RAMSEY COUNTY

H.R. 1 Implementation: Operational Readiness, Service Delivery, and Staffing Needs

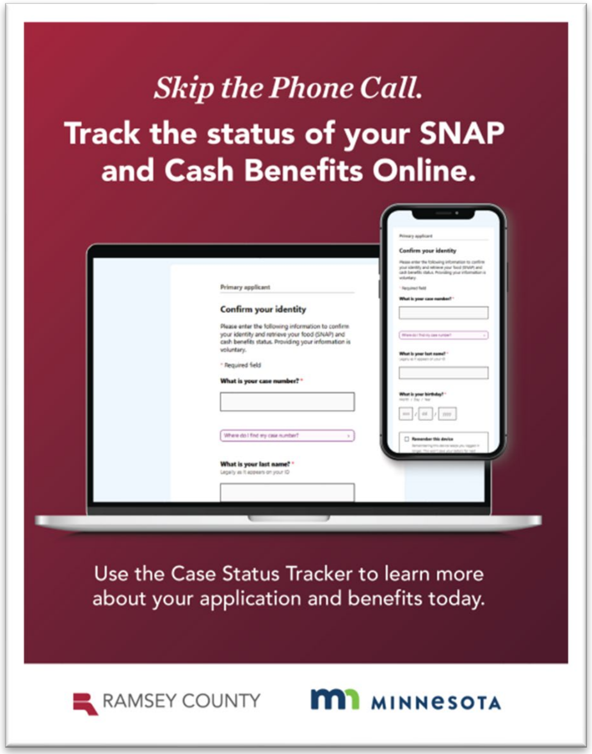
Board of Commissioners

August 11th, 2026

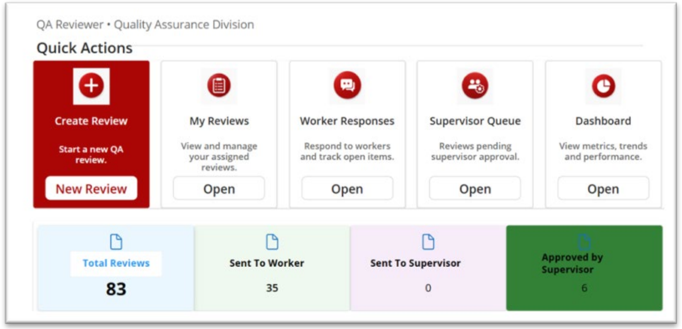
Agenda

- Impending H.R. 1 impacts.
- Operational challenges and investments needed to reduce implementation risk.
- Impacts to the 2026 budget and 2027 Supplemental Budget.
- Next steps.

All Hands on Deck (AHOD): Access & Accuracy Accomplishments



- Staff Investment & Development
  - Customer Service training for Eligibility Specialist
  - Expanded leadership development
- Technology Modernization
  - Reduce of manual data entry
    - Supplemental Nutrition Assistance Program (SNAP) Forward
    - MNbenefits to Maxis (M2M)
  - Online Application Status Tracker Pilot
- Enhanced Internal Quality Assurance
  - Re-established QA team to complete regular case reviews
  - New digital QA tool developed by Information Services (IS)
    - Thank you IS!



Background: H.R. 1 Impacts on 2027 Budget

- Closely monitored H.R. 1 since its passage to assess impacts on the county, our services, and residents.
- Strategy reflects evolving federal guidance and implementation timelines.
- Minnesota's **state-supervised, county-administered** model shifts many implementation costs to counties.
- Ramsey County is responsible for absorbing new administrative costs associated with federal requirements.
- 2027 Supplemental Budget positions the county to meet these obligations while maintaining essential services.

H.R. 1 Fiscal Impacts

- SNAP Administrative Cost Shifts (impacts begin in 2027 Budget).
- SNAP Benefit Cost Shift (impacts begin in 2028-29 Biennial Budget).
- County Manager will cover the above as part of the presentation of the 2027 Supplemental Budget.
- This morning focuses on Medical Assistance and SNAP policy changes that will increase operational workload by requiring additional eligibility reviews and other administrative activities. These take effect between 2026 and 2027.

Medical Assistance Workload Impacts

Operational Impacts:

- 123,204 Medical Assistance Expansion enrollees move from 12-month to 6-month renewals (doubling of workload).
- Estimated 50% of renewals expected to require manual processing.
- Additional verifications for enrollees subject to community engagement (work requirements).

Estimated 1,400 additional staff hours per month during peak renewal periods due to these operational impacts.

Recommendation:

- **Addition of 12 Eligibility Specialist Full Time Equivalences (FTE)**
- **Addition of 1 Eligibility Specialist Supervisor FTE**

SNAP Workload Impacts

Operational Impacts:

- Approximately **7,000 Ramsey County residents** affected by new SNAP eligibility and work requirement changes.
- Changes require increased case review, resident communication, reapplications, manual notices, change processing, and renewals.

Recommendation:

- **Addition of 4.5 Eligibility Specialist FTEs**

Total Staffing Recommendation and 2027 Levy Impact

Medical Assistance:

- Eligibility Specialists: **12.0 FTE**
- Eligibility Specialist Supervisor: **1.0 FTE**

SNAP:

- Eligibility Specialists: **4.5 FTE**

Total Request: 17.5 FTE

- This targeted investment will enable Ramsey County to implement H.R. 1 policy changes while maintaining timely resident access, program integrity, and compliance with new federal requirements and reducing our payment error rate.
- This investment will add 0.25% to the property tax levy ($1,000,927) in 2027 after anticipated federal reimbursement.

Hiring Timeline Impacts 2026 Budget

- FAS Eligibility Specialist hiring constraints:
  - Cohorts hired quarterly.
  - Next cohort hiring is October 2026.
  - Takes 6-9 months before staff fully trained and managing full caseloads.
  - Delaying hiring increases implementation risk.
  - Three internal certified trainers (Department of Children, Youth, and Families Train the Trainer) available October 2026.
- Recommendation: Hire additional FTEs in fall 2026 to be ready to absorb additional work in spring 2027.
- Impact to 2026 budget: $363,263 from the county's contingency fund after anticipated federal reimbursement.

Timeline and Next Steps

- Board policy presentation today.
- Request for Board Action on August 18:
  - Approve an increase in the personnel complement in Financial Assistance Services (FAS) by 16.5 Full-Time Equivalent Eligibility Specialists.
  - Approve an increase in the personnel complement in FAS by 1.0 Eligibility Specialist Supervisor.
  - Authorize the County Manager to transfer up to $363,263 from the General Contingency Account to the FAS operating budget.
- County Manager presents 2027 Supplemental Budget on August 25th.

RAMSEY COUNTY