

MINNESOTA STATE REGISTER

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Minnesota State Register

Judicial Notice Shall Be Taken of Material Published in the Minnesota State Register

The Minnesota State Register is the official publication of the State of Minnesota's Executive Branch of government, published weekly to fulfill the legislative mandate set forth in Minnesota Statutes, Chapter 14, and Minnesota Rules, Chapter 1400. It contains:

- Proposed Rules
- Adopted Rules
- Exempt Rules
- Expedited Rules
- Withdrawn Rules
- Executive Orders of the Governor
- Appointments
- Proclamations
- Vetoed Rules
- Commissioners' Orders
- Revenue Notices
- Official Notices
- State Grants and Loans
- Contracts for Professional, Technical and Consulting Services
- Non-State Public Bids, Contracts and Grants

Printing Schedule and Submission Deadlines

Vol. 50 Issue Number	Publish Date	Deadline for: all Short Rules, Executive and Commissioner's Orders, Revenue and Official Notices, State Grants, Professional-Technical- Consulting Contracts, Non-State Bids and Public Contracts	Deadline for LONG, Complicated Rules (contact the editor to negotiate a deadline)
#18	Monday 3 November	Noon Tuesday 28 October	Noon Thursday 23 October
#19	Monday 10 November	Noon Tuesday 4 November	Noon Thursday 30 October
#20	Monday 17 November	Noon Tuesday 11 November	Noon Thursday 6 November
#21	Monday 24 November	Noon Tuesday 18 November	Noon Thursday 13 November

PUBLISHING NOTICES: We need to receive your submission ELECTRONICALLY in Microsoft WORD format. Submit ONE COPY of your notice via e-mail to: sean.plemmons@state.mn.us. State agency submissions must include a "State Register Printing Order" form, and, with contracts, a "Contract Certification" form. Non-State Agencies should submit ELECTRONICALLY in Microsoft WORD, with a letter on your letterhead stationery requesting publication and date to be published. Costs are \$14 per tenth of a page (columns are seven inches wide). One typewritten, double-spaced page = 6/10s of a page in the State Register, or \$84. About 1.5 pages typed, double-spaced, on 8-1/2"x11" paper = one typeset page in the State Register. Contact editor with questions (651) 201-3204, or e-mail: sean.plemmons@state.mn.us.

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25 Rev. Dr. Martin Luther King Jr Blvd., St. Paul, MN 55155
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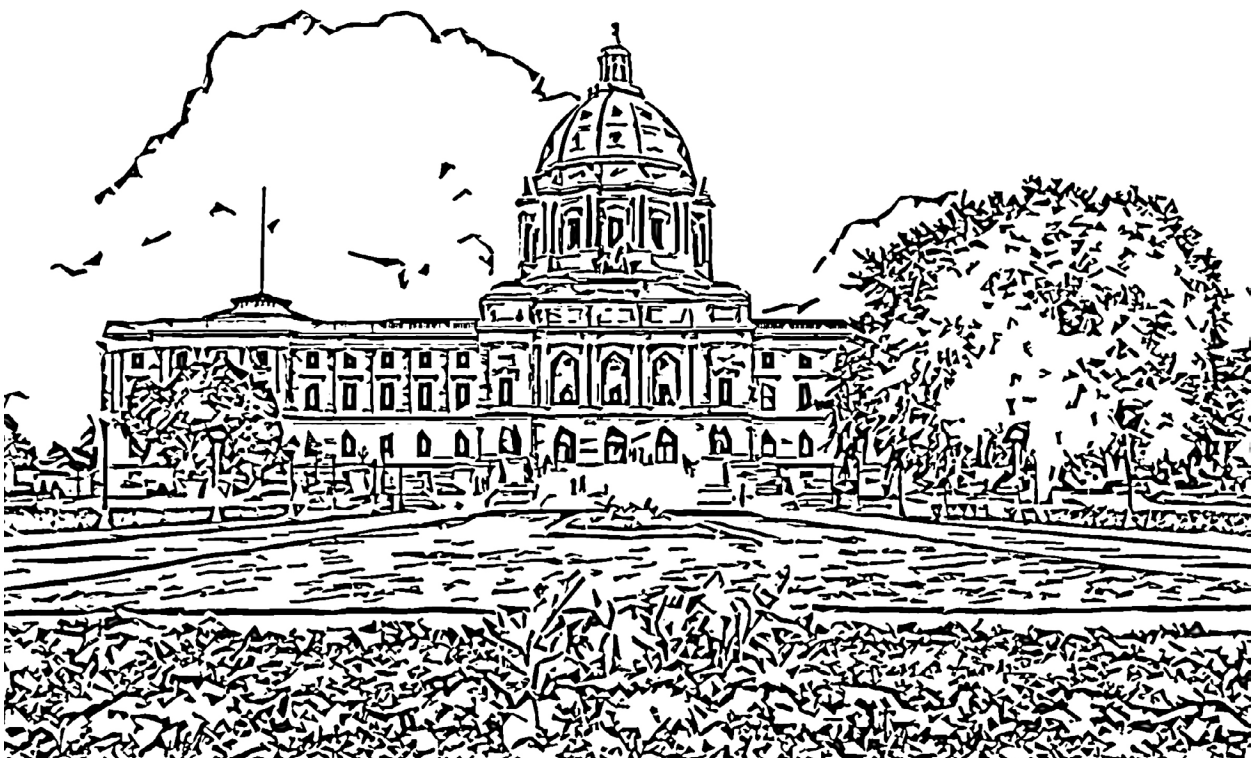
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Federal Register

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Front Cover Artwork: *The Rouchleau Mine Pit in Virginia, Minnesota, filled with blue water, is calm in the distance on a fall day.*
Photo by Sean Plemmons



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NOTICE: How to Follow State Agency Rulemaking in the State Register

The State Register is the official source, and only complete listing, for all state agency rulemaking in its various stages. State agencies are required to publish notice of their rulemaking action in the State Register. Published every Monday, the State Register makes it easy to follow and participate in the important rulemaking process. Approximately 80 state agencies have the authority to issue rules. Each agency is assigned specific Minnesota Rule chapter numbers. Every odd-numbered year the Minnesota Rules are published. Supplements are published to update this set of rules. Generally speaking, proposed and adopted exempt rules do not appear in this set because of their short-term nature, but are published in the State Register.

An agency must first solicit Comments on Planned Rules or Comments on Planned Rule Amendments from the public on the subject matter of a possible rulemaking proposal under active consideration within the agency (Minnesota Statutes §§ 14.101). It does this by publishing a notice in the State Register at least 60 days before publication of a notice to adopt or a notice of hearing, or within 60 days of the effective date of any new statutory grant of required rulemaking.

When rules are first drafted, state agencies publish them as Proposed Rules, along with a notice of hearing, or a notice of intent to adopt rules without a hearing in the case of noncontroversial rules. This notice asks for comment on the rules as proposed. Proposed emergency rules, and withdrawn proposed rules, are also published in the State Register. After proposed rules have gone through the comment period, and have been rewritten into their final form, they again appear in the State Register as Adopted Rules. These final adopted rules are not printed in their entirety, but only the changes made since their publication as Proposed Rules. To see the full rule, as adopted and in effect, a person simply needs two issues of the State Register, the issue the rule appeared in as proposed, and later as adopted.

The State Register features partial and cumulative listings of rules in this section on the following schedule: issues #1-26 inclusive (issue #26 cumulative for issues #1-26); issues #27-52 inclusive (issue #52, cumulative for issues #27-52 or #53 in some years). A subject matter index is updated weekly and is available upon request from the editor. For copies or subscriptions to the State Register, contact the editor at 651-201-3204 or email at sean.plemmons@state.mn.us

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Comments on Planned Rules or Rule Amendments. An agency must first solicit Comments on Planned Rules or Comments on Planned Rule Amendments from the public on the subject matter of a possible rulemaking proposal under active consideration within the agency (*Minnesota Statutes* §§ 14.101). It does this by publishing a notice in the *State Register* at least 60 days before publication of a notice to adopt or a notice of hearing, and within 60 days of the effective date of any new statutory grant of required rulemaking.

Rules to be Adopted After a Hearing. After receiving comments and deciding to hold a public hearing on the rule, an agency drafts its rule. It then publishes its rules with a notice of hearing. All persons wishing to make a statement must register at the hearing. Anyone who wishes to submit written comments may do so at the hearing, or within five working days of the close of the hearing. Administrative law judges may, during the hearing, extend the period for receiving comments up to 20 calendar days. For five business days after the submission period the agency and interested persons may respond to any new information submitted during the written submission period and the record then is closed. The administrative law judge prepares a report within 30 days, stating findings of fact, conclusions and recommendations. After receiving the report, the agency decides whether to adopt, withdraw or modify the proposed rule based on consideration of the comments made during the rule hearing procedure and the report of the administrative law judge. The agency must wait five days after receiving the report before taking any action.

Rules to be Adopted Without a Hearing. Pursuant to *Minnesota Statutes* § 14.22, an agency may propose to adopt, amend, suspend or repeal rules without first holding a public hearing. An agency must first solicit **Comments on Planned Rules** or **Comments on Planned Rule Amendments** from the public. The agency then publishes a notice of intent to adopt rules without a public hearing, together with the proposed rules, in the *State Register*. If, during the 30-day comment period, 25 or more persons submit to the agency a written request for a hearing of the proposed rules, the agency must proceed under the provisions of §§ 14.1414.20, which state that if an agency decides to hold a public hearing, it must publish a notice of intent in the *State Register*.

KEY: Proposed Rules - Underlining indicates additions to existing rule language. ~~Strikeouts~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated “all new material.” **Adopted Rules** - Underlining indicates additions to proposed rule language. ~~Strikeout~~ indicates deletions from proposed rule language.

Minnesota Department of Labor and Industry

Labor Standards Division

Proposed Permanent Rules Relating to Earned Sick and Safe Time; DUAL NOTICE: Notice of Intent to Adopt Rules Without a Public Hearing Unless 25 or More Persons Request a Hearing, and Notice of Hearing if 25 or More Requests for Hearing Are Received

Proposed Rules Governing Earned Sick and Safe Time, *Minnesota Rules*, 5200.1200; Revisor’s ID Number R-04877

Introduction. The Minnesota Department of Labor and Industry (“the Department”) intends to adopt rules without a public hearing following the procedures in the rules of the Court of Administrative Hearings, *Minnesota Rules*, parts 1400.2300 to 1400.2310, and the Administrative Procedure Act, *Minnesota Statutes*, sections 14.22 to 14.28. You may submit written comments and/or a written request that a hearing be held on the proposed rules until **4:30 p.m. on Wednesday, November 26, 2025**.

