

Subject Duty Disability
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Overview

This bill establishes treatment requirements for a psychological condition prior to a peace officer or firefighter applying for duty disability benefits under existing law. Sections 1 and 2 relate to reimbursement for continued health insurance benefits for peace officers and firefighters. Sections 3 to 8 apply to members of the State Patrol retirement plan under the Minnesota State Retirement System or MSRS. Sections 9 to 25 and 28 apply to members of the Public Employees Retirement Association or PERA. Section 26 establishes wellness training requirements, and section 27 appropriates money to PERA and MSRS for the purposes of the new psychological treatment administration.

Summary

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| 1 | Public employer reimbursement.
Modifies existing provision requiring the state to reimburse local units of government for statutorily required continued medical insurance for eligible disabled public safety officers and firefighters. Effective January 1, 2024, a local unit of government must provide peace officers and firefighters annual wellness training or an employee assistance program or peer support program to be eligible for this reimbursement. Specifies criteria for wellness training and wellness training program development. |
| 2 | Annual appropriation.
Establishes a statutory appropriation to fully fund reimbursement of continued health insurance coverage for peace officers and firefighters as required under section 299A.465, subdivision 4. |
| 3 | Duty disability. [MSRS]
Modifies duty disability requirements for an applicant with a psychological condition to require the applicant to provide evidence that they are unable to perform the |

Section	Description
	duties of the position they held at the time of their injury, or a similar position to the one they held at the time of injury.
4	Applying for benefits; accrual. [MSRS] Makes consistent reference in the application for benefits accrual provision under section 352B.10 to the new psychological condition treatment requirements under section 352B.102 for a MSRS State Patrol retirement plan member.
5	Proof of disability. [MSRS] Makes consistent reference in the proof of disability provision under section 352B.10 to the new psychological condition treatment requirements under section 352B.102 for a MSRS State Patrol retirement plan member.
6	Application for disability benefit. [MSRS] Makes consistent references in the disability benefit application provision under section 352B.101 to the new psychological condition treatment requirements under section 352B.102 for a MSRS State Patrol retirement plan member. Clarifies that an applicant for duty disability based on a psychological condition must meet the additional requirements under section 352B.102 before applying, including completion of treatment.
7	Application for psychological condition treatment. [MSRS] Subd. 1. Definitions. Provides definitions used in the new psychological condition treatment requirements under section 35B.102 for a MSRS State Patrol retirement plan member, including specifications for the type of “treatment” required. A “psychological condition” is defined as having a “mental illness,” as defined in the subdivision. Subd. 2. Application; dual diagnosis. Clarifies that the new psychological condition treatment under this section does not apply to a duty disability applicant with a dual diagnosis of both a psychological and physical condition. A dual diagnosis applicant may elect to seek treatment but is not required as a prerequisite. Subd. 3. Approval. Establishes the application process for the psychological condition treatment. Requires the applicant to submit an application to MSRS with a report from one mental health professional indicating they are diagnosed with a mental illness and are unable to perform the normal duties of their position, as well as employer documentation of their dates of employment in an applicable position. Requires the employer to provide certification within five days, and requires approval by MSRS within 14 days of application. An applicant may commence treatment while an application is pending.

Section	Description
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Subd. 4. Treatment required. Requires completion of up to 24 weeks of treatment as outlined in the subdivision before an applicant with a psychological condition may apply for duty disability benefits. Provides that an applicant is not penalized for nonconsecutive treatment periods that are unintentional. Requires the employer to pay the treatment costs up to a limit. Includes progress reporting requirements for the employee's treatment provider, and outlines options for full- or part-time return to work, return to light duties, and related presumption of fitness for duty. Limits treatment to three times in ten years.

Subd. 5. Continuation of salary and benefits. Requires an employer to continue to pay a current employee's full salary and employer-provided benefits, including health and retirement benefits, dependent benefits, and any benefits provided under an applicable collective bargaining agreement during the treatment period. Provides for a 30-day grace period for a continuation of salary and benefits if an employee is unable to receive treatment due to circumstances beyond their control. The grace period may be extended beyond 30 days with written documentation from a mental health provider or facility of a treatment start date.

Subd. 6. Termination or continuation of psychological condition treatment. After completing up to 24 weeks of treatment, MSRS can make one of three determinations: (1) continue treatment approval for an additional eight weeks of treatment; (2) end the psychological condition treatment because the employee is able to return to their position full-time or to another comparable position; or (3) confirm the employee has met and completed the psychological condition treatment requirements (or additional treatment requirements, if applicable), after which the employee may apply for disability benefits based on a psychological condition as provided under existing law. MSRS will approve the disability benefit under the process provided under existing law. A fitness for duty presumption applies to an employee who is deemed able to return to work as provided in this subdivision.

