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Minnesota Department of Labor and Industry

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AT A GLANCE

The Department of Labor and Industry:

- administers wage and safety laws affecting Minnesota’s 2.9 million employees and 167,000 employers;
- oversees workers’ compensation claims and benefit payments for approximately 95,000 injuries annually;
- conducts almost 182,000 construction inspections each year;
- issues 86,000 personal and business licenses annually; and
- monitors more than 11,000 registered apprenticeships.

PURPOSE

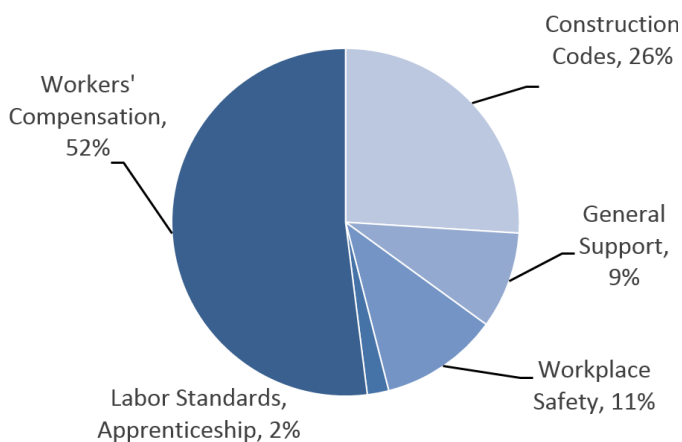
The mission of the Department of Labor and Industry (DLI) is to ensure Minnesota’s work and living environments are healthy, safe and equitable. Our agency provides and enforces reasonable and uniform standards for Minnesota buildings and construction professionals. We also ensure workers’ compensation benefits are provided to injured workers quickly and efficiently, and at a reasonable cost to employers. In addition, we ensure workers receive appropriate wages and work to promote work-based career development through registered apprenticeships. Our agency also monitors combative sporting events in Minnesota so they are operated safely and fairly.

Through these activities, DLI contributes to the following statewide outcomes:

- **people in Minnesota are safe;**
- **families and communities are strong and stable;**
- **a thriving economy encourages business growth and employment opportunities.**

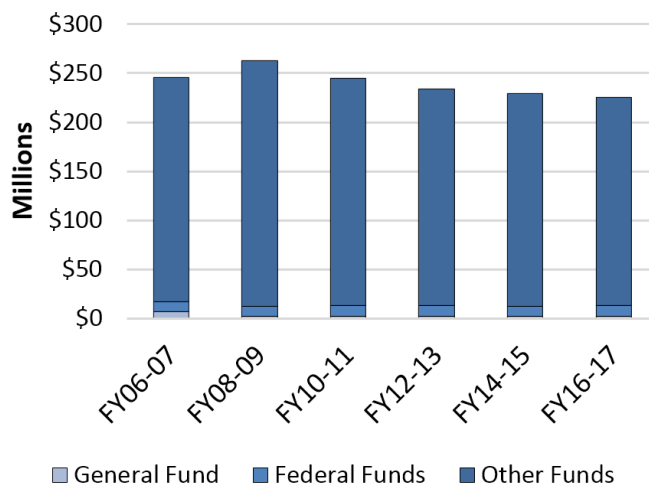
BUDGET

**Spending by Program
FY 17 Actual**



Source: Budget Planning & Analysis System (BPAS)

Historical Spending



Source: Consolidated Fund Statement

The Workers' Compensation Division is funded through an appropriation from the workers' compensation fund. The revenues are collected through an insurer premium surcharge and self-insured assessment. Workers' compensation benefits are paid on behalf of employees of uninsured and bankrupt self-insured employers. Reimbursements to insurers and self-insured employers under the supplemental benefits and second-injury programs make up the bulk of benefit payments.

The Workplace Safety Program is funded with federal grants and state matching funds. The Occupational Safety and Health Administration (OSHA) Compliance activity receives a 50 percent federal funding level. There is a 90 percent federal funding level for the OSHA Workplace Safety Consultation activity. Matching funds are provided through an appropriation from the workers' compensation fund.

The Construction Codes and Licensing Division is funded through a special revenue fund, the Construction Code Fund which is part of the State Government Special Revenue Fund, and operates on a fee-for-service basis. Fees are collected from industry stakeholders and deposited in the Construction Code Fund established in the state treasury.

The Labor Standards unit is financed by an appropriation from the general fund. The unit also collects back-wages owed to employees by employers, which are given to the employees; DLI does not retain these funds.

The Apprenticeship unit is funded by an appropriation from the workforce development fund.

The General Support Division is financed by an appropriation from the workers' compensation fund and by indirect cost revenue recovered from the agency's other programs.

STRATEGIES

To accomplish its mission, DLI uses the following strategies.

- **Dispute resolution:** Provide prompt and fair resolution of workers' compensation disputes.
- **Workplace safety:** Focus OSHA inspection and consultation resources where data indicates the greatest potential for improving workplace safety and health.
- **Education:** Educate employers and workers so they understand their rights and responsibilities under Minnesota labor standards, workers' compensation and OSHA laws.
- **Continuous improvement:** Improve efficiency and customer service by increasing the use of electronic processing of permits, licenses and other filings.
- **Workforce development:** Work with Minnesota employers and others to develop apprenticeship opportunities.

The Department of Labor and Industry's legal authority comes from Minnesota Statutes, chapters 175-178, 181-182, 184, 184B, 326B, 327 and 327B.