Hearing. If 25 or more persons submit a written request for a hearing on the rules by **4:30 p.m. on Wednesday, November 26, 2025**, the Department will hold a two-day hybrid public hearing on **Wednesday, January 21, 2025, at 9:30 A.M., and Thursday, January 22, 2025, at 9:30 A.M.** Each day, the hearing will continue until 4:30 PM or until all interested persons have been heard, whichever occurs first. You can participate in the hearing, which will be

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conducted by an Administrative Law Judge from the Court of Administrative Hearings, virtually via Webex by using this link along with the associated access code and password:

For a **video and audio connection**, join the hearing on **January 21, 2025**, through an internet connection:

- Web link: <https://minnesota.webex.com/weblink/register/r45292e04e083bee315d8e4d41fb27c9d>
- Meeting Number (access code): 2491 963 2031
- Password: ESST

For **audio-only connection**, join the virtual hearing on **January 21, 2025**, by telephone:

- Call: 1-855-282-6330
- Access Code: 2491 963 2031
- Password: 3778

For a **video and audio connection**, join the hearing on **January 22, 2025**, through an internet connection:

- Web link: <https://minnesota.webex.com/weblink/register/r94c2972e904a262419d61003cc876ee8>
- Meeting Number (access code): 2489 979 3724
- Password: ESST

For **audio-only connection**, join the virtual hearing on **January 22, 2025**, by telephone:

- Call: 1-855-282-6330
- Access Code: 2489 979 3724
- Password: 3778

Alternatively, you may participate in the hearing **in person** each day at:

Minnesota Department of Labor & Industry
Minnesota Room
443 Lafayette Road North
St. Paul, MN 55155

To find out whether the Department will adopt the rules without a hearing or if it will hold the hearing, you should contact the Department contact person, listed below, or check the Department website at <https://www.dli.mn.gov/business/employment-practices/rulemaking-docket-minnesota-rules-chapter-5200> after November 26, 2025, and before January 21, 2025.

Subject of Rules. Effective January 1, 2024, Minnesota Statutes, sections 177.50 and 181.9445 to 181.9448 (“the ESST law”), requires most employers to provide paid leave, called earned sick and safe time (“ESST”), for covered employees to use for specific purposes, including when an employee is sick, to care for a sick family member, or to seek assistance if the covered employee or their family member has experienced domestic abuse, sexual assault, or stalking. The proposed rules are intended to clarify key issues in the ESST law, including employer administration of ESST benefits, determining hours worked that are subject to ESST accrual, an employee’s right to use ESST, incentives related to production or attendance goals, reasonable documentation, employee misuse of ESST, and more generous paid leave policies.

Statutory Authority. The statutory authority to adopt these rules is *Minnesota Statutes*, section 177.50, subdivision 6. The Department is authorized to “adopt rules to carry out the purposes” of the ESST law.

Publication of proposed rules. The proposed rules may be viewed at: www.dli.mn.gov/business/employment-practices/rulemaking-docket-minnesota-rules-chapter-5200.

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Statement of Need and Reasonableness. The statement of need and reasonableness (SONAR) contains a summary of the justification for the proposed rules, a description of who will be affected by the proposed rules, and an estimate of the probable cost of the proposed rules. You may review or obtain copies for the cost of reproduction by contacting the Department contact person. The SONAR may also be viewed at: www.dli.mn.gov/business/employment-practices/rulemaking-docket-minnesota-rules-chapter-5200.

Department Contact Person. The Department contact person is Krystle Conley, Rulemaking Coordinator, at the Department of Labor and Industry, 443 Lafayette Rd. N., St. Paul, MN 55155, phone (651) 284-5315, and email dli.rules@state.mn.us. You may contact the Department contact person with questions about the rules.

Public Comment. You have until **4:30 p.m. on Wednesday, November 26, 2025**, to submit written comment in support of or in opposition to the proposed rules or any part or subpart of the rules.

Your comment must be in writing and received by the due date. Your comments should identify the portion of the proposed rules addressed, the reason for the comment, and any change you propose. Any comments that you have about the legality of the proposed rules must be made during this comment period. All evidence that you present should relate to the proposed rules. If the proposed rules affect you in any way, the Department encourages you to participate. All comments or responses received are public data and will be available for review.

Submit written comments to the Department contact person listed above, via email at dli.rules@state.mn.us, or by U.S. Mail delivered to Krystle Conley, Minnesota Department of Labor and Industry, 443 Lafayette Road N., Saint Paul, Minnesota 55155.

All comments or responses received are public data and will be available for review on the Department of Labor and Industry's website at: <https://www.dli.mn.gov/business/employment-practices/rulemaking-docket-minnesota-rules-chapter-5200>.

Request for a Hearing. In addition to submitting comments, you may also request that the Department hold a public hearing on the rules. You must make your request for a public hearing in writing by **4:30 p.m. on Wednesday, November 26, 2025**. You must include your name and address in your written request for hearing. You must identify the portion of the proposed rules that you object to or state that you oppose the entire set of rules. You are also encouraged to state the reason for the request and any changes you want made to the proposed rules. Any request that does not comply with these requirements is not valid and the Department cannot count it when determining whether it must hold a public hearing.

Withdrawal of Requests. If 25 or more persons submit a valid written request for a hearing, the Department will hold a public hearing unless a sufficient number of persons withdraw their requests in writing. If enough requests for hearing are withdrawn to reduce the number below 25, the Department must give written notice of this to all persons who requested a hearing, explain the actions the Department took to bring about the withdrawal, and ask for written comments on this action. If the Department is required to hold a public hearing, it will follow the procedures in *Minnesota Statutes*, sections 14.131 to 14.20.

Cancellation of Hearing. The Department will cancel the hearing scheduled for January 21 and 22, 2025, if the Department does not receive requests for a hearing from 25 or more persons. If you requested a public hearing, the Department will notify you before the scheduled hearing whether the hearing will be held. You may also call the Department contact person at 651-284-5315 after Wednesday, November 26, 2025, to find out whether the hearing will be held. On the scheduled day, you may check for whether the hearing will be held by calling 651-284-5315 or going online at www.dli.mn.gov/business/employment-practices/rulemaking-docket-minnesota-rules-chapter-5200.

Notice of Hearing. If 25 or more persons submit valid written requests for a public hearing on the rules, the Department will hold a hearing following the procedures in *Minnesota Statutes*, sections 14.131 to 14.20. The Department will hold the hearing on the dates and at the times and place listed above. The hearing will continue until 4:30 P.M. each day or until all interested persons have been heard, whichever occurs first. Administrative Law Judge Megan J. McKenzie is assigned to conduct the hearing. Judge McKenzie can be reached by contacting William Moore,

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Rules Coordinator, Court of Administrative Hearings, 600 North Robert Street, P.O. Box 64620, Saint Paul, Minnesota 55164-0620, telephone 651-361-7893, and william.t.moore@state.mn.us.

Hearing Procedure. If the Department holds a hearing, you and all interested or affected persons, including representatives of associations or other interested groups, will have an opportunity to participate. You may present your views orally at the hearing or in writing at any time before the hearing record closes. All evidence presented should relate to the proposed rules.

You may also submit written material to the Administrative Law Judge to be recorded in the hearing record for five working days after the public hearing ends. At the hearing, the Administrative Law Judge may order this five-day comment period extended for a longer period but for no more than 20 calendar days.

After the comment period, there is a five-working-day rebuttal period when the Department and any interested person may respond in writing to any new information submitted. No one may submit new evidence during the five-day rebuttal period.

The Court of Administrative Hearings must receive all comments and responses submitted to the Administrative Law Judge via the ***Court of Administrative Hearings Rulemaking eComments website*** (<https://mn.gov/oah/forms-and-filing/ecomments/>) no later than 4:30 p.m. on the due date. If using the eComments website is not possible, you may submit post-hearing comments in person or via United States mail addressed to Judge McKenzie at the address listed above. All comments or responses received are public data and will be available for review on the eComments website.

This rule hearing procedure is governed by *Minnesota Rules*, parts 1400.2000 to 1400.2240, and *Minnesota Statutes*, sections 14.131 to 14.20. You may direct questions about the procedure to the Administrative Law Judge, through William Moore, the CAH Rules Coordinator listed above.

Modifications. The Department may modify the proposed rules either as a result of public comment or as a result of the rule hearing process. It must support modifications by data and views submitted during the public comment and rule hearing process. The adopted rules may not be substantially different than these proposed rules unless the Department follows the procedure under *Minnesota Rules*, part 1400.2110. If the final rules are identical to the rules originally published in the *State Register*, the Department will publish a notice of adoption in the *State Register*. If the final rules are different from the rules originally published in the *State Register*, the Department must publish a copy of the changes in the *State Register*.

Adoption Procedure if No Hearing. If no hearing is required, the Department may adopt the rules after the end of the comment period. The Department will submit the rules and supporting documents to the Court of Administrative Hearings for a legal review. You may ask to be notified of the date the rules are submitted to the court. If you want to receive notice of this, to receive a copy of the adopted rules, or to register with the Department to receive notice of future rule proceedings, submit your request to the Department contact person listed above.

Adoption Procedure after a Hearing. If a hearing is held, after the close of the hearing record, the Administrative Law Judge will issue a report on the proposed rules. You may ask to be notified of the date that the Administrative Law Judge's report will become available and can make this request at the hearing or in writing to the Administrative Law Judge. You may also ask to be notified of the date that the Department adopts the rules, and the rules are filed with the Secretary of State or register with the Department to receive notice of future rule proceedings by requesting this at the hearing or by writing to the Department contact person stated above.

Lobbyist Registration. *Minnesota Statutes*, chapter 10A, requires each lobbyist to register with the State Campaign Finance and Public Disclosure Board. You may direct questions about this requirement to the Campaign Finance and Public Disclosure Board at: Suite #190, Centennial Building, 658 Cedar Street, St. Paul, Minnesota 55155, telephone (651) 539-1180 or 1-800-657-3889.

Alternative Format/Accommodation. Upon request, this information can be made available in an alternative format, such as large print, braille, or audio. To make such a request or if you need an accommodation to make this

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hearing accessible, please contact the Department contact person at the address or telephone number listed above.

Order. I order that the rulemaking hearing be held at the date, time, and location listed above.

