



STATE OF MINNESOTA

Office of Governor Tim Walz
Lt. Governor Peggy Flanagan

130 State Capitol ♦ 75 Rev. Dr. Martin Luther King Jr. Blvd ♦ Saint Paul, MN 55155-1611

April 25, 2019

Commissioner Mark Phillips
Department of Iron Range Resources & Rehabilitation
P.O Box 441 - 4261 Hwy 53 South
Eveleth, MN 55734

RE: Written Reprimand

Commissioner Phillips,

I am issuing you a written reprimand because of your conduct related to your recent posting of the IRRR Senior Policy Advisor position.

The process you used for this position, while following permitted procedures, failed to meet my expectations. MMB's Job Announcement Policy's requirement that all classified positions be posted competitively for at least seven days and recommendation that such positions be posted for 21 days are designed to ensure inclusiveness, openness, and transparency in the hiring process for classified positions. It was inappropriate for you to seek to vary from MMB's requirements in this case. It was also inappropriate to use my Office as your stated rationale for requesting an exception from MMB. My Office never directed you to request a shortened posting period or otherwise vary from ordinary hiring procedures.

At my direction, MMB is amending its Job Announcement Policy to require a 21-day posting period for all classified managerial positions like this one. It is my expectation that you will follow the requirements of the Job Announcement Policy for all future hires. You may not vary from this policy unless you receive explicit approval directly from Commissioner Frans.

As a matter of policy, I want to ensure that the state hiring process for classified positions is inclusive, competitive, open, and transparent to encourage people across Minnesota to consider state service. By following the new 21-day posting period, I am confident that we will receive well-qualified applicants from all corners of Minnesota and with diverse and interesting backgrounds and experiences. The inclusiveness, openness, and transparency of this process is important to show the public our values as an Administration—to show Minnesotans that we are worthy of their trust.

As I do with all members of my Cabinet, I expect you to model openness, transparency, inclusivity, and servant leadership. In this situation, you fell far short of my expectations.

Sincerely,

A handwritten signature in black ink, appearing to read "T. Walz".

Tim Walz
Governor