Labor and Industry

Agency Expenditure Overview

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
<u>Expenditures by Fund</u>						
1000 - General	1,300	1,214	1,519	2,451	1,998	1,998
2000 - Restrict Misc Special Revenue	4,944	5,031	6,798	8,420	7,003	7,072
2020 - Construction Code	27,480	29,117	31,304	35,350	32,701	32,891
2390 - Workforce Development	786	1,439	1,655	2,804	2,184	2,184
2830 - Workers Compensation	73,435	70,061	62,632	76,367	76,745	68,118
3000 - Federal	4,924	5,695	6,332	5,546	6,210	5,557
6000 - Miscellaneous Agency	11		4	1	1	1
Total	112,880	112,557	110,243	130,939	126,842	117,821
Biennial Change				15,746		3,481
Biennial % Change				7		1
<u>Expenditures by Program</u>						
Workers Compensation Division	60,317	56,149	49,393	62,336	62,827	54,188
Construction Codes & Licensing	28,759	30,907	32,869	36,974	34,332	34,525
General Support Division	9,758	10,014	11,820	14,341	12,630	12,693
Labor Standards & Apprenticeship	1,831	3,183	3,835	4,307	4,193	3,536
Workplace Safety	12,215	12,304	12,326	12,981	12,860	12,879
Total	112,880	112,557	110,243	130,939	126,842	117,821
<u>Expenditures by Category</u>						
Compensation	38,827	41,061	41,978	44,032	45,344	45,528
Operating Expenses	21,671	22,865	26,279	39,613	36,997	29,792
Grants, Aids and Subsidies	52,316	48,618	41,420	46,674	44,429	42,429
Capital Outlay-Real Property	42	0				
Other Financial Transaction	24	13	566	620	72	72
Total	112,880	112,557	110,243	130,939	126,842	117,821
Total Agency Expenditures	112,880	112,557	110,243	130,939	126,842	117,821
Internal Billing Expenditures	3,649	3,924	4,141	4,151	5,261	5,320
Expenditures Less Internal Billing	109,231	108,633	106,102	126,788	121,581	112,501

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
<u>Full-Time Equivalents</u>	419.44	428.62	429.07	439.53	441.03	436.97

Labor and Industry

Agency Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
1000 - General						
Balance Forward In	1,362	184		457		
Direct Appropriation	6,004	1,302	1,776	1,794	1,798	1,798
Transfers In	200	200	200	200	200	200
Transfers Out		399				
Cancellations	6,082	72				
Balance Forward Out	184		457			
Expenditures	1,300	1,214	1,519	2,451	1,998	1,998
Biennial Change in Expenditures				1,455		26
Biennial % Change in Expenditures				58		1
Full-Time Equivalents	13.56	13.56	15.25	18.39	17.37	17.25

2000 - Restrict Misc Special Revenue

Balance Forward In	9,081	10,731	12,161	12,492	10,061	10,990
Receipts	6,640	6,510	7,128	5,989	7,932	7,431
Internal Billing Receipts	3,649	3,924	4,141	3,909	5,261	5,320
Transfers Out	45	50				
Balance Forward Out	10,731	12,160	12,492	10,061	10,990	11,349
Expenditures	4,944	5,031	6,798	8,420	7,003	7,072
Biennial Change in Expenditures				5,243		(1,143)
Biennial % Change in Expenditures				53		(8)
Full-Time Equivalents	24.98	24.87	35.72	17.90	1.90	1.90

2020 - Construction Code

Balance Forward In	15,508	19,684	27,867	25,947	19,052	14,806
Receipts	31,467	32,335	29,384	28,455	28,455	28,455
Balance Forward Out	19,495	22,903	25,947	19,052	14,806	10,370
Expenditures	27,480	29,117	31,304	35,350	32,701	32,891
Biennial Change in Expenditures				10,057		(1,062)
Biennial % Change in Expenditures				18		(2)
Full-Time Equivalents	148.20	149.25	146.99	151.00	156.00	156.00

2390 - Workforce Development

Balance Forward In	30	287	10	423		
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Labor and Industry

Agency Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
Direct Appropriation	1,043	1,307	2,069	2,381	2,184	2,184
Cancellations		145				
Balance Forward Out	287	10	424			
Expenditures	786	1,439	1,655	2,804	2,184	2,184
Biennial Change in Expenditures				2,235		(91)
Biennial % Change in Expenditures				100		(2)
Full-Time Equivalents	6.90	9.33	11.46	12.55	11.59	11.59

2830 - Workers Compensation

Balance Forward In	5,466	12,130	17,240	21,210	18,179	9,827
Direct Appropriation	25,419	27,975	24,975	25,031	22,088	22,088
Open Appropriation	49,754	45,188	38,115	44,200	42,200	40,200
Receipts	3,014	3,101	3,622	4,191	4,191	4,191
Transfers Out		2,000	111	86	86	86
Cancellations		25				
Balance Forward Out	10,217	16,307	21,210	18,179	9,827	8,102
Expenditures	73,435	70,061	62,632	76,367	76,745	68,118
Biennial Change in Expenditures				(4,497)		5,864
Biennial % Change in Expenditures				(3)		4
Full-Time Equivalents	184.37	189.62	175.32	199.06	215.67	212.92

3000 - Federal

Balance Forward In	693	693	711	37	37	37
Receipts	4,924	5,007	5,659	5,546	6,210	5,557
Balance Forward Out	693	6	38	37	37	37
Expenditures	4,924	5,695	6,332	5,546	6,210	5,557
Biennial Change in Expenditures				1,260		(111)
Biennial % Change in Expenditures				12		(1)
Full-Time Equivalents	41.43	41.99	44.33	40.63	38.50	37.31

6000 - Miscellaneous Agency

Balance Forward In	45	51	45	69	69	69
Receipts	18	(7)	28	1	1	1

Labor and Industry

Agency Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
Balance Forward Out	51	45	69	69	69	69
Expenditures	11		4	1	1	1
Biennial Change in Expenditures				(7)		(3)
Biennial % Change in Expenditures						(56)

Labor and Industry

Agency Change Summary

(Dollars in Thousands)