October 10, 2025

Nicole Blissenbach
Commissioner

5200.1200 DEFINITIONS.

Subpart 1. **Scope.** For the purposes of Minnesota Statutes, sections 177.50 and 181.9445 to 181.9448, and parts 5200.1201 to 5200.1209, the following terms have the meanings given.

Subp. 2. **Accrual year.** “Accrual year” has the meaning given in Minnesota Statutes, section 181.9445, subdivision 11.

Subp. 3. **Qualifying purpose.** “Qualifying purpose” means an eligible reason for an employee to use earned sick and safe time as defined in Minnesota Statutes, section 181.9447, subdivision 1.

5200.1201 ACCRUAL YEAR.

Subpart 1. **Accrual year.** If an employer does not designate and clearly communicate the accrual year to each employee as required by Minnesota Statutes, section 181.9445, subdivision 11, the accrual year is a calendar year.

Subp. 2. **Changes to accrual year.** An employer must provide notice of a change to the start and end dates of an accrual year as part of the written notice of changes to employment terms required under Minnesota Statutes, section 181.032, paragraph (f), prior to the date the change takes effect. A change to the start and end dates of an accrual year must not negatively impact an employee’s ability to accrue earned sick and safe time in accordance with Minnesota Statutes, section 181.9446.

5200.1202 HOURS WORKED.

Subpart 1. **Location of hours worked.** An employee accrues earned sick and safe time in accordance with Minnesota Statutes, section 181.9446, paragraph (a), as follows:

A. if the employee will work more than 50 percent of their hours for the employer in Minnesota in an accrual year, then all the employee’s hours worked count toward their accrual of earned sick and safe time regardless of location;

B. if the employee will work 50 percent or more of their hours for the employer outside of Minnesota in an accrual year, then only the employee’s hours worked in Minnesota count toward their accrual of earned sick and safe time. The employer must determine in good faith before the start of employment and the beginning of the accrual year whether the employee will accrue earned sick and safe time under this item, unless the employer will provide the employee with at least 48 hours of earned sick and safe time during the accrual year;

C. if a significant change in circumstances will occur during an accrual year, such as a change in work location or duties, the employer must determine in good faith whether the employee will accrue earned sick and safe time under item A or B. Any significant change in circumstance that results in the employee accruing earned sick and safe time differently under this subpart is effective the date of the change in circumstances. The employer must give the employee written notice of such a change prior to the date the change takes effect under Minnesota Statutes, section 181.032, paragraph (f). Any accrued but unused earned sick and safe time remains available for the employee to use during the accrual year;

D. for the purposes of this subpart, “good faith” means the employer, at a minimum, evaluated the employee’s anticipated work schedule and locations of work in a manner that is not knowingly false or in reckless disregard of the truth. The employer’s obligation to provide accrual of earned sick and safe time in accordance with items B and C is met

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if the employer acts in good faith when anticipating the employee's location of hours worked for an accrual year;

E. for the purposes of this subpart, an employee who is teleworking is considered to be working in the state where they are physically located while performing telework;

F. notwithstanding this subpart, an employer is permitted to provide earned sick and safe time in excess of the minimum amount required under Minnesota Statutes, section 181.9446; and

G. nothing in this subpart is to be construed as requiring compliance or imposing obligations for work performed in a state or locality outside of Minnesota where such benefits are expressly prohibited or preempted by law.

Subp. 2. Determining hours worked.

A. Parts 5200.0120 and 5200.0121 govern determinations of an employee's accrual of earned sick and safe time under Minnesota Statutes, section 181.9446, paragraph (a).

B. Notwithstanding item A, for an employee exempt from overtime requirements under United States Code, title 29, section 213(a)(1), who uses earned sick and safe time for an absence of a full work day, more sick and safe time hours cannot be deducted than the number of hours for which the employee is deemed to work for the purposes of accruing earned sick and safe time each work day under Minnesota Statutes, section 181.9446, paragraph (c).

Subp. 3. Indeterminate shift.

A. When an employee uses earned sick and safe time for an absence from a scheduled shift of an indeterminate length, such as a shift defined by business needs rather than a specific number of hours, the employer must deduct from the employee's available earned sick and safe time using only one of the following options:

(1) the hours worked by the replacement worker, if any;

(2) the hours worked by the employee in the most recent similar shift of an indeterminate length; or

(3) the greatest number of hours worked by a similarly situated employee, if any, who worked the shift for which the employee used earned sick and safe time.

B. For an employee who uses earned sick and safe time after beginning a shift of an indeterminate length, the employer must use the options in item A by deducting from the employee's available earned sick and safe time the amount associated with the selected option minus the hours already worked by the employee during the shift.

5200.1203 TIME CREDITED AND INCREMENTS OF ACCRUAL.

Subpart 1. **Crediting accrual.** For the purposes of Minnesota Statutes, section 181.9446, paragraph (a), earned sick and safe time must be credited to an employee for each pay period based on all hours worked no later than the regular payday after the end of each corresponding pay period. Earned sick and safe time is considered accrued when the employer credits the time to the employee.

Subp. 2. **Increment of time accrued.** An employer is not required to credit employees with less than hour-unit increments of earned sick and safe time accrued under Minnesota Statutes, section 181.9446, paragraph (a).

Subp. 3. **Rehire.** An employee rehired by the same employer within 180 days of the employee's separation from employment is entitled to a maximum reinstatement of 80 hours of previously accrued but unused earned sick and safe time under Minnesota Statutes, section 181.9448, subdivision 2, unless the employer agrees to a higher amount or an applicable statute, regulation, rule, ordinance, policy, contract, or other legal authority requires a greater amount of accrued but unused time off to be reinstated.

5200.1204 ACCRUAL AND ADVANCING METHODS.

Subpart 1. **Advancing hours.** For the purposes of Minnesota Statutes, section 181.9448, subdivision 1, paragraph (j), when an employer advances earned sick and safe time to an employee for the remainder of the accrual year:

A. the advanced amount of earned sick and safe time must be calculated at no less than the rate required in Minnesota Statutes, section 181.9446, paragraph (a);

B. employers are not required to advance more than 48 hours of earned sick and safe time, unless required by an applicable statute, regulation, rule, ordinance, policy, contract, or other legal authority; and

C. if the advanced amount is less than the amount the employee would have accrued based on the actual hours worked, the employer must provide additional earned sick and safe time to make up the difference within 15 calendar days of the employee's actual hours worked surpassing the number of hours the employer anticipated the employee would work when it advanced earned sick and safe time.

Subp. 2. **Changing methods.** Any change to an employer's method of providing earned sick and safe time to an employee under Minnesota Statutes, section 181.9446, paragraph (a) or (b), must be communicated to the employee in writing and is not effective until the first day of the next accrual year. An employer must provide notice of a change to the accrual method as part of the written notice of changes to employment terms required under Minnesota Statutes, section 181.032, paragraph (f). If an employer fails to provide timely notice of a change to the accrual method as required by this subpart, the prior accrual method remains in effect, unless the employee agrees otherwise. Changes to accrual under part 5200.1202, subpart 1, item C, are not subject to this subpart.

Subp. 3. **No additional accrual necessary.** When an employer provides an employee with earned sick and safe time for the accrual year under Minnesota Statutes, section 181.9446, paragraph (b), clause (2), the employer is not required to provide the employee with any additional accrual under Minnesota Statutes, section 181.9446, paragraph (a).

5200.1205 EMPLOYEE USE.

Subpart 1. **No required use.** It is an employee's right to use earned sick and safe time for a qualifying purpose. An employer must not require an employee to use earned sick and safe time.

Subp. 2. **Unprotected leave.** An employee's leave is not subject to the protections provided to employees in Minnesota Statutes, sections 181.9445 to 181.9448, when the employee requests not to use earned sick and safe time for an absence from work.

5200.1206 INCENTIVES.

If a bonus, reward, or other incentive is based on the achievement of a specified goal such as hours worked, products sold, or perfect attendance and the employee has not met the goal due to use of earned sick and safe time, then the incentive may be denied, unless otherwise paid to employees on any other leave status.

5200.1207 REASONABLE DOCUMENTATION.

For uses of earned sick and safe time for which an employer may require reasonable documentation, an employee who does not provide reasonable documentation in accordance with Minnesota Statutes, section 181.9447, subdivision 3, is not subject to the protections provided to employees in Minnesota Statutes, sections 181.9445 to 181.9448. Any requirement for reasonable documentation must be clearly communicated to the employee and the employee must be given a reasonable amount of time to provide reasonable documentation.

5200.1208 MISUSE OF EARNED SICK AND SAFE TIME.

Subpart 1. **Misuse.** Misuse occurs when an employee uses earned sick and safe time for a purpose not covered by

Proposed Rules

Minnesota Statutes, section 181.9447, subdivision 1. Misuse is not subject to the protections provided to employees in Minnesota Statutes, sections 181.9445 to 181.9448.

Subp. 2. **Pattern or clear instance of suspected misuse.** Notwithstanding the timeline provided in Minnesota Statutes, section 181.9447, subdivision 3, paragraph (a), an employer is permitted to require reasonable documentation from an employee when there is a pattern or clear instance of suspected misuse by the employee. A pattern or clear instance of suspected misuse includes:

A. an employee repeatedly used earned sick and safe time on their scheduled work day immediately before or after a scheduled day off, vacation, or holiday;

B. an employee repeatedly used increments of earned sick and safe time of less than 30 minutes at the start or end of a scheduled shift;

C. an employee used earned sick and safe time on a day for which the employer previously denied the employee's request to take other paid leave; or

D. documentation or other evidence that conflicts with the employee's claimed use of earned sick and safe time.

An employer that requires reasonable documentation under this subpart must do so in accordance with Minnesota Statutes, section 181.9447, subdivision 3, paragraphs (b) to (f). An employer that requires reasonable documentation in accordance with this subpart is not retaliating against an employee under Minnesota Statutes, section 181.9447, subdivision 6.

Subp. 3. **No restriction on use.** An employer must not deny an employee the use of earned sick and safe time based on previous misuse of earned sick and safe time by the employee or the employer's suspicion that the employee may misuse earned sick and safe time. However, misuse of earned sick and safe time is not subject to protections provided to employees in Minnesota Statutes, sections 181.9445 to 181.9448, and may be subject to discipline by the employer.

