

Minnesota Department of Health: Human Resources

Topic Selection Background Information

March 2024

Program Overview	The Minnesota Department of Health (MDH) Human Resources Management Division manages employee relations, administers benefits and payroll, and provides other services to MDH employees. MDH employees with complaints about personnel issues may report them internally, including to human resources staff, their supervisors, or agency leadership.
Original Evaluation Questions	To what extent are MDH processes for investigating and addressing personnel issues fair and comprehensive? How well does MDH Human Resources protect employees from retaliation for submitting human resources-related complaints and notifying supervisors of noncompliance with MDH policy and state law?
Revised Questions	
State Resources <i>Low</i>	The Human Resources Management Division is part of MDH’s Health Operations Bureau, which had expenditures of about \$59 million in Fiscal Year 2023. The amount MDH spent on human resources is unclear, but it is likely a small fraction of the bureau’s total budget.
State Control <i>High</i>	MDH must comply with administrative, human resources, and personnel requirements for state agencies established by law and state policy. For example, MDH must comply with state laws that protect whistleblowers.
Impact <i>Low</i>	MDH’s Human Resources Management Division provides human resource services to about 1,600 MDH employees located across the state.
Timeliness <i>Medium</i>	There is no compelling reason to review or not to review MDH’s Human Resources Management Division at this time.
Feasibility <i>High</i>	OLA could complete this evaluation using standard evaluation methods, such as surveys, document reviews, and interviews.
Balance <i>Medium-High</i>	OLA has not directly evaluated MDH’s Human Resources Management Division. OLA last evaluated a division within MDH in our 2018 report, <i>Office of Health Facility Complaints</i> .
Discussion <i>Feasible, not urgent</i>	This evaluation could provide useful information about MDH’s Human Resources and the experiences of MDH employees. However, there does not seem to be a pressing need for this information at this time. To the extent that employees have specific concerns or complaints about MDH Human Resources, they can report them directly to OLA or Minnesota Management and Budget for review.