	FY19	FY20	FY21	Biennium 2020-21
Direct				
Fund: 1000 - General				
FY2019 Appropriations	1,794	1,794	1,794	3,588
Base Adjustments				
Pension Allocation		4	4	8
Forecast Base	1,794	1,798	1,798	3,596
Fund: 2390 - Workforce Development				
FY2019 Appropriations	2,381	2,381	2,381	4,762
Base Adjustments				
All Other One-Time Appropriations		(200)	(200)	(400)
Pension Allocation		3	3	6
Forecast Base	2,381	2,184	2,184	4,368
Fund: 2830 - Workers Compensation				
FY2019 Appropriations	25,031	25,031	25,031	50,062
Base Adjustments				
One-Time IT Appropriations		(3,000)	(3,000)	(6,000)
Pension Allocation		57	57	114
Forecast Base	25,031	22,088	22,088	44,176
Open				
Fund: 2830 - Workers Compensation				
FY2019 Appropriations	55,200	55,200	55,200	110,400
Base Adjustments				
Forecast Open Appropriation Adjustment	(11,000)	(13,000)	(15,000)	(28,000)
Forecast Base	44,200	42,200	40,200	82,400
Dedicated				
Fund: 2000 - Restrict Misc Special Revenue				
Planned Spending	8,420	7,003	7,072	14,075
Forecast Base	8,420	7,003	7,072	14,075
Fund: 2020 - Construction Code				
Planned Spending	35,350	32,701	32,891	65,592
Forecast Base	35,350	32,701	32,891	65,592
Fund: 2830 - Workers Compensation				
Planned Spending	3,881	3,969	3,993	7,962

(Dollars in Thousands)

	FY19	FY20	FY21	Biennium 2020-21
Forecast Base	3,881	3,969	3,993	7,962
Fund: 3000 - Federal				
Planned Spending	5,546	6,210	5,557	11,767
Forecast Base	5,546	6,210	5,557	11,767
Fund: 6000 - Miscellaneous Agency				
Planned Spending	1	1	1	2
Forecast Base	1	1	1	2
Revenue Change Summary				
Dedicated				
Fund: 2000 - Restrict Misc Special Revenue				
Forecast Revenues	5,989	7,932	7,431	15,363
Fund: 2020 - Construction Code				
Forecast Revenues	28,455	28,455	28,455	56,910
Fund: 2830 - Workers Compensation				
Forecast Revenues	4,191	4,191	4,191	8,382
Fund: 3000 - Federal				
Forecast Revenues	5,546	6,210	5,557	11,767
Fund: 6000 - Miscellaneous Agency				
Forecast Revenues	1	1	1	2
Non-Dedicated				
Fund: 1000 - General				
Forecast Revenues	142	142	142	284
Fund: 2830 - Workers Compensation				
Forecast Revenues	75,710	67,392	62,392	129,784

Program: Workers' Compensationdli.mn.gov/business/workers-compensation-businesses**AT A GLANCE**

In fiscal year 2018, the Workers' Compensation Division:

- resolved more than 5,000 disputes involving insurers, employers, employees, vocational rehabilitation providers and health care providers;
- conducted 338 mandatory coverage investigations;
- proactively contacted 5,762 new businesses to educate them about workers' compensation laws;
- maintained more than two million workers' compensation files; and
- provided vocational rehabilitation and placement services to more than 170 injured workers each month.

PURPOSE & CONTEXT

Workers' compensation ensures proper benefits and services are delivered to injured workers quickly and efficiently, and at a reasonable cost to employers. The division educates employers and employees about Minnesota's workers' compensation laws and enforces those laws. It also administers the Special Compensation Fund, also known as the Workers' Compensation Fund, which provides benefits to injured workers whose employers failed to carry workers' compensation insurance. The division provides alternative dispute resolution to quickly and cost-effectively resolve workers' compensation disputes.

SERVICES PROVIDED

The Workers' Compensation Division provides services in four primary areas through its four work units:

1. Alternative Dispute Resolution;
2. Compliance, Records and Training;
3. Special Compensation Fund; and
4. Vocational Rehabilitation.

The division:

- educates employees and employers about their rights and responsibilities under workers' compensation laws;
- provides mediation, ombudsman assistance and other dispute-resolution services;
- provides workers' compensation benefits to injured workers whose employers did not carry workers' compensation insurance;
- collects and maintains records pertaining to all workers' compensation injuries in Minnesota with claimed wage-loss or permanency; and
- provides vocational rehabilitation services to injured workers.

The Workers' Compensation Division is funded through an appropriation from the Workers' Compensation Fund. The revenues are based on the forecasted funding liability and collected through both an insurer premium surcharge paid by insurers and a self-insured assessment paid by self-insured employers. Workers' compensation benefits are paid on behalf of employees of uninsured and bankrupt self-insured employers. Reimbursements to insurers and self-insured employers under the supplemental benefits and second-injury programs make up the bulk of benefit payments.

RESULTS

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Fiscal Year</i>
Quantity	Workers' compensation benefits paid*	\$64.1M	\$44.9M	2011, 2018
Quantity	Workers' compensation reimbursements collected	\$759,742	\$808,742	2015, 2018
Quantity	Hours of training provided to stakeholders	97	141	2011, 2018
Quantity	Number of mediations conducted	489	971	2010, 2018
Result	Mediated sessions that resulted in dispute resolution	89%	77%	2011, 2016
Quantity	Average number of days a Vocational Rehabilitation Services case is open	321.02	250.25	2011, 2018 (Calendar Year)
Result	Percent wages restored to pre-injury level of Vocational Rehabilitation clients who returned to work full-time	84%	89%	2011, 2016 (Calendar Year)

* Benefits are declining as work comp cases are settled and/or final payments are made.

Minnesota Statutes, chapter 176, provides the legal authority for this program's activities.