5200.1209 MORE GENEROUS SICK AND SAFE TIME POLICIES.

Subpart 1. **Excess paid time off.** Excess paid time off and other paid leave made available to an employee by an employer under Minnesota Statutes, section 181.9448, subdivision 1, paragraph (a), is subject to the minimum standards and requirements provided in Minnesota Statutes, sections 181.9445 to 181.9448, except for section 181.9446, only when the leave is used for a qualifying purpose.

Subp. 2. **Salary continuation benefits.** For the purposes of Minnesota Statutes, section 181.9448, subdivision 1, paragraph (a), "other salary continuation benefits" includes Minnesota Paid Leave under Minnesota Statutes, chapter 268B.

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Pursuant to *Minnesota Statutes* §§ 14.101, an agency must first solicit comments from the public on the subject matter of a possible rulemaking proposal under active consideration within the agency by publishing a notice in the *State Register* at least 60 days before publication of a notice to adopt or a notice of hearing, and within 60 days of the effective date of any new statutory grant of required rulemaking.

The *State Register* also publishes other official notices of state agencies and non-state agencies, including notices of meetings and matters of public interest.

Department of Commerce

Notice of Opportunity for Public Comment on Mandated Health Benefit Proposals

Request for Information

The Minnesota Department of Commerce is seeking public input on potential legislative proposals to require health insurers to add or increase coverage for certain conditions, diseases or other health care needs. This Request for Information (RFI) is part of Commerce's evaluation of the potential fiscal, economic and public health impacts of those mandated benefit proposals. The evaluation, conducted in coordination with the Department of Health and the Department of Management and Budget, is required under Minnesota Statute 62J.26.

The Department of Commerce invites responses from individuals, organizations, and other interested audiences. Responses to the RFI will inform evaluation reports submitted by the Department of Commerce to the Legislature. To review the RFI and submit Comments please visit https://mn.gov/commerce-stat/insurance/industry/policy-data-reports/62J/2025/RFI_Mandated-Health-Benefit-Proposals-2025.pdf. The deadline for submitting comments for 2025 mandated proposals is December 11, 2025.

Questions about the RFI can be submitted to Patricia.Hearth@State.mn.us

Minnesota Housing

Notice of Public Hearing Via GoTo Webinar On Amendments to the 2024-2025 Housing Tax Credit Qualified Allocation Plan and 2026-2027 Qualified Allocation Plan

Minnesota Housing will hold a virtual public hearing pursuant to Section 42 of the Internal Revenue Code of 1986, regarding proposed amendment to the 2024-2025 Housing Tax Credit Qualified Allocation Plan (QAP) and 2026-2027 QAP. The public hearing will be held virtually. See details below:

Wednesday, November 12, 2025

11:00 A.M. – 12:00 P.M. – via GoTo Webinar

You may register in advance for this meeting:

<https://attendee.gotowebinar.com/register/267023445354996316>

If you prefer to use your phone, you must select "Use Telephone" after joining the webinar and call in using the numbers below.

- United States (Toll-free): 1 866 901 6455
- United States: +1 (951) 384-3421
 - Access Code: 457-686-059
 - Audio PIN: Shown after joining the webinar

The Omnibus Budget Reconciliation Act of 1989 (OBRA) requires that Housing Tax Credit (HTC) Allocating Agencies develop a plan for allocating tax credits within their jurisdiction, setting forth criteria to determine priorities for selection of developments to receive tax credits. The OBRA also requires Tax Credit Agencies to hold a public hearing

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to receive public comment on the Allocation Plan.

Since the approval of the QAPs, there have been changes to Minnesota state statute and federal law that make it necessary for the QAPs to be amended.

In the 2025 Minnesota Legislative session, the “Local Actions to Support Housing” was added to session law (Minnesota Laws 2025, chapter 37, article 3, section 13). The law requires Minnesota Housing, where practicable, to award additional points in competitive capital development programs to proposed projects located in jurisdictions that provide certain land use and zoning flexibilities identified in the law.

In July 2025, Congress passed, and the President signed H.R.1. **Section 70422 of H.R.1** which reduced the tax-exempt volume limited bonds threshold test from 50% to 25% to qualify for the 4% HTC.

To implement these changes in federal and state law, Minnesota Housing must amend the applicable QAPs and Self-Scoring Worksheet. It is necessary to amend two QAPs because there are projects selected under the prior QAP that have not yet closed.

Minnesota Housing is also proposing to extend the 2026-2027 QAP by one year to be the 2026-2028 QAP. This will make the QAP applicable to the 2027 Multifamily Consolidated RFP/2028 HTC funding rounds.

The above public hearing is for the 2024-2025 and 2026-2027 QAPs developed by Minnesota Housing, in cooperation with local government representatives, for use within the Tax Credit Allocation jurisdiction of Minnesota Housing. The proposed amendments are specifically for Minnesota Housing’s QAP and would not affect a Suballocating Agency’s QAP. Currently, the following cities and counties are eligible to be Suballocating Agencies in Minnesota: Duluth, St. Cloud, Rochester, Minneapolis, St. Paul, Washington County and Dakota County. A suballocator may elect to enter into a Joint Powers Agreement with Minnesota Housing. Under a Joint Powers Agreement, Minnesota Housing will perform certain functions related to the HTC allocation or award and compliance monitoring. Currently, the following cities have entered in a Joint Powers agreement: Duluth, St. Cloud, and Rochester.

For accessibility accommodations, call 651.707.4040 or email Ben Eggersdorfer at ben.eggersdorfer@state.mn.us by Tuesday, November 11, 2025. Note that this public hearing is not a workshop or training session but is intended to solicit the comments of the public.

Written comments may also be submitted to Minnesota Housing and will be considered at the hearing; email comments to HTC.MHFA@state.mn.us. Copies of the proposed changes to the Housing Tax Credit Qualified Allocation Plan are available on Minnesota Housing’s website: [https://www.mnhousing.gov/rental-housing/housing-development-and-capital-programs/housing-tax-credits/qualified-allocation-plan-\(qap\).html](https://www.mnhousing.gov/rental-housing/housing-development-and-capital-programs/housing-tax-credits/qualified-allocation-plan-(qap).html).

Minnesota Department of Revenue

Official Notice: Cigarette Sales Tax – Rate Change

Pursuant to *Minnesota Statutes*, section 297F.25, the Commissioner of Revenue has determined that the new cigarette sales tax rate will be 84.0 cents per pack of 20 cigarettes. For packs of cigarettes with other than 20 cigarettes, the tax must be adjusted proportionally. This rate is effective for sales on or after January 1, 2026.

Publication Date: October 27, 2025

Board of Water and Soil Resources (BWSR) Notice of Proposed Revisions to Buffer Program Procedures

The Minnesota Board of Water and Soil Resources (BWSR) is seeking public comments on proposed revisions to its Buffer Program Procedures.

The current procedures were adopted in 2017, to support the implementation of the Riparian Protection and Water Quality Practices Statute (Minn. Stat. § 103F.48), commonly referred to as the Buffer Law. These procedures establish a consistent framework for implementation by soil and water conservation districts, as well as counties and watershed districts that have assumed jurisdiction.

Following legislative amendments to the statute in 2024, BWSR has revised the procedures to ensure alignment with current law. Concurrently, BWSR has incorporated updates and refinements informed by program implementation experience. The revised procedures have been reorganized into a series of renumbered chapters and updated for clarity and improved cross-referencing.

Two new procedures have been added as part of this revision:

- **Procedure No. 8:** *Implementation of Jurisdictional Responsibilities*
- **Procedure No. 10:** *Revoking Jurisdiction of a County or Watershed District*

BWSR welcomes comments on the entirety of the revised Buffer Program Procedures. The public is encouraged to review and provide feedback on all of the procedures, as updates and clarifications have been made throughout the entire document.

Public Comment Period:

The public comment period will begin on **October 27, 2025** and will close at **4:30 PM on December 10, 2025**. All comments received during this period will be reviewed and considered for potential revisions.

Comments may be submitted to the BWSR by the two methods below:

- **Online at,** *Procedures.BWSR@state.mn.us*
- U.S. Mail to the following address:

Board of Water and Soil Resources
c/o Travis Germundson
520 Lafayette Road North
St. Paul, MN 55155

Introduction

Purpose of Buffer Procedures

The Minnesota Board of Water and Soil Resources (BWSR) Board Adopted Buffer Procedures serve as the foundational framework for implementing the state's Buffer Law. The Buffer Law requires landowners to establish and maintain perennial vegetation buffers along public waters and drainage ditches or to implement an approved alternative practice that provides water quality protection comparable to a buffer. The purpose of the law is to establish riparian buffers and water quality practices to:

1. protect state water resources from erosion and runoff pollution
2. stabilize soils, shores, and banks
3. protect or provide riparian corridors

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While the law establishes a clear statewide mandate, a consistent and uniform approach was needed to ensure effective and ongoing implementation across Minnesota's diverse landscapes and communities. To support this need, the BWSR Board adopted these Buffer Procedures to provide that critical understanding of expectations and consistency. These procedures provide a clear, standardized set of guidelines for local government units.

- **Soil and Water Conservation Districts (SWCDs)**—to use when working with landowners. By defining specific methods for measuring buffer widths, verifying compliance, and documenting alternative conservation practices, the procedures help eliminate ambiguity and provide a clear roadmap for all parties involved.
- **Counties and Watershed Districts** – for counties and watershed districts that choose to assume enforcement authority, the procedures outline provisions for determining consistent and adequate implementation of the law. This ensures uniform compliance and enforcement across jurisdictions.

The procedures are arranged as a series of chapters that are specific to various aspects of implementation and the enforcement process. It's important to note that while the procedures are organized into separate chapters, there is some overlap between them. Individual procedures may not function independently and should be understood within the broader context provided by the entire set of procedures.

These procedures were adopted by the Board of Water and Soil Resources (BWSR) pursuant to Minnesota Statute §103F.48 to determine compliance. Statutes are subject to change, and if the language of this procedure differs from statute, we defer to statutory guidance.

Promoting Collaboration and Conservation

The BWSR Board Adopted Buffer Procedures serve not just as a regulatory manual but a tool for collaboration. They were designed to facilitate a partnership between state agencies, local governments, and landowners. By providing clarity and consistency, the procedures enable staff to have productive conversations with landowners and local staff, offering technical assistance and resources to help them achieve compliance and ensure timely and effective enforcement. This clear framework promotes trust and a shared sense of responsibility for protecting Minnesota's invaluable water resources. In doing so, it ensures that the benefits of the Buffer Law are realized now and maintained into the future.

