

HF 2 - Paid Family and Medical Leave Insurance

Conference Committee Agreement
(all dollars in thousands)

AGENCY / CHANGE ITEM	Fund	House HF2-8E		Senate HF2-1UE		Conference Agreement					
		FY24-25	FY26-27	FY24-25	FY26-27	FY24	FY25	FY24-25	FY26	FY27	FY26-27
Expenditures											
Commerce ¹											
Development of Private Plans Rules & Approvals	FMBI	692	256	692	256	376	316	692	64		64
Commerce total	FMBI	692	256	692	256	376	316	692	64	-	64
Employment and Economic Development ¹											
Business Subsidy Program	FMBI	-	10,000	-	10,000			-	5,000	5,000	10,000
Technology Staff	FMBI	4,955	5,343	4,955	5,343	2,400	2,555	4,955	1,316	-	1,316
Appeals Staff	FMBI	2,347	12,012	2,347	12,012	171	2,176	2,347	2,877	-	2,878
Employer Services Staff	FMBI	827	2,777	827	2,777	128	699	827	684	-	684
Audit and Review Staff	FMBI	743	3,772	743	3,772	-	743	743	929	-	929
Public Engagement Staff	FMBI	610	1,303	610	1,303	229	381	610	321	-	321
Benefits Staff	FMBI	11,322	52,975	11,322	52,975	162	11,160	11,322	13,048	-	13,048
Program Management Staff	FMBI	1,923	3,155	1,923	3,155	629	1,294	1,923	777	-	777
Financial Agency Staff	FMBI	610	1,025	610	1,025	120	490	610	253	-	253
Non Personnel Services	FMBI	15,526	44,013	15,526	44,013	5,383	10,143	15,526	12,000	-	12,001
System Buildout	FMBI	83,432	13,354	83,432	13,354	41,716	41,716	83,432	3,339	-	3,339
Balance	FMBI	-	-	2	2			-	-	-	-
Benefits Paid - Worker PLUS Estimate	FMBI	-	2,328,008	-	2,328,008	-	-	-	568,478	1,191,052	1,759,530
DEED total	FMBI	122,295	2,477,737	122,297	2,477,739	50,938	71,357	122,295	609,022	1,196,052	1,805,074
Human Services											
IT System Updates	FMBI	2,649	1,060	2,649	-	2,649	-	2,649	530	530	1,060
Direct Care Provider Premiums	FMBI					-	-	-	20,000	-	20,000
DHS total	FMBI	2,649	1,060	2,649	-	2,649	-	2,649	20,530	530	21,060
Labor and Industry ¹											
Investigation FTE Costs	FMBI	607	1,384	607	1,384	297	310	607	346		346
OAH Legal Fees	FMBI	8	8	8	8	4	4	8	2		2
IT Costs	FMBI	240	-	240	-	240	-	240	-	-	-
IT User License	FMBI	20	20	20	20	10	10	20	5		5
Outreach Expenditures	FMBI	100	50	100	50	50	50	100	13		13
DLI total	FMBI	975	1,462	975	1,462	601	374	975	366	-	366
Legislature											
Payroll System Updates	FMBI	18	-	18	-	-	18	18	-	-	-
Legislature total	FMBI	18	-	18	-	-	18	18	-	-	-