Workers Compensation Division

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21

Expenditures by Fund

1000 - General	100					
2000 - Restrict Misc Special Revenue	51	63	20	41	33	40
2830 - Workers Compensation	60,166	56,087	49,373	62,295	62,794	54,148
Total	60,317	56,149	49,393	62,336	62,827	54,188
Biennial Change				(4,737)		5,286
Biennial % Change				(4)		5

Expenditures by Activity

Workers Compensation Division	60,317	56,149	49,393	62,336	62,827	54,188
Total	60,317	56,149	49,393	62,336	62,827	54,188

Expenditures by Category

Compensation	9,213	9,824	10,041	10,501	10,725	10,717
Operating Expenses	1,682	1,841	1,552	9,069	11,346	4,715
Grants, Aids and Subsidies	49,422	44,482	37,799	42,760	40,755	38,755
Other Financial Transaction	1	2	1	6	1	1
Total	60,317	56,149	49,393	62,336	62,827	54,188

Total Agency Expenditures	60,317	56,149	49,393	62,336	62,827	54,188
Internal Billing Expenditures	36	37	38	37	48	49
Expenditures Less Internal Billing	60,281	56,112	49,355	62,299	62,779	54,139

Full-Time Equivalent

	109.90	113.35	112.65	113.60	114.60	112.30
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Workers Compensation Division

Program Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
1000 - General						
Balance Forward In	1,362					
Direct Appropriation	4,820					
Cancellations	6,082					
Expenditures	100					
Biennial Change in Expenditures				(100)		0
Biennial % Change in Expenditures						

2000 - Restrict Misc Special Revenue

Balance Forward In	48	19	12	19	18	10
Receipts	22	56	27	40	25	40
Balance Forward Out	19	12	19	18	10	10
Expenditures	51	63	20	41	33	40
Biennial Change in Expenditures				(53)		12
Biennial % Change in Expenditures				(46)		19
Full-Time Equivalents	0.04	0.08	0.19			

2830 - Workers Compensation

Balance Forward In	329	5,294	10,295	14,008	10,865	2,273
Direct Appropriation	15,226	17,782	14,782	14,832	11,882	11,882
Open Appropriation	49,619	45,024	37,982	44,000	42,000	40,000
Receipts	286	305	322	320	320	320
Transfers Out		2,000				
Cancellations		24				
Balance Forward Out	5,294	10,295	14,008	10,865	2,273	327
Expenditures	60,166	56,087	49,373	62,295	62,794	54,148
Biennial Change in Expenditures				(4,584)		5,274
Biennial % Change in Expenditures				(4)		5
Full-Time Equivalents	109.86	113.27	112.46	113.60	114.60	112.30

Program: Construction Codes and Licensing

dli.mn.gov/business/codes-and-laws

AT A GLANCE

The Construction Codes and Licensing Division annually:

- issues or renews 128,000 personal and business licenses;
- administers 9,000 license exams;
- completes 3,000 building plan reviews;
- issues 120,000 construction permits; and
- performs 157,000 inspections.

PURPOSE & CONTEXT

The Construction Codes and Licensing Division (CCLD) works to protect the health, safety and welfare of the public by providing reasonable, uniform and balanced standards for Minnesota's buildings and construction professionals. This provides for the safety of the people of Minnesota and fosters a competitive construction economy that encourages business growth and employment opportunity.

SERVICES PROVIDED

CCLD performs the following services to protect the health, safety and welfare of the public.

- Code adoption and administration: Assures building safety through a comprehensive and effective process of code adoption and uniform statewide code administration.
- Licensing: Assesses the qualifications of construction professionals and protects consumers and workers through contractor licensing.
- Plan review: Reviews construction plans for state-owned and state-licensed facilities, plumbing installations and manufactured structures in a timely manner to ensure safe, code-compliant buildings that result in value for the owner.
- Construction permitting: Expedites safe building construction through the efficient processing of permits.
- Inspection services: Provides for the competent inspection of all building construction work under the authority of the state and regularly ensures the safe and operational integrity of elevators, boilers and high pressure piping.
- Enforcement: Provides fair and balanced enforcement to achieve compliance with licensure and code requirements.
- Outreach and education: Fosters and promotes safe, accessible and energy-efficient building design and construction through outreach and education to construction professionals and the public.
- Contractor recovery fund: Compensates owners or lessees of residential property in Minnesota who have suffered an actual and direct out-of-pocket loss due to a licensed contractor's fraudulent, deceptive or dishonest practices, conversion of funds or failure of performance.

RESULTS

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Fiscal Year</i>
Quantity	Number/Percent of plumbing plans reviewed within 21 days	1,938/87%	2,537/98%	2013, 2018
Quantity	Number/Percent of building plans reviewed within 21 days	281/80%	394/89%	2013, 2018
Quantity	Number of licenses issued	74,455	86,585	2013, 2018
Quantity	Number of permits issued	111,356	111,358	2013, 2018
Quantity	Number of Boiler inspections	9,944	9,230	2013, 2018
Quantity	Number of Elevator inspections	5,601	7,533	2013, 2018
Quantity	Number of Plumbing inspections	2,766	4,310	2013, 2018
Quantity	Number of Building inspections	3,407	3,881	2013, 2018
Quantity	Number of Electrical inspections	139,871	157,377	2013, 2018
Quantity	Number of High pressure piping inspections	1,058	1,002	2013, 2018

Minnesota Statutes, chapter 326B, provides the legal authority for all programs within the Construction Codes and Licensing Division.