Procedure 1: Election of Jurisdiction

The water resources riparian protection requirements of the buffer law are related to the buffer provisions of the Public Drainage Law (*Minnesota Laws, Chapter 103E*) and state shoreland management standards. Counties and watershed districts serve as drainage authorities and counties locally administer the shoreland management program.

This procedure is used to determine which LGU has the initial authority to elect jurisdiction for public waters and public drainage ditches. Landowners, local governments, and BWSR need clear and comprehensive guidance for enforcement of the buffer law to ensure consistency in application of the law statewide, and to easily identify which LGU has enforcement authority in cases where corrective actions are needed.

When jurisdictional boundaries overlap, local governments units (LGUs) are encouraged to discuss and resolve which water bodies subject to the buffer law are being elected within each entity's boundary.

Procedure:

To provide orderly administration of statutory responsibilities, the following provisions are required for counties and watershed districts electing jurisdiction via a resolution or other formal decision for enforcement of the buffer law.

Counties

When a **county** elects jurisdiction, it must:

1. include all public waters within its boundary that require a minimum 50-foot average, 30-foot minimum width buffer, as identified on the Buffer Protection Map
2. include all public drainage ditches within its boundary that require a 16.5-foot width buffer, as identified on the

Buffer Protection Map for which it is wholly or jointly the drainage authority¹.

A county may also elect jurisdiction on all public drainage ditches identified on the Buffer Protection Map within its boundary for which it is not the drainage authority, if the watershed district acting as the drainage authority does not elect jurisdiction.

The county must provide a notice to BWSR and to all watershed districts and soil and water conservation districts within its boundary at minimum 60 days prior to the effective date of its decision to elect jurisdiction.

Watershed Districts

When a **watershed district** elects jurisdiction, it must: include all public drainage ditches within its boundary that require a 16.5-foot width buffer, as identified on the **Buffer Protection Map**, for which it is the drainage authority².

A watershed district may elect jurisdiction on all public waters identified on the Buffer Protection Map within its boundary, if the county does not. A watershed district may also elect jurisdiction on all public drainage ditches identified on the Buffer Protection Map within its boundary for which it is not the drainage authority if the county acting as the drainage authority does not.

The watershed district must provide a notice at minimum 60 days prior to the effective date of its decision to BWSR and to all counties and soil and water conservation districts within its boundary.

Notification

Counties and watershed districts must submit to BWSR a copy of the rule, ordinance, or official control, consistent with Board Procedure on Review of County and Watershed District Buffer Rules, Ordinance, and Official Controls; BWSR staff will make a determination of adequacy within 60 days of receipt.

Change in Previous Election

A county or watershed district may change a previous election of jurisdiction by providing notice through a resolution or other formal decision to BWSR, all counties, all soil and water conservation districts, and all watershed districts within its boundary at least 60 days prior to the effective date of the decision.

Should a change in jurisdiction occur, the following steps are recommended to ensure a smooth transition of enforcement authority:

1. A county or watershed district that elects to discontinue jurisdiction should provide all records related to compliance and enforcement of Minnesota statute §**103F.48** to BWSR prior to the effective date of the change in election.
2. BWSR should provide all records related to compliance and enforcement of Minnesota Statute §**103F.48** to a county or watershed district that elects jurisdiction prior to the effective date of the change in election.
3. Riparian Protection Aid funds received from the Department of Revenue should be redistributed proportionally to the enforcement authorities with jurisdiction.

If a county or WD re-elects jurisdiction the board may consider past performance during its review to determine if the county or WD can again be with jurisdiction.

Statutory References:

- Public Drainage Law: Chapter **103E**
- Shoreland Management M.S. §**103F.201** to 103F.227
- Water resource protection requirements on public waters and public drainage systems: M.S. §**103F.48**, subd. 3, paragraph (b)

¹ See Minnesota statute §103F.201 to 103F.227, and Chapter 103E.

² see Chapter 103E

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- Local implementation and assistance: M.S. §**103F.48**, subd. 6.
- Joint exercise of powers: M.S. §**471.59**.
- Riparian Protection Aid: M.S. §**477A.21**

Procedure 2: BWSR's Review of Buffer Rules, Ordinances, and Official Controls

A county or watershed district may elect to exercise its jurisdiction to enforce the water resources riparian protection requirements. Pursuant to Minnesota Statute §**103F.48**, subd. 1(j) and subd. 7(c), a county or watershed district must submit their rule, ordinance, or other official control to BWSR to comply with the legislative requirements.

Providing clarity in how BWSR reviews rules, ordinances, or other official controls used to carry out the compliance provisions of the buffer law will help with statewide consistent application of the buffer law. This procedure also provides an expected timeline for the review, and what to expect if official controls are not sufficient in order to make corrections.

Procedure:

County and watershed district buffer rules, ordinances and official controls will be reviewed by BWSR as provided below:

1. BWSR staff will review the enforcement and appeals procedures of county and watershed district rules, ordinances, or other official controls to determine if they contain adequate provisions to ensure compliance and effective enforcement of the riparian buffer law.
 - a. If the county or watershed official controls propose using administrative penalty order (APO) authority³ as the enforcement mechanism, BWSR will also evaluate whether the county or watershed district APO plan is consistent with the plan adopted by BWSR.
 - b. The adequacy and/or consistency review of official controls will be completed within 60 days of receipt unless mutually extended.
 - c. BWSR will send the adequacy and/or consistency determination to the county or watershed district electronically.
2. Counties and watershed districts that elect to exercise their jurisdiction must submit the following information to BWSR at least 60 days prior to the effective date of the rule, ordinance, or other official control which includes:
 - i. The resolution or other formal decision of the county or watershed district governing body documenting adoption of the official control
 - ii. The official control adopted by the county or watershed district governing body
 - iii. A document that describes how the official control departs from the model ordinance or rule developed by BWSR (if applicable)

Failure to provide the required information will result in a determination by BWSR that the rule, ordinance, or other official control does not contain adequate provisions to ensure compliance and effective enforcement of the law.

A county or watershed district may vary the procedures outlined in the APO Plan on the **BWSR Enforcement Page** pertaining to the penalty amount and interval of recurrence to the extent it is consistent with Part A of BWSR's APO Plan. The submission of an APO Plan with changes from the BWSR APO Plan should include adequate justification and be based on considerations that include the extent, gravity, and willfulness of the noncompliance.

Any change from a prior adopted official control must be submitted to BWSR at least 60 days prior to the effective date of the change.

³ Minnesota Statute §103B.101, subdivision 12a

The option of a county or watershed district to modify or delegate a previous election of jurisdiction and the adoption of an official control will follow the same review as provided above.

Local Government Implementation and Enforcement Options:

Each county and watershed district should consult with their legal counsel in preparing and adopting rules, ordinances, or other official controls for local enforcement of the water resources riparian protection requirements of Minnesota Statute §103F.48.

Counties and watershed districts that decide to elect jurisdiction have several enforcement options:

- Adopt BWSR's Model County Buffer Ordinance or Rule with no or only non-substantive changes
- Adopt BWSR's Model County Buffer Ordinance or Rule with revisions that allow for local priorities that are at least as restrictive as those in M.S. §103F.48
- Incorporate the water resources riparian protection requirements of M.S. §103F.48 into an existing local ordinance, rule, or other official control
- Use the APO authority⁴ and adopt a standalone local APO plan as an official control or with one of the above options
- Implement other options that are available to counties and watershed districts in statute

Compliance Determinations

Local units of government are encouraged to consult with BWSR staff throughout the process to assist in the development of local enforcement provisions consistent with the water resources riparian protection requirements of Minnesota law.

All decisions will be based on a standard of review that ensures equitable compliance provisions are in place. If the initial determination is that a county or watershed district lacks adequate controls to ensure compliance, BWSR staff will assist that local unit of government in addressing the necessary measures to change the initial determination and achieve compliance.

Enforcement and Penalty Procedures for Noncompliance

BWSR has the statutory responsibility to determine whether local government units that elect jurisdiction have official controls that contain adequate provisions to ensure compliance and effective enforcement of the Riparian Protection and Water Quality Practices of Minnesota Statute.

Statutory References:

- Definitions: M.S. §103F.48, *subd. 1*
- Local implementation and assistance: M.S. §103F.48, *subd. 6*.
- Corrective Actions: M.S. §103F.48, *subd. 7*
- Appeals and validations and penalty orders: M.S. §103F.48, *subd. 9*
- Authority to issue penalty orders: M.S. §103B.101, *subd. 12a*
- Corrective actions: M.S. §103B.102, *subd. 4*.

Procedure 3: SWCD Determination of Buffer Compliance Status

Landowners of parcels adjacent to a water body identified on the Department of Natural Resources' **Buffer Protection Map** are required to establish and maintain a perennially-vegetated buffer or an approved alternative practice. Having a consistent framework for compliance reviews of these requirements helps landowners understand the expectations of the buffer law. It also provides a consistent framework for SWCDs, counties, watershed districts, and BWSR for determining compliance on buffer application and alternative practices.

⁴ granted in M.S. §103B.101, *subd. 12a*

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SWCDs must provide planning and technical assistance to landowners, implementation of approved alternative practices, and tracking progress.⁵

A consistent process provides a framework for tracking compliance so that reporting expectations of local governments aren't arbitrary.

Procedure:

Reviews will be done by utilizing various means, including to site visits, aerial photography, websites with imagery, drive-bys, and drones. Compliance reviews will conform with the following provisions:

1. Compliance status will be determined and tracked on a parcel-by-parcel basis as identified by a unique, locally-defined property identification number or description.
2. Each bank or edge of a water body within an individual parcel will be reviewed independently.
3. The SWCD will verify and approve alternative practices.

Statutory References:

- Water Resource protection requirements: M.S. *§103F.48, subd. 3*
- Local implementation and assistance: M.S. *§103F.48, subd. 6*
- Withholding funding: M.S. *§103F.48, subd. 8*

Procedure 4: SWCD Reporting and Compliance Monitoring

SWCDs are required to provide reporting to BWSR to ensure they are tracking progress towards compliance. Landowners also need assurance of consistent and equitable enforcement of the Buffer Law.

SWCDs need to systematically collect information regarding compliance that can be used to assure implementation and documentation for enforcement as needed. Additionally, BWSR needs a basis for withholding funds from a SWCD that fails to implement the law or board-adopted procedures.

