations, rate each position by this system.

Before the appointing authority's recommended salaries take effect, the recommendations must be reviewed and approved, rejected, or modified by the Legislative Coordinating Commission and the legislature under section 3.855, subdivisions 2 and 3.

(c) The governor or other appointing authority may propose additions or deletions of positions from those listed in subdivisions 2 to 4.

(d) The governor or other appointing authority shall set the initial salary of a head of a new agency or a chair of a new metropolitan board or commission whose salary is not specifically prescribed by law after consultation with the commissioner, whose recommendation is advisory only. The amount of the new salary must be comparable to the salary of an agency head or commission chair having similar duties and responsibilities.

(e) The salary of a newly appointed head of an agency or chair of a metropolitan agency listed in subdivisions 2 to 4 who is appointed by someone other than the governor, may be increased or decreased by the appointing authority from the salary previously set for that position within 30 days of the new appointment after consultation with the commissioner. If the appointing authority increases a salary under this paragraph, the appointing authority shall submit the new salary to the Legislative Coordinating Commission and the full legislature for approval, modification, or rejection under section 3.855, subdivisions 2 and 3.

(f) Within 30 days of approving a change in a salary for a position in subdivisions 2 to 4, the governor must inform the Legislative Coordinating Commission of the change in salary and its effective date.

Sec. 2. **LABOR AGREEMENTS AND COMPENSATION PLANS.**

Subdivision 1. **Minnesota Law Enforcement Association.** The labor agreement between the state of Minnesota and the Minnesota Law Enforcement Association, approved by the Legislative Coordinating Commission Subcommittee on Employee Relations on September 20, 2013, is ratified.

Subd. 2. **American Federation of State, County, and Municipal Employees, Council 5.** The labor agreement between the state of Minnesota and the American Federation of State, County, and Municipal Employees, Council 5, approved by the Legislative Coordinating Commission Subcommittee on Employee Relations on September 20, 2013, is ratified.

3.1 Subd. 3. **American Federation of State, County, and Municipal Employees, Unit**
3.2 **225.** The labor agreement between the state of Minnesota and the American Federation of
3.3 State, County, and Municipal Employees, Unit 225, Radio Communications Operators,
3.4 approved by the Legislative Coordinating Commission Subcommittee on Employee
3.5 Relations on September 20, 2013, is ratified.

3.6 Subd. 4. **American Federation of State, County, and Municipal Employees,**
3.7 **Unit 8.** The labor agreement between the state of Minnesota and the American Federation
3.8 of State, County, and Municipal Employees, Unit 8, Corrections Officers, approved by
3.9 the Legislative Coordinating Commission Subcommittee on Employee Relations on
3.10 September 20, 2013, is ratified.

3.11 Subd. 5. **Minnesota Association of Professional Employees.** The labor agreement
3.12 between the state of Minnesota and the Minnesota Association of Professional Employees,
3.13 approved by the Legislative Coordinating Commission Subcommittee on Employee
3.14 Relations on September 20, 2013, is ratified.

3.15 Subd. 6. **Middle Management Association.** The labor agreement between the state
3.16 of Minnesota and the Middle Management Association, approved by the Legislative
3.17 Coordinating Commission Subcommittee on Employee Relations on September 20, 2013,
3.18 is ratified.

3.19 Subd. 7. **Commissioner's plan.** The commissioner's plan for unrepresented
3.20 employees, approved by the Legislative Coordinating Commission Subcommittee on
3.21 Employee Relations on September 20, 2013, is ratified.

3.22 Subd. 8. **Managerial plan.** The managerial plan, approved by the Legislative
3.23 Coordinating Commission Subcommittee on Employee Relations on September 20, 2013,
3.24 is ratified.

3.25 Subd. 9. **Minnesota Government Engineering Council.** The labor agreement
3.26 between the state of Minnesota and the Minnesota Government Engineering Council,
3.27 approved by the Legislative Coordinating Commission Subcommittee on Employee
3.28 Relations on February 18, 2014, is ratified.

3.29 Subd. 10. **State Residential Schools Education Association.** The labor agreement
3.30 between the state of Minnesota and the State Residential Schools Education Association,
3.31 approved by the Legislative Coordinating Commission Subcommittee on Employee
3.32 Relations on February 18, 2014, is ratified.

3.33 Subd. 11. **Office of Higher Education compensation plan.** The Office of Higher
3.34 Education unclassified personnel compensation plan, approved by the Legislative
3.35 Coordinating Commission Subcommittee on Employee Relations on February 18, 2014,
3.36 is ratified.

4.1 Subd. 12. **Minnesota State Retirement System.** The proposal to increase the
4.2 salary of the executive director of the Minnesota State Retirement System, as approved
4.3 by the Legislative Coordinating Commission Subcommittee on Employee Relations on
4.4 February 18, 2014, is ratified.

4.5 Subd. 13. **Public Employees Retirement Association.** The proposal to increase
4.6 the salary of the executive director of the Public Employees Retirement Association,
4.7 as approved by the Legislative Coordinating Commission Subcommittee on Employee
4.8 Relations on February 18, 2014, is ratified.

4.9 Subd. 14. **Teachers Retirement Association.** The proposal to increase the salary
4.10 of the executive director of the Teachers Retirement Association, as approved by the
4.11 Legislative Coordinating Commission Subcommittee on Employee Relations on February
4.12 18, 2014, is ratified.

4.13 Sec. 3. **EFFECTIVE DATE.**

4.14 Sections 1 and 2 are effective the day following final enactment.