Construction Codes & Licensing

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
<u>Expenditures by Fund</u>						
2000 - Restrict Misc Special Revenue	1,279	1,790	1,566	1,624	1,631	1,634
2020 - Construction Code	27,480	29,117	31,304	35,350	32,701	32,891
Total	28,759	30,907	32,869	36,974	34,332	34,525
Biennial Change				10,178		(986)
Biennial % Change				17		(1)
<u>Expenditures by Activity</u>						
Construction Codes & Licensing	28,759	30,907	32,869	36,974	34,332	34,525
Total	28,759	30,907	32,869	36,974	34,332	34,525
<u>Expenditures by Category</u>						
Compensation	14,812	15,494	15,507	16,135	17,062	17,189
Operating Expenses	12,795	13,750	15,626	18,839	15,811	15,877
Grants, Aids and Subsidies	1,149	1,659	1,402	1,400	1,400	1,400
Other Financial Transaction	3	4	335	600	59	59
Total	28,759	30,907	32,869	36,974	34,332	34,525
Total Agency Expenditures	28,759	30,907	32,869	36,974	34,332	34,525
Internal Billing Expenditures	2,750	2,905	2,896	2,930	3,760	3,818
Expenditures Less Internal Billing	26,009	28,002	29,974	34,044	30,572	30,707
<u>Full-Time Equivalent</u>	149.12	150.32	148.17	152.40	157.40	157.40

Construction Codes & Licensing

Program Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
1000 - General						
Direct Appropriation		100				
Transfers Out		99				
Cancellations		1				

2000 - Restrict Misc Special Revenue

Balance Forward In	6,019	7,645	8,321	9,654	10,007	10,959
Receipts	2,905	2,466	2,899	1,977	2,583	2,008
Balance Forward Out	7,645	8,321	9,654	10,007	10,959	11,333
Expenditures	1,279	1,790	1,566	1,624	1,631	1,634
Biennial Change in Expenditures				121		75
Biennial % Change in Expenditures				4		2
Full-Time Equivalents	0.92	1.07	1.18	1.40	1.40	1.40

2020 - Construction Code

Balance Forward In	15,508	19,684	27,867	25,947	19,052	14,806
Receipts	31,467	32,335	29,384	28,455	28,455	28,455
Balance Forward Out	19,495	22,903	25,947	19,052	14,806	10,370
Expenditures	27,480	29,117	31,304	35,350	32,701	32,891
Biennial Change in Expenditures				10,057		(1,062)
Biennial % Change in Expenditures				18		(2)
Full-Time Equivalents	148.20	149.25	146.99	151.00	156.00	156.00

Program: General Support

dli.mn.gov/about-department/about-dli

AT A GLANCE

In fiscal year 2018, the unit:

- supported approximately 428 agency employees located statewide;
- administered a \$146 million annual budget;
- facilitated nearly 5.6 million web hits;
- represented Department of Labor and Industry (DLI) programs in more than 165 legal cases;
- had more than 132,000 subscribers to DLI electronic publications; and
- responded to 110 requests for statistical data.

PURPOSE & CONTEXT

The General Support Division provides leadership and support to agency programs so they can be successful. Activities are customized to meet the unique needs of each activity while assuring adherence to statewide and agency standards for performance, management and documentation of decisions. Critical goals are to:

- develop and adhere to operating policies and services that meet or exceed statewide standards and policies;
- offer support services within the agency to meet particular programs goals as efficiently as possible while adhering to accepted audit standards;
- manage agency resources in as transparent a manner as possible to assure stakeholders our stewardship of their investments is sound; and
- create opportunities for electronic government transactions to assure existing resources can meet the needs of Minnesota's citizens.

This division serves agency programs that focus on the needs of workers, builders, building owners and employers in Minnesota.

SERVICES PROVIDED

The General Support Division strives to provide effective and efficient services and offer solutions to support agency programs. This is accomplished by each unit as follows.

- **Communications:** provides stakeholder outreach through the website and publications; promotes the work and services of the department.
- **Financial Services:** protects and ensures accountability for the financial resources entrusted to the department.
- **Human Resources:** recruits, assesses employee development needs and assists in retaining needed skill sets. Also provides services that promote a healthy, productive and respectful work environment and promotes diversity goals in all U.S. Equal Employment Opportunity Commission (EEOC) Job Groups for people with a disability.
- **Office of Combative Sports:** ensures combative events are conducted to minimize injuries and ensures fair competition.
- **Office of General Counsel:** provides legal advice to the department and advocates for the agency in enforcement and other administrative proceedings.
- **Research and Statistics:** collects, analyzes and reports workplace safety, workers' compensation and workplace standards data to inform decisionmakers and the public.

- Projects and Planning: provides organization development and continuous improvement support services, maintains and communicates the business continuity and emergency response plans for the agency.
- PIPELINE Program; the Private Investment, Public Education, Labor and Industry Experience program, that supports the growth and development of dual-training programs in the state. Dual training programs provide workers a combination of related instruction strategically paired with on-the-job training.
- DLI maintains its information technology services through a service-level agreement with MN.IT Services.

These infrastructure services provide agency support that enables programs to focus on their mission and achieve agency goals.

RESULTS

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Fiscal Year</i>
Quantity	Percentage of accounts payable paid promptly	99.04%	99.12%	2014, 2018
Quantity	Number of and dollars spent with targeted vendors	18/ \$67,174	23/ \$435,119	2015, 2018
Quantity	Percent of staff who self-identified as women, minorities, or disabled.	65.1%	67.2%	2014, 2018
Quality	Percentage of performance appraisals that were timely completed	100%	100%	2017, 2018

Minnesota Statutes, chapters 176, 16A, 43A and 341, provide authority for this program's activities.