Procedure:

SWCDs are required to adopt a monitoring plan and post the plan on its website. The plan must include the following minimum requirements:

- Ongoing compliance tracking of all parcels subject to the Buffer Law, at least once every three years.
- How to respond to landowner requests for validations of compliance.
- Random spot checks of parcels that will be conducted in addition to tracking all parcels.
- Guidance for responding to complaints of noncompliance in a timely fashion.

SWCDs must update progress tracking by June 1 and December 1 of all parcels that have been assessed, reviewed, or that have changed status since the prior reporting deadline in one of the following formats :

- Buffer Compliance and Tracking Tool (BuffCAT)
- GIS shapefile in a format prescribed by BWSR

Statutory References

- Local implementation and assistance: M.S. *§103F.48, subd. 6*
- Withholding funding: M.S. *§103F.48, subd. 8*

⁵ Minn. Stat. *103F.48, subd. 6*

Procedure 5: Municipal Separate Storm Sewer System (MS4) Exemption

National Pollutant Discharge Elimination System/State Disposal System (NPDES/SDS) program municipal separate storm sewer system (MS4) permittees are not required to take any action regarding this exemption.

As it relates to the buffer law, it is important for landowners to know if the MS4 permittee has or is planning an infrastructure project with water quality protection comparable to the buffer protection for their parcel. The MS4 permittee also needs to know that they may be able to help landowners with cultivated lands achieve eligibility for an exemption from the buffer law requirements by accomplishing a project with comparable water quality protection. SWCDs need to know – for progress tracking and compliance validation – if an infrastructure project with water quality protection comparable to a buffer for a parcel is being provided by the MS4 permittee.

Procedure:

Minnesota Statute §103F.48, *subd. 5*(4) authorizes an exemption for land regulated by a NPDES/SDS permit under Minnesota Rules, *Chapter 7090* and provides water resources riparian protection, in any of the following categories:

1. Municipal separate system sewer system (MS4)
2. Construction storm water (CSW)
3. Industrial storm water (ISW)

Actions that meet the “water resources riparian protection” provision include:

1. Perennially rooted vegetation as prescribed in M.S. §103F.48, *subdivision 3*, paragraph (a)
2. Alternative riparian water quality practices as prescribed in M.S. §103F.48, *subdivision 3*, para. (b)
3. Projects with comparable water quality protection provided by MS4-managed or -sponsored infrastructure.

NPDES/SDS Program MS4 permittees that choose to take action to support this exemption should:

1. Have implemented a MS4 permittee sponsored project that provides water quality protection comparable to a buffer for the parcel seeking the exemption
2. Provide evidence to the landowner and the respective soil and water conservation district (SWCD)

Statutory References:

- Exemptions: M.S. §103F.48, *subd. 5*, sub-part (4)

Procedure 6: SWCD Alternative Practices Assessment and Determination

SWCDs play a critical role in the implementation of Minnesota’s Buffer Law. The law directs SWCDs to:

- Assist landowners with implementation
- Determine compliance
- Notify the appropriate enforcement authority of noncompliant parcels

A landowner may meet Buffer Law requirements by adopting an alternative practice specified in the Buffer Law. SWCDs must evaluate the water quality benefits of an alternative practice(s) on a parcel-by-parcel basis and issue a determination on compliance⁶.

6 Minn. Stat. §103F.48, *subd. 3*(d)

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Procedure:

For an SWCD to determine that an alternative practice provides water quality protection comparable to a buffer, the alternative practice(s) proposed or implemented must:

- Treat all water running off a parcel which would otherwise be treated by a M.S. §103F.48 prescribed buffer prior to entering a waterbody identified on the Buffer Protection Map.
- Provide treatment or protections from erosion and runoff pollution, including suspended solids, sediment, and sediment associated constituents at least equivalent to that which the buffer would provide.
- Account for the stability of soils, shores, and banks.

SWCDs must also retain copies of these assessments. The SWCD should provide the landowner with documentation of the assessment and practice location maps for recordkeeping and implementation.

This procedure provides a consistent framework for SWCDs and landowners to determine whether alternative practices provide a “comparable water quality benefit” and to confirm whether those alternative practices meet riparian buffer standards.

BWSR-Approved Alternative Practices for Common Landscape Settings

Documentation of alternative practices for a specific parcel shall utilize the following steps:

1. Confirm that the landscape setting and buffer requirement are consistent with a BWSR-approved Common Landscape alternative practice.
2. Include maps or diagrams showing runoff patterns and locations of the practices, confirming all water that would be treated by a buffer is addressed.
3. Evaluate soil, shoreline, and bank stability to ensure the long-term sustainability of the alternative practice.
4. Confirm that the practice(s) align with BWSR’s approved conditions.

SWCD-Approved Alternative Practices Based on Local Site-Specific Landscape Conditions

1. Confirm that practices were completed as proposed.
2. Include maps or diagrams showing how runoff is managed, confirming all water otherwise treated by a buffer is addressed.
3. Evaluate soil, shoreline, and bank stability to ensure sustainability.
4. Confirm that the practice is consistent with the Natural Resources Conservation Service (NRCS) Field Office Technical Guide (FOTG) standards.
5. Identify the water quality assessment method used to determine water quality benefit and document results.

As part of fulfilling these statutory directives, SWCDs may, upon request by a landowner, issue a validation of compliance. The statutory responsibilities of SWCDs require them to determine whether a parcel is in compliance when requested by a landowner or as a part of tracking progress towards compliance. This validation may be issued if the buffer has been properly installed or if the SWCD determines that implemented alternative practices provide comparable water quality protections to a buffer.

Statutory References:

- Water Resource protection requirements: M.S. §103F.48, subd. 3
- Local implementation and assistance: M.S. §103F.48, subd. 6

Procedure 7: Other Alternative Practices Approved by the Board

To provide a consistent process for consideration of alternative water quality practices, this procedure describes how local governments, other interested parties, and BWSR consider alternative water quality practice(s) that differ from or are not found in the Natural Resources Conservation Service (NRCS) Field Office Technical Guide so they may potentially be used as an alternative to the standard vegetated buffer widths requirements.

Procedure:

Alternative practices that are different from the prescribed standard or do not exist in the NRCS Field Office Technical Guide can be considered for use as a practice statewide as follows:

1. Via a written request to BWSR, for the purposes of evaluating:
 - a. whether the proposed practices provide comparable water quality protection
 - b. whether the proposed methods provide adequate evidence that comparable water quality protections will be achieved
2. Within 60 days of receiving a request, the BWSR Executive Director or designee must review the proposal and supporting documentation and determine whether the proposal has technical merit and may be reviewed by a technical advisory team, or whether it should be denied.
3. If it has technical merit, the Executive Director may convene a technical advisory team to review the proposal which may include staff representation from the following agencies:
 - Board of Water and Soil Resources
 - Minnesota Department of Natural Resources
 - Minnesota Pollution Control Agency
 - Minnesota Department of Health
 - Minnesota Department of Agriculture
 - University of Minnesota
 - United States Department of Agriculture – NRCS

The BWSR Executive Director may invite other experts to participate or provide input.

4. A technical advisory team shall report its determination on the proposal to the Buffers, Soils, and Drainage Committee which shall evaluate the report and make a recommendation to the BWSR Board.
5. The BWSR Board will consider the recommendation from the Buffers, Soils, and Drainage Committee and determine whether the practice(s) or method(s) will be included as a Board-approved alternative water quality practice.

Statutory References:

- Water Resource protection requirements: M.S. *§103F.48, subd. 3*

Procedure 8: Implementation of Jurisdictional Responsibilities

Minnesota Statutes, sections *103F.48* and *103B.101* set forth several requirements regarding implementation of the buffer law. Entities responsible for implementing these statutory requirements and the requirements contained within each entity's own official controls are encouraged to consult with their attorney should they have questions.

Local governments required to carry out their elected jurisdictional duties or that are considering whether to elect jurisdiction under the buffer law need to know what the expectations are for enforcing the requirements of the buffer law and board adopted procedures. To ensure that actions to bring about compliance are taken as soon as reasonably practical, and that applicable statute of limitations are not exceeded, a uniform set of timeline expectations for

Official Notices

enforcement actions is needed to ensure compliance in a timely, predictable, and consistent manner. BWSR also needs to have a consistent basis for potential actions to withhold funding or to revoke jurisdiction.

Procedure:

The following actions are necessary to ensure timely and consistent application of the jurisdictional enforcement responsibilities elected under Minnesota statute §103F.48, the buffer law and board adopted procedures.

1. Following receipt of a Notice of Noncompliance (NON) from a soil and water conservation district (SWCD), the county or watershed district (WD) with jurisdiction over the noncompliant site must provide the landowner with a list of corrective actions to be taken to come into compliance and a practical timeline for doing so through the issuance of a Corrective Action Notice (CAN).
 - The CAN must be issued within 45 days from receipt of the NON.
 - The CAN must mandate compliance with conditions by a specific date that must be no later than 11 months from its issuance.
 - A copy of the CAN must be sent to BWSR as required by statute.
2. If the landowner does not comply with the conditions of the CAN, the county or WD must pursue compliance through enforcement mechanisms identified in its adopted ordinance or rule.
 - Enforcement must be pursued within 30 days following the landowner's failure to meet the deadline for compliance identified in the CAN through the issuance of the elected enforcement mechanism.
 - The county or WD must copy BWSR as required by statute on the enforcement documentation used to pursue compliance.
3. If after 6 months from the date the enforcement mechanism was issued the parcel remains noncompliant, the county or WD must initiate further actions to ensure the parcel is brought into compliance under the authorities of its adopted rules, ordinances, and official controls.
 - The county or WD must notify BWSR of its intended action and associated timelines.
 - The county or WD must periodically update BWSR on process and outcome.
4. If at any time following the receipt of a NON, the county or WD, individually or in consultation with the SWCD, determines a parcel to be compliant or that no further enforcement action is needed, it must provide notification to BWSR within 30 days of that determination. Notification to BWSR must include one of the following forms of compliance documentation:
 - Validation of compliance issued by the SWCD
 - A violation conclusion form issued by the enforcement entity as provided by BWSR

Statutory References:

Definitions: M.S. §103F.48, *subd. 1*

Corrective Actions: M.S. §103F.48, *subd. 7*

Procedure 9: Withholding Funds for Failure to Implement

Failure to implement the Buffer Law occurs when the Board of Water and Soil Resources determines that an SWCD or local water management authority has failed to implement one or more of the statutory duties listed under M.S. §103F.48. BWSR needs to have a consistent basis for potential actions to withhold funding for a local government's insufficient implementation of statutory responsibilities. These statutory duties include the responsibilities outlined below.