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	AGENCY / CHANGE ITEM	Fund	FY24-25	FY26-27	FY24-25	FY26-27	FY24	FY25	FY24-25	FY26	FY27	FY26-27
	MMB											
	IT Costs	FMBI	40	28	40	-	-	40	40	14	14	28
	Notice Posting Requirements	FMBI	3	-	3	-		3	3			-
	Costs due to "right to setoff" requirements	FMBI	-	62	-	62	-	-	-	31	31	62
	Notice Acknowledgement Requirements	FMBI	75	68	75	-	-	75	75			-
	MMB total	FMBI	118	158	118	62	-	118	118	45	45	90
	Secretary of State											
	IT Costs and Training	FMBI	388	154	388	-	384	4	388	77	77	154
	Secretary of State total	FMBI	388	154	388	-	384	4	388	77	77	154
	Supreme Court											
	System Updates and Collections	FMBI	30	-	30	-	15	15	30	-	-	-
	Supreme Court total	FMBI	30	-	30	-	15	15	30	-	-	-
	University of Minnesota											
	Staffing Costs for Implemenation	FMBI	1,372	-	1,372	-		1,372	1,372	-	-	-
	UMN total	FMBI	1,372	-	1,372	-	-	1,372	1,372	-	-	-
	MMB Non-Operating											
	Notice Acknowledgement Requirements	GF	-	70	-	70	-	-	-	35	35	70
	Costs incurred by State Agencies by Employer-Paid Premiums	GF	-	6,028	-	6,028	-	-	-	3,014	3,014	6,028
	MMB non opearting total	GF	-	6,098	-	6,098	-	-	-	3,049	3,049	6,098
	Transfers Out											
	Transfer Out - from GF to FMBI Account	GF	668,321	-	648,321	-	668,321	-	668,321	-	-	-
	Transfer Out - from GF to Direct Care Provider Account	GF	-	-	20,000	-		-	-	-	-	-

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	AGENCY / CHANGE ITEM	Fund	FY24-25	FY26-27	FY24-25	FY26-27	FY24	FY25	FY24-25	FY26	FY27	FY26-27
	Expenditure Totals											
	General Fund	GF	668,321	6,098	668,321	6,098	668,321	-	668,321	3,049	3,049	6,098
	Family and Medical Benefit Insurance Fund	FMBI	128,537	2,480,827	128,539	2,479,519	54,963	73,574	128,537	630,104	1,196,704	1,826,808
	All Funds Expenditure Total		796,858	2,486,925	796,860	2,485,617	723,284	73,574	796,858	633,153	1,199,753	1,832,906
	General Fund Revenues											
	DLI - Enforcement - Penalty Revenue	GF		4		4				2	2	4
	Secretary of State - Filing Fee	GF		2		2				1	1	2
	Supreme Court - Filing Fee	GF		209		209				42	167	209
	GF Total Revenue	GF	-	215	-	215	-	-	-	45	170	215
	Family and Medical Benefit Insurance Fund Revenues and Transfers In											
	Transfer In - to FMBI Account	FMBI	668,321	-	648,321	-	668,321	-	668,321	-	-	-
	DEED -Premium Rate Revenue	FMBI	-	2,815,135	-	2,815,135	-	-	-	687,430	1,440,275	2,127,705
	FMBI Total Revenue	FMBI	668,321	2,815,135	648,321	2,815,135	668,321	-	668,321	687,430	1,440,275	2,127,705
	Net Spending											
	General Fund	GF	668,321	6,098	668,321	5,883	668,321	-	668,321	3,004	2,879	5,883
	Paid Family Medical Leave Fund	FMBI	(539,784)	(334,308)	(519,782)	(335,616)	(613,358)	73,574	(539,784)	(57,327)	(243,571)	(300,898)

¹ Beginning January 1, 2026, administration costs for DEED, DLI, and Commerce may be spent out of the FMBI fund.

			House				Senate				Conference Agreement			
			HE2-8E		HF2-8E		HF2-1UE		HF2-1UE					
	Family and Medical Benefit Insurance Fund	Fund	FY24	FY25	FY26	FY27	FY24	FY25	FY26	FY27	FY24	FY25	FY26	FY27
	Starting Balance	FMBI	668,321	613,358	539,784	700,055	648,321	591,985	519,782	680,707	668,321	613,358	539,784	597,111
	Revenues	FMBI	-	-	1,374,860	1,440,275	-	-	1,374,860	1,440,275			687,430	1,440,275
	Total Resources	FMBI	668,321	613,358	1,914,644	2,140,330	648,321	591,985	1,894,642	2,120,982	668,321	613,358	1,227,214	2,037,386
	Total Expenditures	FMBI	54,963	73,574	1,214,589	1,266,238	56,336	72,203	1,213,935	1,265,584	54,963	73,574	630,104	1,196,704
	Fund Balance	FMBI	613,358	539,784	700,055	874,092	591,985	519,782	680,707	855,398	613,358	539,784	597,111	840,682