

SENATE

STATE OF MINNESOTA

EIGHTY-NINTH SESSION

S.F. No. 3360

(SENATE AUTHORS: BAKK and Saxhaug)

DATE	D-PG	OFFICIAL STATUS
03/30/2016	5382	Introduction and first reading Referred to State and Local Government
04/06/2016		Comm report: To pass as amended and re-refer to Taxes

A bill for an act  
relating to state government; proposing early separation incentives for employees  
of the Iron Range Resources and Rehabilitation Board.  
BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. **IRON RANGE RESOURCES AND REHABILITATION BOARD;  
EARLY SEPARATION INCENTIVE PROGRAM AUTHORIZATION.**

(a) "Commissioner" as used in this section means the commissioner of the Iron  
Range Resources and Rehabilitation Board unless otherwise specified.

(b) Notwithstanding any law to the contrary, the commissioner, in consultation  
with the commissioner of management and budget, shall offer a targeted early separation  
incentive program for employees of the commissioner who have attained the age of 60  
years or who have received credit for at least 30 years of allowable service under the  
provisions of Minnesota Statutes, chapter 352. The commissioner shall also offer a  
targeted separation incentive program for employees of the commissioner whose positions  
are in support of operations at Giants Ridge and will be eliminated if the agency no longer  
directly manages Giants Ridge operations.

(c) The early separation incentive program may include one or more of the following:

(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.

(d) The commissioner shall establish eligibility requirements for employees to  
receive an incentive.

2.1 (e) The commissioner, consistent with the established program provisions under  
2.2 paragraph (b), and with the eligibility requirements under paragraph (f), may designate  
2.3 specific programs or employees as eligible to be offered the incentive program.

2.4 (f) Acceptance of the offered incentive must be voluntary on the part of the  
2.5 employee and must be in writing. The incentive may only be offered at the sole discretion  
2.6 of the commissioner.

2.7 (g) The cost of the incentive is payable solely by funds made available to the  
2.8 commissioner by law, but only on prior approval of the expenditures by a majority of the  
2.9 members of the Iron Range Resources and Rehabilitation Board.

2.10 (h) Unilateral implementation of this section by the commissioner is not an unfair  
2.11 labor practice under Minnesota Statutes, chapter 179A.

2.12 **EFFECTIVE DATE.** This section is effective the day following final enactment.  
2.13 This section is repealed .....