Procedure:

Responsibilities of SWCDs

1. Evaluate compliance with the Buffer Law when requested by a landowner and issue a Validation of Compliance if applicable (*subd. 3(d)*).
2. Assist landowners with implementation of the Buffer Law including planning, technical assistance, implementation of approved alternative practices, and tracking progress towards compliance with the requirements provided (*subd. 6*).
3. Notify the county or watershed district with jurisdiction when it determines a landowner is not in compliance with the Buffer Law (*subd. 7*).
4. Notify the county or watershed district with jurisdiction and BWSR when it determines a landowner is out of compliance with the Buffer Law through the issuance of a Notice of Noncompliance (NON)(*subd. 7*).

Responsibilities of Local Water Management Authority

1. When notified by an SWCD that a landowner is not in compliance with this section, the county or watershed district with jurisdiction must provide the landowner with a list of corrective actions needed to achieve compliance and a practical timeline to meet the requirements in this section.
2. The county or watershed district with jurisdiction must provide a copy of the Corrective Action Notice (CAN) to BWSR (*subd. 7(a)*).
3. If the landowner does not comply with the list of actions and timeline provided, the county or watershed district may enforce this section under the authority granted in section 103B.101, subdivision 12a, or by rule of the watershed district or ordinance or other official control of the county. (*subd. 7(c)*).

Statutory References

- Water Resource protection requirements: M.S. §103F.48, *subd. 3*
- Local implementation and assistance: M.S. §103F.48, *subd. 6*
- Corrective Actions: M.S. §103F.48, *subd. 7*
- Withholding funding: M.S. §103F.48, *subd. 8*

Procedure 10: Revoking Jurisdiction of County or Watershed District

If a county or WD exercising jurisdiction fails to implement actions consistent with M.S. §103F.48, its enforcement authority, or board adopted procedures, BWSR staff will contact the local government unit in writing to detail its concerns and outline the required corrective actions to take place. This procedure provides a predictable and definable process for potential board action associated with a staff recommendation to revoke the jurisdictional status of a county or WD if the adoption and implementation of rule, ordinance, or official controls are not in compliance with the requirements of this section or board-adopted procedures.

Procedure:

If a county or WD fails to respond or take significant action towards implementation of the Buffer Law with an acceptable plan following communication and dialogue with BWSR staff, BWSR will formally notify the county or WD of its specific findings and that it will commence with proceedings where jurisdiction may be revoked.

1. The notice will request that the county or WD appear at a hearing before the board's Dispute Resolution Committee (DRC)⁷ to discuss this matter. The hearing will be conducted in accordance with BWSR bylaws and as described below.
2. Within 30 days of BWSR's notice of findings that jurisdiction may be revoked, a county or WD must provide a written record of all actions it has taken with respect to the items identified in BWSR's findings as deficient.

⁷ The DRC is a committee of the full BWSR board created to hear and resolve disputes, appeals, and interventions.

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3. The process for a hearing before the DRC⁸ regarding Revocation of Jurisdiction is:
 - a. The DRC will establish a schedule for the hearing which may include filing written briefs
 - b. Set a date and time for when the matter will be heard
 - c. The DRC conducts a hearing
 - d. Any DRC recommendation to revoke jurisdiction will go to the BWSR board for final decision
4. A county or WD may re-elect jurisdiction after no less than two years from the date jurisdiction was revoked by the board.
5. If a county or WD re-elects jurisdiction the board may consider past performance during its review to determine if the county or WD can again be with jurisdiction.

Statutory References:

- Definitions: M.S. *§103F.48, subd. 1*
- Hearings, Orders, and Rulemaking: M.S. *§103B.101, subd. 7*
- Committee for Dispute Resolution: M.S. *§103B.101, subd. 10*

Procedure 11: Local Water Resources Riparian Protection (“Other Watercourse”)

Soil and water conservation districts (SWCDs) may identify additional watercourses that are not included on the Buffer Protection Map to their local water management authority to be included in riparian buffer protection areas. This procedure is intended to provide assurance that the SWCD summary of other watercourses is developed in a systematic and rational manner, based on watershed data, water quality, and land use information. The local water management authority needs these assurances to sustain the credibility of their state-approved local water management plan when they seek state funds or pursue other endeavors that have a prerequisite of a state-approved local water management plan.

Procedure:

Each SWCD should take the following steps to develop, adopt, and submit the other watercourses to the local water management authority:

1. Consult with the local water management authorities within its jurisdiction.
2. Consider watershed data, water quality, and land use information.
3. Assess the water quality benefits that buffers or alternative practices could provide to local water resources that were not included on the Buffer Protection Map.
4. Prepare a rationale for inclusion of waters that were not included on the Buffer Protection Map prior to local adoption of the summary of watercourses (or exclusion of some waters).
5. Adopt a resolution by the SWCD board establishing the summary of watercourses in map or list form and submit it to all local water management authorities within their jurisdiction.

Statutory References:

- Local Water Resources; Riparian Protection: M.S. *§103F.48, subd. 4*
- Local implementation and assistance: M.S. *§103F.48, subd. 6*
- Comprehensive Watershed Management Planning Program (One Watershed One Plan): M.S. *§103B.801*
- Water plan review and approval elements: Minnesota Laws, Chapters *103B, 103D*.

⁸ Board order establishing this process and designates the DRC as the appropriate forum to hear and resolve these matters under the authority provided in Minn. Stat. *§103B.101, subds. 4 and 10, and 103F.48, subd. 1(j)*.

State Grants & Loans

In addition to requests by state agencies for technical/professional services (published in the State Contracts Section), the *State Register* also publishes notices about grants and loans available through any agency or branch of state government. Although some grant and loan programs specifically require printing in a statewide publication such as the State Register, there is no requirement for publication in the *State Register* itself. Agencies are encouraged to publish grant and loan notices, and to provide financial estimates as well as sufficient time for interested parties to respond.

SEE ALSO: Office of Grants Management (OGM) at: <https://mn.gov/admin/citizen/grants/>

Department of Commerce

Division of Energy Resources

Request for Proposals for Minnesota Training for Residential Energy Contractors

The Minnesota Department of Commerce (“Department”) seeks proposals from residential energy contractors for the Training for Residential Energy Contractors (TREC) grant program. The training program will support the successful implementation of the TREC program, which aims to increase the number of skilled residential energy contractors in Minnesota. The selected vendors will ensure contractors are equipped with the knowledge and skills necessary to perform and expand their businesses in meaningful ways for client ease in receiving energy efficiency home upgrades.

The Training for Residential Energy Contractors (TREC) grant program was established by Section 50123 of the Inflation Reduction Act (IRA). The U.S. Department of Energy (DOE) oversees the administration, requirements, and funding associated with the TREC grant and defines residential energy contractors as businesses, non-profits, and individuals that provide residential energy efficiency, electrification, and other energy services.

For this RFP, or legislative funding round, the following dates apply:

- Application Open: Monday, October 27, 2025
- Application Due: Wednesday, December 31, 2025
- Notification: Friday, January 30, 2026

Beginning on Monday, October 27, 2025, until Wednesday, December 31, 2025, a Request for Proposals (RFP) will be available for download on the Department’s RFP website at ***Request for Proposals (RFP) / Minnesota Department of Commerce - Business (mn.gov)***.

All responses to this RFP need to be submitted through a single responder user account via the grant portal. Applications must be submitted by the deadline. **Late proposals will not be considered.** Instructions and links for submitting bids are detailed in the RFP and attachments.

This request does not obligate the State to complete the work contemplated in this notice. The State reserves the right to cancel this solicitation. All expenses incurred in responding to this notice are solely the responsibility of the responder.

Department of Employment and Economic Development (DEED)

Notice of Grant Opportunity

NOTICE IS HEREBY GIVEN that the Minnesota Department of Employment and Economic Development (DEED) places notice of any available grant opportunities online at <https://mn.gov/deed/about/contracts/open-rfp.jsp>

State Grants & Loans

Minnesota Department of Human Services Notice of Grant Opportunities

NOTICE IS HEREBY GIVEN that the Minnesota Department of Human Services (DHS) places notice of any available grant opportunities on the DHS Grant Requests for Proposals website: *Open grants, RFPs and RFIs*.

State Contracts

Informal Solicitations: Informal solicitations for professional/technical (consultant) contracts valued at over \$5,000 through \$50,000, may either be published in the *State Register* or posted on the Department of Administration, Office of State Procurement (OSP) Website. Interested vendors are encouraged to monitor the P/T Contract Section of the OSP Website at <https://mn.gov/admin/osp> for informal solicitation announcements.

Formal Solicitations: Department of Administration procedures require that formal solicitations (announcements for contracts with an estimated value over \$50,000) for professional/technical contracts must be published in the *State Register*. Certain quasi-state agency and Minnesota State College and University institutions are exempt from these requirements.

Requirements: There are no statutes or rules requiring contracts to be advertised for any specific length of time, but the Office of State Procurement strongly recommends meeting the following requirements: \$0 - \$5000 does not need to be advertised; \$5,000 - \$25,000 should be advertised in the *State Register* for a period of at least seven calendar days; \$25,000 - \$50,000 should be advertised in the *State Register* for a period of at least 14 calendar days; and anything above \$50,000 should be advertised in the *State Register* for a minimum of at least 21 calendar days.

Contact the Office of State Procurement at: (651) 296-2600

Department of Administration MMCAP

Request for Proposals for Incontinence Products

MMCAP is a governmental cooperative serving thousands of state and local government facilities across the United States. MMCAP is operated by the State of Minnesota (**State**) Department of Administration's Office of State Procurement (**OSP**) and is governed by Minnesota laws and procurement policies.

MMCAP is seeking Manufacturers of Incontinence Products who will a) ship Products directly to Members, and/or b) stock and distribute Incontinence Products with MMCAP Authorized Distributors. Incontinence Products may include absorbent undergarments (such as briefs, underwear, guards, shields, and liners); absorbent underpads; incontinence-related cleansers, lotions, and wipes; and other external devices indicated for the treatment or management of incontinence.

For more information on MMCAP visit <https://infuse-mn.gov/>

To obtain a copy of the RFP go to **OSP (Office of State Procurement) website**

Proposals submitted in response to the Request for Proposals in this notice must be received by the **RFP Due Date of January 2, 2026, 2:00 p.m. Central Time**.

The State reserves the right to cancel this solicitation. All expenses incurred in responding to this notice are solely the responsibility of the responder.