General Support Division

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
<u>Expenditures by Fund</u>						
1000 - General	166	217	200	200	200	200
2000 - Restrict Misc Special Revenue	3,614	3,179	5,212	6,755	5,339	5,398
2390 - Workforce Development			201	1,098	800	800
2830 - Workers Compensation	5,866	6,510	6,085	6,153	6,153	6,153
3000 - Federal	111	109	121	135	138	142
Total	9,758	10,014	11,820	14,341	12,630	12,693
Biennial Change				6,389		(838)
Biennial % Change				32		(3)

Expenditures by Activity

General Support Division	9,758	10,014	11,820	14,341	12,630	12,693
Total	9,758	10,014	11,820	14,341	12,630	12,693

Expenditures by Category

Compensation	5,399	5,642	6,076	6,494	6,781	6,847
Operating Expenses	4,354	4,370	5,532	7,330	5,372	5,369
Grants, Aids and Subsidies		2	4	515	475	475
Other Financial Transaction	5	0	208	2	2	2
Total	9,758	10,014	11,820	14,341	12,630	12,693

Total Agency Expenditures	9,758	10,014	11,820	14,341	12,630	12,693
Internal Billing Expenditures	17	30	61	82	74	76
Expenditures Less Internal Billing	9,741	9,984	11,758	14,259	12,556	12,617

Full-Time Equivalent

	55.87	56.02	58.70	62.99	62.17	62.16
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General Support Division

Program Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
1000 - General						
Balance Forward In		34				
Transfers In	200	200	200	200	200	200
Cancellations		17				
Balance Forward Out	34					
Expenditures	166	217	200	200	200	200
Biennial Change in Expenditures				17		0
Biennial % Change in Expenditures				4		0
Full-Time Equivalents	1.54	1.66	1.70	1.97	1.95	1.93

2000 - Restrict Misc Special Revenue

Balance Forward In	3,014	3,067	3,828	2,819	36	21
Receipts	3,712	3,988	4,203	3,972	5,324	5,383
Internal Billing Receipts	3,649	3,924	4,141	3,909	5,261	5,320
Transfers Out	45	50				
Balance Forward Out	3,067	3,827	2,819	36	21	6
Expenditures	3,614	3,179	5,212	6,755	5,339	5,398
Biennial Change in Expenditures				5,175		(1,230)
Biennial % Change in Expenditures				76		(10)
Full-Time Equivalents	24.02	23.72	34.35	16.50	0.50	0.50

2390 - Workforce Development

Balance Forward In				298		
Direct Appropriation			500	800	800	800
Balance Forward Out			299			
Expenditures			201	1,098	800	800
Biennial Change in Expenditures				1,299		301
Biennial % Change in Expenditures						23
Full-Time Equivalents			1.55	3.04	2.12	2.13

2830 - Workers Compensation

Balance Forward In		307				
Direct Appropriation	6,039	6,039	6,039	6,039	6,039	6,039
Open Appropriation	134	164	133	200	200	200

General Support Division

Program Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
Transfers Out			87	86	86	86
Balance Forward Out	307					
Expenditures	5,866	6,510	6,085	6,153	6,153	6,153
Biennial Change in Expenditures				(138)		68
Biennial % Change in Expenditures				(1)		1
Full-Time Equivalents	28.59	29.13	19.68	40.35	56.35	56.35

3000 - Federal

Balance Forward In	6	6	6	6	6	6
Receipts	111	104	121	135	138	142
Balance Forward Out	6	2	6	6	6	6
Expenditures	111	109	121	135	138	142
Biennial Change in Expenditures				36		24
Biennial % Change in Expenditures				16		10
Full-Time Equivalents	1.72	1.51	1.42	1.13	1.25	1.25

Program: Labor Standards and Apprenticeship

<http://dli.mn.gov/business/employment-practices>

AT A GLANCE

In 2018, the Labor Standards unit:

- recovered \$604,372 in final wages for 1,182 workers;
- completed 150 wage and hour investigations and collected \$175,399 in back wages for 744 workers;
- completed 29 prevailing-wage investigations and collected \$145,185 in back wages for 160 workers; and
- completed 51 on-site project reviews of state-funded construction.

In 2018, the Apprenticeship unit:

- registered 3,696 new apprentices, including 639 minorities and 525 females;
- assisted 210 registered apprenticeship program sponsors; and
- conducted 96 program reviews and 173 technical assistance visits to sponsors.

PURPOSE & CONTEXT

The Department of Labor and Industry's (DLI's) Labor Standards unit protects Minnesota's economy by ensuring workers are paid correctly and workplace rights and responsibilities are enforced. It conducts outreach and investigations to ensure compliance with Minnesota's Fair Labor Standards laws, including minimum wage, prevailing wage, pregnancy and parental leave, and child labor.

DLI's Apprenticeship unit supports Minnesota's economy as it fosters and promotes work-based career development through registered apprenticeship programs that provide structured training to develop a skilled workforce.

SERVICES PROVIDED

The Labor Standards unit:

- protects workers and promotes compliance through enforcement of wage, hour and payment laws, including minimum wage, overtime, child labor, women's economic security and prevailing wage;
- investigates wage theft complaints and audits employers to ensure employees are paid for their work and employers are competing fairly in the marketplace;
- increases awareness of wage theft through outreach and education;
- provides outreach and training through its child labor initiative to educate employers, schools and parents to protect youth in the workplace;
- provides outreach and education to employers and workers about the state's minimum wage law passed in 2014 and annual wage-rate changes associated with that legislation;
- conducts outreach and enforcement efforts related to the Women's Economic Security Act that includes protections for pregnancy accommodation, pregnancy and parenting leave, sick and safe leave, nursing mothers and wage disclosure; and
- conducts an annual prevailing-wage survey to establish wage rates for workers on publicly funded construction projects.

The Apprenticeship unit:

- engages and assists employers and associations in developing registered apprenticeship programs to recruit, train and retain a highly skilled workforce;
- conducts ongoing technical assistance and compliance activities to ensure each program delivers the training, instruction and rigor outlined in its standards registered with the department;
- engages various community-based organizations, labor groups, employers and associations to foster and promote greater ethnic, racial, gender and veteran participation in registered apprenticeship programs;
- assists registered apprenticeship programs in developing personalized outreach and diversity recruiting plans;
- assists workers and apprentices in connecting with apprenticeship resources;
- develops and supports introductions to construction careers programs for youth, including Construct Tomorrow; and
- fosters and promotes the expansion of registered apprenticeship programs in health care, manufacturing and other industries.

