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S.F. No. 592 – Law Enforcement Salary Increases (4th Engrossment, as passed by the Senate)

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Overview

In 2020, the salaries of State Patrol troopers for FY21 were increased by law, effective October 22, 2020. This bill expands that increase and extends it to other specified law enforcement personnel. In addition, it provides salary supplement payments for FY20 and the portion of FY21 preceding the October 22, 2020, effective date. Finally, it provides appropriations for the salary increases and salary supplement payments.

Section 1 requires the commissioner of management and budget to consider compensation based on compensation data from the most recent salary and benefit survey conducted by the legislative auditor when negotiating a collective bargaining agreement for law enforcement officers. States that patterned bargaining based on internal equity date is bad faith. “Law enforcement officers” are State Patrol troopers, Bureau of Criminal Apprehension agents, gambling enforcement special agents, conservation officers, Department of Corrections fugitive specialists, and Department of Commerce insurance fraud specialists.

Section 2, paragraph (a) provides that employees whose exclusive representative is the Minnesota Law Enforcement Association be given a 13.2 percent salary increase retroactive to October 22, 2020. If the officer or agent is compensated at the maximum base wage level, an additional two percent increase shall be added (for a total of 15.2 percent).

There are four agencies impacted: The Department of Natural Resources (DNR), the Department of Corrections (DOC), the Department of Public Safety (DPS), and the Department of Commerce. The following law enforcement officers, agents, and troopers are included in the bill.

DNR – State Conservation Officers
DOC – Fugitive Specialists
DPS – State Patrol Troopers

DPS – Bureau of Criminal Apprehension Agents
DPS – Gambling Enforcement Special Agents
Commerce – Insurance Fraud Specialists

Section 2, paragraph (b) provides that supervisors and managers who are also licensed peace officers be given an 8.4 percent salary increase retroactive to October 22, 2020. If the supervisor or manager is compensated at the maximum base wage level, an additional two percent increase shall be added (for a total of 10.4 percent).

Sections 3 and 4 provide that employees whose exclusive representative is the Minnesota Law Enforcement Association be given a salary supplement payment that is equal to 2.25 percent of the salary received by the employee in FY20, and a 4.8 percent supplement for the period worked from July 1, 2020, to October 21, 2020.

Section 5 provides that the salary supplements under sections 3 and 4 are not salary for purposes of pension contributions or benefits, and the amounts are subject to deduction required by law and authorized withholdings applicable to salary.

Section 6 appropriates money in FY21, FY22, and FY23 from the applicable funds for the salary increases directed in section 2. These appropriations are added to the FY24-25 agency base budgets.

Section 7 appropriates money in FY21 from the applicable funds for the salary supplements directed in section 3 and 4.

Section 8 repeals Laws 2020, Fifth Special Session chapter 3, article 9, section 6. This is the state trooper salary increase that is superseded by this bill.