State of Minnesota

HOUSE OF REPRESENTATIVES

NINETIETH SESSION

H. F. No. 2981

02/22/2018   Authored by Drazkowski
The bill was read for the first time and referred to the Committee on Government Operations and Elections Policy

1.1   A bill for an act

1.2   relating to state government; requiring pay increases for state personnel to be tied
1.3   to performance; amending Minnesota Statutes 2016, section 43A.20.

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

1.5   Section 1. Minnesota Statutes 2016, section 43A.20, is amended to read:

1.6   **43A.20 PERFORMANCE APPRAISAL AND PAY.**

1.7   (a) The commissioner ~~shall~~ must design and maintain a performance appraisal system

1.8   under which each employee in the civil service in the executive branch shall be evaluated

1.9   and counseled on work performance at least once a year. ~~Individual pay increases for all~~

1.10   ~~employees not represented by an exclusive representative certified pursuant to chapter 179A~~

1.11   ~~shall be based on the evaluation and other factors the commissioner includes in the plans~~

1.12   ~~developed pursuant to section 43A.18. Collective bargaining agreements entered into~~

1.13   ~~pursuant to chapter 179A may, and are encouraged to, provide for pay increases based on~~

1.14   ~~employee work performance.~~ At a minimum, the performance appraisal system must include

1.15   a rating system for employee performance that identifies those whose performance does

1.16   not meet expectations and those whose performance meets or exceeds expectations.

1.17   (b) Notwithstanding anything to the contrary, no employee in the civil service in the

1.18   executive branch shall receive any pay increase in the year following a performance appraisal

1.19   under which the employee was found not to meet expectations.

1.20   **EFFECTIVE DATE.** This section is effective upon final enactment and applies to

1.21   collective bargaining agreements entered into on or after this effective date.

Section 1.   1