Subd. 7. Additional treatment. Provides for eight weeks of additional treatment at the end of the 24 weeks at the direction of a mental health professional when the employee's prognosis is expected to improve with further treatment. Provides that an applicant is not penalized for nonconsecutive treatment periods that are unintentional. Requires the employer to pay the additional treatment costs up to a limit. Includes progress reporting requirements for the employee's treatment provider, and outlines options for full- or part-time return to work, return to light duties, and related presumption of fitness for duty. Limits treatment to three times in ten years.

Subd. 8. Treatment data. Provides that a health record arising from treatment under this section is private data on individuals under the Minnesota

Section Description

Government Data Practices Act and cannot be shared or disclosed, including through a legal action or investigation.

Subd. 9. Employing entity reimbursement; limit. Allows an employer to apply for reimbursement for the costs of treatment and continuing salary and benefits as provided under this section. Limits an employer's liability per employee to no more than three periods of treatment plus the associated continuation of salary and benefits in ten years.

Subd. 10. Fitness for duty presumption. Establishes a fitness for duty presumption for an employee who is cleared to return to work or light duty as provided under this section, unless an exception applies. An employee found to be unfit for duty is presumed eligible for a duty disability or may appeal that determination to a qualified independent medical provider of their choosing from an established panel. Establishes a panel of five licensed psychologists or psychiatrists, established by agreement of the specified entities, for the purposes of this independent appeal. If an employee does not select a qualified professional from the panel within ten days, the employer may do so. The appeal determination is final and binding.

Subd. 11. Report. Requires the executive director of MSRS to submit a report to the legislature about the impact of this section on public safety duty disability trends and costs within four years of enactment.

Subd. 12. Annual appropriation. Appropriates money through a statutory appropriation to the commissioner of public safety to fully pay for the annual reimbursement costs under subdivision 9.

8 Psychological condition treatment account. [MSRS]

Establishes the psychological condition treatment account appropriating money to MSRS for the costs of administration of the new psychological condition treatment under section 352B.102.

9 Vesting. [PERA]

Amends the vesting schedule under the PERA police and fire plan for all current members and former members who have not yet started to receive a retirement benefit to a graded ten-year vesting. Effective day following final enactment.

10 Application. [PERA]

Makes consistent reference in the disability benefit application provision under section 353.031 to the new psychological condition treatment requirements under section 353.032 for peace officers and firefighters in the PERA police and fire plan. Clarifies that an applicant for duty disability based on a psychological condition must

Section	Description
	meet the additional requirements under section 353.032 before applying, including completion of treatment.
11	Procedure to determine eligibility; generally. [PERA] Clarifies application requirements for disability benefits, including the required application form and two medical reports. Requires PERA to notify the employer of a disability application, and the employer must provide certain information within 30 days. Effective day following final enactment.
12	Additional requirements; eligibility for police and fire or local government correctional service retirement plan disability benefits. [PERA] Modifies duty disability requirements for an applicant with a psychological condition to require the applicant to provide evidence that they are unable to perform the duties of the position they held at the time of their injury, or a similar position to the one they held at the time of injury.
13	Proof of eligibility upon reapplication. [PERA] Makes clarifications to the disability reapplication process at PERA. Requires a member to reapply each year for the first five years and every three years thereafter. Effective day following final enactment.
14	Application approval or denial; decision of executive director. [PERA] Makes conforming changes to PERA's reapplication process in existing law. Effective day following final enactment.
15	Application for psychological condition treatment. [PERA] Subd. 1. Definitions. Provides definitions used in the new psychological condition treatment requirements under section 353.032 for a PERA police and fire plan member, including specifying the type of treatment required. A "psychological condition" is defined as having a "mental illness," as that term is defined. Subd. 2. Application; dual diagnosis. Clarifies that the new psychological condition treatment under this section does not apply to a duty disability applicant with a dual diagnosis of both a psychological and physical condition. A dual diagnosis applicant may elect to seek treatment but is not required as a prerequisite. Subd. 3. Approval. Establishes the application process for the psychological condition treatment. Requires the applicant to submit an application to PERA with a report from one mental health professional indicating they are diagnosed with a mental illness and are unable to perform the normal duties of their position, as well as employer documentation of their dates of employment in an applicable position. Requires the employer to provide certification within five

Section Description

days, and requires approval by PERA within 14 days of application. An applicant may commence treatment while an application is pending.

Subd. 4. Treatment required. Requires completion of up to 24 weeks of treatment as outlined in the subdivision before an applicant with a psychological condition may apply for duty disability benefits. Provides that an applicant is not penalized for nonconsecutive treatment periods that are unintentional. Requires the employer to pay the treatment costs up to a limit. Includes progress reporting requirements for the employee's treatment provider, and outlines options for full or part-time return to work, return to light duties, and related presumption of fitness for duty. Limits treatment to three times in ten years.