RESULTS

Labor Standards

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Median days from receipt to completion of wage claims	17 days	6 days	FY 2012, FY 2018
Quantity	Number of outreach trainings and events/number of stakeholders reached	109 / 47,757	105 / 45,165	CY 2011, CY 2017

Apprenticeship

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Calendar years</i>
Quantity	Number of registered apprentices/new apprentices	8,607 / 1,743	14,002 / 3,599	2011, 2018
Quantity	Number of active registered apprenticeship programs/new programs	222 / 6	216 / 17	2011, 2018
Quantity	Number of occupations with registered apprentices	333	337	2011, 2018
Quantity	Percentage of active registered apprentices – female/minority/veteran	4.7%/12.6%/4.0%	7.2%/20.2%/6.6%	2011, 2018

Minnesota Statutes, chapters 177, 178 and 181, provide authority for this program’s activities. Minnesota Statutes §§ 177.21-.35 (Minnesota Fair Labor Standards Act), 177.41-.44 (Prevailing Wage Act), 178 (Apprenticeship Training Act, in accordance with 29 Code of Federal Regulations part 29 and part 30), 181.01-.171 (Payment of wages), 181.940-.944 (Parenting leave, Women’s Economic Security Act) and 181A (Child Labor Standards Act).

Labor Standards & Apprenticeship

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
<u>Expenditures by Fund</u>						
1000 - General	1,034	997	1,319	2,251	1,798	1,798
2390 - Workforce Development	786	1,439	1,454	1,706	1,384	1,384
3000 - Federal		746	1,059	349	1,010	353
6000 - Miscellaneous Agency	11		4	1	1	1
Total	1,831	3,183	3,835	4,307	4,193	3,536
Biennial Change				3,129		(413)
Biennial % Change				62		(5)
<u>Expenditures by Activity</u>						
Labor Standards & Apprenticeship	1,831	3,183	3,835	4,307	4,193	3,536
Total	1,831	3,183	3,835	4,307	4,193	3,536
<u>Expenditures by Category</u>						
Compensation	1,529	1,894	2,304	2,705	2,585	2,558
Operating Expenses	198	504	994	1,299	1,507	877
Grants, Aids and Subsidies	103	782	536	301	101	101
Other Financial Transaction	0	2		2		
Total	1,831	3,183	3,835	4,307	4,193	3,536
Total Agency Expenditures	1,831	3,183	3,835	4,307	4,193	3,536
Internal Billing Expenditures	10	208	208	197	252	237
Expenditures Less Internal Billing	1,821	2,974	3,627	4,110	3,941	3,299
<u>Full-Time Equivalent</u>	18.92	21.64	25.61	27.63	26.39	25.68

Labor Standards & Apprenticeship

Program Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
1000 - General						
Balance Forward In		150		457		
Direct Appropriation	1,184	1,202	1,776	1,794	1,798	1,798
Transfers Out		300				
Cancellations		55				
Balance Forward Out	150		457			
Expenditures	1,034	997	1,319	2,251	1,798	1,798
Biennial Change in Expenditures				1,539		26
Biennial % Change in Expenditures				76		1
Full-Time Equivalents	12.02	11.90	13.55	16.42	15.42	15.32

2390 - Workforce Development

Balance Forward In	30	287	10	125		
Direct Appropriation	1,043	1,307	1,569	1,581	1,384	1,384
Cancellations		145				
Balance Forward Out	287	10	125			
Expenditures	786	1,439	1,454	1,706	1,384	1,384
Biennial Change in Expenditures				935		(392)
Biennial % Change in Expenditures				42		(12)
Full-Time Equivalents	6.90	9.33	9.91	9.51	9.47	9.46

3000 - Federal

Receipts		746	1,059	349	1,010	353
Balance Forward Out			0			
Expenditures		746	1,059	349	1,010	353
Biennial Change in Expenditures				662		(45)
Biennial % Change in Expenditures						(3)
Full-Time Equivalents		0.41	2.15	1.70	1.50	0.90

6000 - Miscellaneous Agency

Balance Forward In	45	51	45	69	69	69
Receipts	18	(7)	28	1	1	1
Balance Forward Out	51	45	69	69	69	69
Expenditures	11		4	1	1	1

Labor Standards & Apprenticeship

Program Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
Biennial Change in Expenditures				(7)		(3)
Biennial % Change in Expenditures						(56)

Program: Workplace Safety

dli.mn.gov/business/safety-and-health-work

AT A GLANCE

Each year, on average, the Minnesota Occupational Safety and Health Administration (MNOSHA):

- conducts almost 1,900 compliance inspections;
- assists employers through 855 consultation visits;
- responds to 1,200 employee complaints;
- investigates 23 workplace fatalities;
- provides safety grants for 155 employer safety projects;
- presents safety and health outreach to 20,000 participants;
- works with 100 cooperative programs and alliances with employers; and
- affects the safety and health of 2.9 million workers at 168,000 Minnesota worksites.

PURPOSE & CONTEXT

The goal of MNOSHA is that every employee returns home safe and healthy at the end of each working day. MNOSHA believes workplaces must share a commitment to workplace safety by employers, employees and their authorized representatives. MNOSHA focuses on regulation through its Compliance unit and on assistance through its Workplace Safety Consultation unit, helping industries with the highest injury and illness rates. MNOSHA is a state plan, one of 28 states and territories authorized by Congress to administer an occupational safety and health program “at least as effective as” the federal OSHA program.