Department of Administration

Real Estate and Construction Services

Notice of Request for Qualifications (RFQ) and Fee Schedule for Professional Services of Minnesota Registered Architects, Engineers, Interior Designers, Land Surveyors, Landscape Architects, Geoscientists, and Owners Representatives

The Department of Administration, Real Estate and Construction Services (“State”), requests qualifications of Minnesota registered architects, engineers, interior designers, land surveyors, geoscientists, and Owners Representatives (“Consultant”) to assist the State in providing studies, predesigns, design through construction documents, construction administration, post construction services, interior design, land surveys, geosciences, and project related professional services through 2/27/2031. These projects will be varied in nature and scope and will involve new construction and remodeling, which includes but is not limited to buildings, commissioning, bridges, parking structures, site and utility work, roadways, and land development.

Unless otherwise provided in *Minnesota Statutes* § 16B.33, the following guidelines apply when using the Master Roster. State agency construction projects requiring a primary designer will have an estimated cost of construction of no greater than \$4,000,000.00; or a study, report, or predesign for a state agency planning project will have a consultant estimated fee no greater than \$400,000.00. Primary Designers for projects to construct, erect, or remodel a building with an estimated cost in excess of these amounts will be selected by the State Designer Selection Board in accordance with *Minnesota Statutes* § 16B.33.

The Request for Qualifications document may be found online at <https://mn.gov/admin/business/vendor-info/construction-projects/solicitations-announcements/>. Copies of the RFQ may also be requested from:

Master Roster Administrator
Real Estate and Construction Services
309 Administration Building, 50 Sherburne Avenue
St. Paul, MN 55155
recs.contracting@state.mn.us
(651) 201-2550

The Request for Qualifications and Fee Schedule will remain open continually to enable individuals and firms not on the Roster to submit their qualifications and fee schedules. One year after a completed response is added to the Master Roster, the firm may be asked whether it wants to remain on the roster. If the responder wants to continue to remain on the roster, it will be able to update its fee schedule and will be required to submit updated written documents. If no response is received by February 27, 2026, the responder’s name will be removed from the Master Roster until such time as it has re-submitted a complete response to the RFQ.

The State reserves the right to cancel this solicitation if it is considered to be in its best interest. The RFQ is not a guarantee of work and it does not obligate the State to award any contracts. The State reserves the right to discontinue the use or cancel all or any part of this Master Roster program if it is determined to be in its best interest. All expenses incurred in responding to this notice are solely the responsibility of the responder.

Minnesota State Colleges and Universities (Minnesota State)

Notice of Bid and Contracting Opportunities

Minnesota State advertises contract opportunities for goods and services on its Vendor and Supplier Opportunities website (<https://www.minnstate.edu/vendors/index.html>). New notices may be added daily and will remain posted for the duration specified in each individual notice. For questions or to report any issues viewing the information on the website, please email Minnesota State at Sourcing@MinnState.edu.

State Contracts

Minnesota Department of Transportation (MnDOT)

Engineering Services Division

Notices Regarding Professional/Technical (P/T) Contracting

P/T Contracting Opportunities: MnDOT is now placing additional public notices for P/T contract opportunities on the MnDOT's Consultant Services website. New public notices may be added to the website on a daily basis and be available for the time period as indicated within the public notice.

Taxpayers' Transportation Accountability Act (TTAA) Notices: MnDOT is posting notices as required by the TTAA on the MnDOT Consultant Services website.

MnDOT's Prequalification Program: MnDOT maintains a Pre-Qualification Program in order to streamline the process of contracting for highway related P/T services. Program information, application requirements, application forms and contact information can be found on MnDOT's Consultant Services website. Applications may be submitted at any time for this Program.

MnDOT Consultant Services website: www.dot.state.mn.us/consult

If you have any questions regarding this notice, or are having problems viewing the information on the Consultant Services website, please call the Consultant Services Help Line at 651-366-4611, Monday – Friday, 9:00am – 4:00pm.

Minnesota Department of Veterans Affairs

Veterans Community Health

Request for Information: Participation in the Veteran Health Navigator Program

The Minnesota Department of Veterans Affairs (MDVA) is requesting information from non-VA healthcare systems interested in participating in the Veteran Health Navigator Program. Through this initiative, MDVA will provide technical assistance, including training, workflow integration support, and data tools, to help participating healthcare systems embed Veteran-informed practices into their clinical workflows. The goal is to improve the identification, care coordination, and health outcomes of Minnesota's Service Members, Veterans, and their Families (SMVF).

MDVA seeks to collaborate with healthcare systems that are ready to integrate Veteran-informed practices into their existing care processes. Participating healthcare systems, if selected, will not receive compensation from the State and **will not form an employer-employee relationship with MDVA**. Rather, MDVA will serve as a resource by providing technical assistance as outlined above. This support is intended to help healthcare systems independently implement the "Ask the Question" protocol: "*Have you or a family member ever served in the military?*"

This protocol is intended to be embedded into electronic health records (EHRs) and standard intake workflows to promote early Veteran identification and connection to benefits and services.

Under this cooperative model, participating systems will:

- Designate internal staff to receive training and technical support from MDVA.
- Facilitate warm handoffs to County Veteran Service Officers and community resources.
- Participate in training on military cultural competency, suicide prevention strategies, and crisis response planning.
- Track and report key metrics such as Veteran identification rates, referrals, and staff confidence.

Participating healthcare systems must also submit quarterly reports to MDVA summarizing:

- The number of Veterans identified through the "*Ask the Question*" protocol.

- The number of referrals made to Veteran services.
- Staff training participation and feedback.
- Patient feedback on the identification process.
- Observed changes in Veteran health outcomes or care coordination.
- De-identifying aggregated patient data (i.e. social drivers of health, conditions, symptoms, primary care provider status, etc.)

Interested systems should provide:

1. A brief summary of their healthcare facility and services.
2. A description of their interest in participating in the Veteran Health Navigator Program.
3. An overview of what they hope to gain from MDVA's technical assistance.

Please submit this information to Rachel Johnson at rachel.johnson@state.mn.us no later than **November 12, 2025**.

Non-State Public Bids, Contracts & Grants

The State Register also serves as a central marketplace for contracts let out on bid by the public sector. The *State Register* meets state and federal guidelines for statewide circulation of public notices. Any tax-supported institution or government jurisdiction may advertise contracts and requests for proposals from the private sector. It is recommended that contracts and RFPs include the following: 1) name of contact person; 2) institution name, address, and telephone number; 3) brief description of commodity, project or tasks; 4) cost estimate; and 5) final submission date of completed contract proposal. Allow at least three weeks from publication date (four weeks from the date article is submitted for publication). Surveys show that subscribers are interested in hearing about contracts for estimates as low as \$1,000. Contact editor for further details.

Besides the following listing, readers are advised to check: <https://mn.gov/admin/osp> as well as the Office of Grants Management (OGM) at: <https://mn.gov/admin/citizen/grants/>.

Carnelian-Marine-St. Croix Watershed District

Request for Proposals for Consulting Services: Watershed Survey to Advance Community Collaboration and Permitting

PROJECT NAME: Watershed Survey to Advance Community Collaboration and Permitting

DETAILS: The Carnelian-Marine-St. Croix Watershed District (CMSCWD) is requesting proposals from qualified consultants to design and administer stakeholder surveys (residents, past permittees, and Notices of Violation recipients), conduct interviews, analyze findings, and facilitate Board workshops to scope future rule and permit program updates. Work is anticipated to begin after January 14, 2026, with survey development, administration, analysis, and facilitation occurring through 2026.

COPY REQUEST: To receive a copy of the full Request for Proposals and Scope of Work, please send a written request by email to: Mike Isensee, CMSCWD Administrator mike.isensee@cmscwd.org

PROPOSAL DEADLINE: Proposals in response to the Request for Proposals in this advertisement must be received via email no later than 12:00 p.m. (noon), Central Time, Monday, November 24, 2025. Late proposals will not be considered. Fax or mailed proposals will not be considered.

Non-State Public Bids, Contracts & Grants ==

This request does not obligate the Carnelian-Marine-St. Croix Watershed District to award a contract or complete the proposed program, and the District reserves the right to cancel this solicitation if it is considered in its best interest. All costs incurred in responding to this solicitation will be borne by the responder.

Metropolitan Airports Commission (MAC) Notice of Call for Bids for 2025 STP Infrastructure Replacement

Airport Location: St. Paul Downtown Airport
Project Name: 2025 STP Infrastructure Replacement
MAC Contract No.: 107-1-091
Bids Close At: 2:00 PM on November 12, 2025
Bid Opening Conference Call: 3:00 PM on November 12, 2025
Teleconference Dial In #: 1-612-405-6798
Conference ID #: 897 927 742#

Notice to Contractors: Electronic Bid Submission for the project listed above will be received by the MAC, a public corporation, via *QuestCDN's website* until the official time and date as displayed in QuestCDN Online.

Note: You can sign up on our portal (<https://metroairports.bonfirehub.com>) to receive email notifications of new business opportunities.

Small Businesses (SB): The goal of the MAC for the utilization of Small Businesses on this project is 9%.

Bid Security: Each bid shall be accompanied by a "Bid Security" in the form of a certified check made payable to the MAC in the amount of not less than five percent (5%) of the total bid, or a surety bond in the same amount, running to the MAC, with the surety company thereon duly authorized to do business in the State of Minnesota.

Availability of Construction Documents: Plans and specifications are available at the QuestCDN Online indicated below and at the Minnesota Builders Exchange; Rochester Builders Exchange; Dodge Data and Analytics; and NAMC-UM Plan Room. Bidders desiring drawings and specifications for personal use may secure a complete digital set at the *QuestCDN website*. Bidders may download the complete set of digital documents for \$15.00, or other fee as determined by QuestCDN, by entering eBidDoc™ #9921814 in the "Search Projects" page. Contact Quest Construction Data Network at (952) 233-1632 or info@questcdn.com for assistance. Hard copy drawings and specifications will not be made available to Bidders. Bid documents for this project may be viewed for no cost at QuestCDN Online. For this project, bids will **ONLY** be received electronically. Contractors submitting an electronic bid will be charged an additional \$42.00, or other fee as determined by QuestCDN, at the time of bid submission via the online electronic bid service QuestCDN Online.

MAC Internet Access of Additional Information: A comprehensive Notice of Call for Bids for this project will be available on October 27, 2025, at MAC's web address of <https://metroairports.org/doing-business/solicitations> (construction bids).