Subd. 5. Continuation of salary and benefits. Requires an employer to continue to pay a current employee's full salary and employer-provided benefits, including health and retirement benefits, dependent benefits, and any benefits provided under an applicable collective bargaining agreement during the treatment period. Provides for a 30-day grace period for a continuation of salary and benefits if an employee is unable to receive treatment due to circumstances beyond their control. The grace period may be extended beyond 30 days with written documentation from a mental health provider or facility of a treatment start date.

Subd. 6. Termination or continuation of psychological condition treatment. After completing up to 24 weeks of treatment, PERA can make one of three determinations: (1) continue treatment approval for an additional eight weeks of treatment; (2) end the psychological condition treatment because the employee is able to return to their position full-time or to another comparable position; or (3) confirm the employee has met and completed the psychological condition treatment requirements (or additional treatment requirements, if applicable), after which the employee may apply for disability benefits based on a psychological condition as provided under existing law. PERA will approve the disability benefit under the process provided under existing law. A fitness for duty presumption applies to an employee who is deemed able to return to work as provided in this subdivision.

Subd. 7. Additional treatment. Provides for eight weeks of additional treatment at the end of the 24 weeks at the direction of a mental health professional when the employee's prognosis is expected to improve with further treatment. Provides that an applicant is not penalized for nonconsecutive treatment periods that are unintentional. Requires the employer to pay the additional treatment costs up to a limit. Includes progress reporting requirements for the employee's treatment provider, and outlines options for full- or part-time return to work,

Section Description

return to light duties, and related presumption of fitness for duty. Limits treatment to three times in ten years.

Subd. 8. Treatment data. Provides that a health record arising from treatment under this section is private data on individuals under the Minnesota Government Data Practices Act and cannot be shared or disclosed, including through a legal action or investigation.

Subd. 9. Employer reimbursement; limit. Allows an employer to apply for reimbursement for the costs of treatment and continuing salary and benefits as provided under this section. Limits an employer's liability per employee to no more than three periods of treatment plus the associated continuation of salary and benefits in ten years.

Subd. 10. Fitness for duty presumption. Establishes a fitness for duty presumption for an employee who is cleared to return to work or light duty as provided under this section, unless an exception applies. An employee found to be unfit for duty is presumed eligible for a duty disability or may appeal that determination to a qualified independent medical provider of their choosing from an established panel. Establishes a panel of five licensed psychologists or psychiatrists, established by agreement of the specified entities, for the purposes of this independent appeal. If an employee does not select a qualified professional from the panel within ten days, the employer may do so. The appeal determination is final and binding.

Subd. 11. Report. Requires the executive director of PERA to submit a report to the legislature about the impact of this section on public safety duty disability trends and costs within four years of enactment.

Subd. 12. Annual appropriation. Appropriates money through a statutory appropriation to the commissioner of public safety to fully pay for the annual reimbursement costs under subdivision 9.

16 Psychological condition treatment account. [PERA]

Establishes the psychological condition treatment account appropriating money to PERA for the costs of administration of the new psychological condition treatment under section 353.032.

17 Disabilitant earnings reports. [PERA]

Makes conforming changes to the annual earnings report to remove a reference to workers' compensation, consistent with the removal of the offset for workers' compensation in section 28.

Section	Description
18	Duty disability; computation of benefits. [PERA] Makes clarifying changes to duty disability provision under existing law. Effective day following final enactment.
19	Total and permanent duty disability; computation of benefits. [PERA] Increases total and permanent duty disability benefits to 99 percent of a member's average salary and makes conforming changes to the total and permanent disability benefits under existing law. Effective July 1, 2023.
20	Optional annuity election. [PERA] Makes clarifying changes to the optional annuity election under existing law. Effective day following final enactment.
21	Regular disability benefit. [PERA] Makes clarifying changes to the regular disability provision under existing law. Effective day following final enactment.
22	Total and permanent regular disability; computation of benefits. [PERA] Makes clarifying changes to the regular total and permanent disability provision under existing law. Effective day following final enactment.
23	Limitation on disability benefit payments. [PERA] Establishes two offsets to a disability benefit for members who are also receiving reemployment earnings. Effective January 1, 2024, and applies to members who begin disability benefits after August 1 or are required to reapply.
24	Disability survivor benefits for members disabled before July 1, 2007. [PERA] Makes conforming changes. Effective day following final enactment.
25	Entitlement to receive a disability benefit. [PERA] Makes conforming changes. Effective day following final enactment.
26	Wellness training. Requires the Peace Officer Standards and Training (POST) Board to create learning objectives and a training course to prepare peace officers for the stressful and traumatic events that are common to policing and teach officers methods to process and cope with occupational stress and trauma. Requires both students studying law enforcement and licensed peace officers to receive the training. Preservice and in-service training requirements would be effective January 1, 2024. Requires state and local law enforcement agencies to maintain records of training compliance.

Section	Description
27	Appropriation. Appropriates money to the psychological condition treatment accounts established at PERA and MSRS for administration of the psychological treatment.
28	Repealer. [PERA] Repeals the workers' compensation offset for disability benefits. Effective January 1, 2024.



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