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State of Minnesota  
HOUSE OF REPRESENTATIVES

NINETY-FIRST SESSION

H. F. No. 2438

03/13/2019 Authored by Davids

The bill was read for the first time and referred to the Committee on Ways and Means

- 1.1 A bill for an act
- 1.2 relating to public safety; establishing requirements to set salaries for Minnesota
- 1.3 State Patrol troopers; requiring the state auditor to conduct an annual compensation
- 1.4 survey; amending Minnesota Statutes 2018, section 299D.03, subdivision 2, by
- 1.5 adding a subdivision.
- 1.6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:
- 1.7 Section 1. Minnesota Statutes 2018, section 299D.03, subdivision 2, is amended to read:
- 1.8 Subd. 2. **Salary and reimbursement.** (a) Each employee other than the chief supervisor,
- 1.9 lieutenant colonel, majors, captains, corporals, and sergeants hereinafter designated shall
- 1.10 be known as patrol troopers.
- 1.11 (b) There may be appointed one lieutenant colonel; and such majors, captains, corporals,
- 1.12 sergeants, and troopers as the commissioner deems necessary to carry out the duties and
- 1.13 functions of the State Patrol. Persons in above-named positions shall be appointed by law
- 1.14 and have such duties as the commissioner may direct and, except for troopers, shall be
- 1.15 selected from the patrol troopers, corporals, sergeants, captains, and majors who shall have
- 1.16 had at least five years' experience as either patrol troopers, corporals, sergeants, or
- 1.17 supervisors.
- 1.18 (c) The salary rates for all State Patrol troopers, corporals, and sergeants shall be deemed
- 1.19 to include \$6 per day reimbursement for shift differential, meal and business expenses
- 1.20 incurred by State Patrol troopers, corporals, and sergeants in the performance of their
- 1.21 assigned duties in their patrol areas; business expenses include, but are not limited to:
- 1.22 uniform costs, home garaging of squad cars, and maintenance of home office.
- 1.23 (d) The minimum monthly salary paid to members of the State Patrol must be:

(1) for fiscal year 2021, 90 percent of the average compensation paid to the seven highest paid police departments in the state for employees having the same years of service;

(2) for fiscal year 2022, 92.5 percent of the average compensation paid to the seven highest paid police departments in the state for employees having the same years of service;  
and

(3) for fiscal year 2023 and each year thereafter, 95 percent of the average compensation paid to the seven highest paid police departments in the state for employees having the same years of service.

The average salary must be based on the salary survey conducted pursuant to subdivision 2a. In negotiating wages with an exclusive representative for members of the State Patrol, the employer's pattern of wage settlements with other state bargaining units must not be the primary consideration.

Sec. 2. Minnesota Statutes 2018, section 299D.03, is amended by adding a subdivision to read:

Subd. 2a. **Salary survey.** (a) By January 1 of each year, the state auditor must conduct a compensation survey of every police department and law enforcement agency in the state. The survey must report on the previous fiscal year. The state auditor must calculate compensation using base salary, premium pay (payment received by more than a majority of employees), education pay, and longevity pay. The state auditor must not include pension contributions and benefits when determining compensation. The survey must include an analysis of the efficacy of State Patrol recruitment and retention efforts, including an analysis of voluntary resignations of State Patrol troopers, corporals, and sergeants, and a comparison of State Patrol academy class sizes and trooper graduations. The survey must identify the seven highest paid police departments in the state and the average compensation of the seven departments.

(b) By January 15 of each year, the state auditor must transmit a copy of the survey to the chairs and ranking minority members of the house of representatives and senate committees with jurisdiction over the State Patrol budget and, upon request, to the exclusive representative for members of the State Patrol.