

HF 2 - Paid Family and Medical Leave Insurance

Conference Committee Comparison

(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			-	2,500	-	2,500
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	2,878	-	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	12,001	-	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	606,522	1,191,052	1,797,574
Human Services											
IT System Updates	FMBI	2,649	1,060	2,649	-	2,649	-	2,649	530	530	1,060
DHS total	FMBI	2,649	1,060	2,649	-	2,649	-	2,649	530	530	1,060
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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		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 Implementation	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 operating 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	-	648,321	-	648,321	-	-	-
Transfer Out - from GF to Direct Care Provider Account	GF	-	-	20,000	-	20,000	-	20,000	-	-	-

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		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	56,335	72,202	128,537	607,604	1,191,704	1,799,308
All Funds Expenditure Total		796,858	2,486,925	796,860	2,485,617	724,656	72,202	796,858	610,653	1,194,753	1,805,406
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		-	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	-	648,321	-	648,321	-	-	-
DEED -Premium Rate Revenue	FMBI	-	2,815,135	-	2,815,135	-	-	-	687,430	1,440,275	2,127,705
FMBI Total Revenue		668,321	2,815,135	648,321	2,815,135	648,321	-	648,321	687,430	1,440,275	2,127,705
Net Spending											
General Fund	GF	1,336,642	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)	(591,986)	72,202	(519,784)	(79,827)	(248,571)	(328,398)

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

Family and Medical Benefit Insurance Fund	Fund	House				Senate				Conference Agreement			
		HE2-8E		HF2-8E		HF2-1UE		HF2-1UE		FY24		FY25	
		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	648,321	591,986	519,784	599,611
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	648,321	591,986	1,207,214	2,039,886
Total Expenditures	FMBI	54,963	73,574	1,214,589	1,266,238	56,336	72,203	1,213,935	1,265,584	56,335	72,202	607,604	1,191,704
Fund Balance	FMBI	613,358	539,784	700,055	874,092	591,985	519,782	680,707	855,398	591,986	519,784	599,611	848,182