SERVICES PROVIDED

MNOSHA keeps Minnesota employees and workplaces safe by:

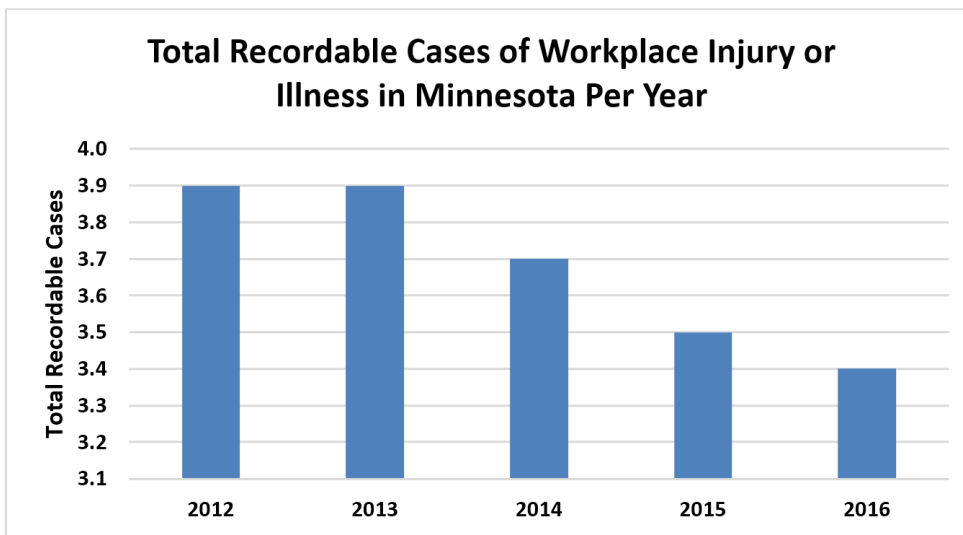
- conducting planned compliance inspections focused on high-hazard industries;
- investigating workplace fatalities, serious injuries and catastrophic events;
- responding to complaints by employees about unsafe conditions at their workplace;
- reviewing employee’s protected rights after alleged improper termination or other adverse action;
- providing training and outreach to employee, employer and citizen groups about safety and health topics;
- making consultation visits to employers that request assistance about how to make their workplaces safer;
- working cooperatively with employers through voluntary prevention programs and partnerships; and
- issuing safety grants to help employers boost their safety and health programs.

RESULTS

Fatal occupational injuries per 100,000 full-time-equivalent workers, 2016

<i>State</i>	<i>Fatality rate</i>		
	<i>2014</i>	<i>2015</i>	<i>2016</i>
Minnesota	2.3	2.7	3.4
Wisconsin	3.5	3.6	3.6
Iowa	6.0	3.9	3.8
South Dakota	4.8	4.9	7.5
North Dakota	9.8	12.5	7.0

Source: Census on Fatal Occupational Injuries (CFOI), Bureau of Labor Statistics. The CFOI accounts for all fatalities resulting from a work injury. Minnesota has a lower percentage of employees dying from work-related injuries than neighboring states, demonstrating success of the MNOSHA program.



Source: Survey on Occupational Injuries and Illnesses (SOII), Bureau of Labor and Statistics (BLS). The SOII surveys a sample of employers to gather OSHA log data and estimates the number of work-related injuries and illnesses and the rate at which they occur.

Minn. Statute 182, provides the legal authority for this program’s activities. As a state plan, Minnesota OSHA enforces 29 CFR 1904, 1910, 1915, 1917, 1918, 1926, and 1928; and Minn. Rules 5205 through 5208, 5210 & 5215.

WSC: 29 CFR 1908; 29 CFR 1910.266; Minn. Stat. 79.253; Minn. Stat. 90.145; Minn. Stat. 176.130 and Minn. Rules 5203

Workplace Safety

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
<u>Expenditures by Fund</u>						
2830 - Workers Compensation	7,403	7,465	7,173	7,919	7,798	7,817
3000 - Federal	4,813	4,840	5,153	5,062	5,062	5,062
Total	12,215	12,304	12,326	12,981	12,860	12,879
Biennial Change				788		432
Biennial % Change				3		2
<u>Expenditures by Activity</u>						
Workplace Safety	12,215	12,304	12,326	12,981	12,860	12,879
Total	12,215	12,304	12,326	12,981	12,860	12,879
<u>Expenditures by Category</u>						
Compensation	7,875	8,208	8,050	8,197	8,191	8,217
Operating Expenses	2,643	2,399	2,574	3,076	2,961	2,954
Grants, Aids and Subsidies	1,641	1,693	1,679	1,698	1,698	1,698
Capital Outlay-Real Property	42	0				
Other Financial Transaction	15	4	23	10	10	10
Total	12,215	12,304	12,326	12,981	12,860	12,879
Total Agency Expenditures	12,215	12,304	12,326	12,981	12,860	12,879
Internal Billing Expenditures	836	744	937	905	1,127	1,140
Expenditures Less Internal Billing	11,379	11,561	11,389	12,076	11,733	11,739
<u>Full-Time Equivalent</u>	85.63	87.29	83.94	82.91	80.47	79.43

Workplace Safety

Program Financing by Fund

(Dollars in Thousands)

	Actual FY16	Actual FY17	Actual FY18	Estimate FY19	Forecast Base	
					FY20	FY21
2830 - Workers Compensation						
Balance Forward In	5,137	6,529	6,945	7,202	7,314	7,554
Direct Appropriation	4,154	4,154	4,154	4,160	4,167	4,167
Receipts	2,728	2,795	3,300	3,871	3,871	3,871
Transfers Out			24			
Cancellations		1				
Balance Forward Out	4,616	6,013	7,202	7,314	7,554	7,775
Expenditures	7,403	7,465	7,173	7,919	7,798	7,817
Biennial Change in Expenditures				225		523
Biennial % Change in Expenditures				2		3
Full-Time Equivalents	45.92	47.22	43.18	45.11	44.72	44.27

3000 - Federal

Balance Forward In	687	687	705	31	31	31
Receipts	4,813	4,157	4,479	5,062	5,062	5,062
Balance Forward Out	687	5	31	31	31	31
Expenditures	4,813	4,840	5,153	5,062	5,062	5,062
Biennial Change in Expenditures				562		(91)
Biennial % Change in Expenditures				6		(1)
Full-Time Equivalents	39.71	40.07	40.76	37.80	35.75	35.16