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State of Minnesota

Printed Page No. 316

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 4102

- 03/09/2026 Authored by Koznick  
The bill was read for the first time and referred to the Committee on Transportation Finance and Policy
- 04/07/2026 Adoption of Report: Placed on the General Register as Amended  
Read for the Second Time
- 05/07/2026 Calendar for the Day  
Read for the Third Time  
Passed by the House and transmitted to the Senate

1.1 A bill for an act

1.2 relating to public safety; modifying requirements for State Patrol compensation

1.3 study; allowing for volunteer chaplains within the state patrol; amending Minnesota

1.4 Statutes 2024, section 299D.03, subdivisions 2, 2a; Laws 2024, chapter 104, article

1.5 1, section 2; proposing coding for new law in Minnesota Statutes, chapter 299D.

1.6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.7 Section 1. Minnesota Statutes 2024, 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, lieutenants, corporals, and sergeants hereinafter

1.10 designated shall be known as patrol troopers.

1.11 (b) There may be appointed one lieutenant colonel; and such majors, captains, lieutenants,

1.12 corporals, sergeants, and troopers as the commissioner deems necessary to carry out the

1.13 duties and functions of the State Patrol. Persons in above-named positions shall be appointed

1.14 by law and have such duties as the commissioner may direct and, except for troopers, shall

1.15 be selected from the patrol troopers, corporals, sergeants, captains, lieutenants, and majors

1.16 who shall have had at least five years' experience as either patrol troopers, corporals,

1.17 sergeants, or 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.

2.1 Sec. 2. Minnesota Statutes 2024, section 299D.03, subdivision 2a, is amended to read:

2.2 Subd. 2a. **Salary and benefits survey.** (a) By January 1 of 2021, 2024, 2027, and 2030  
2.3 every odd-numbered year thereafter through 2037, the legislative auditor must conduct a  
2.4 compensation ~~and benefit~~ survey of law enforcement officers in every police department:

2.5 (1) in a city with a population in excess of 25,000, located in a metropolitan county, as  
2.6 defined in section 473.121, subdivision 4, that is represented by a union certified by the  
2.7 Bureau of Mediation Services; or

2.8 (2) in a city of the first class.

2.9 The State Patrol must also be included in the survey.

2.10 (b) The legislative auditor must base the survey on compensation ~~and benefits~~ for the  
2.11 past completed calendar year. The survey must be based on full-time equivalent employees.  
2.12 The legislative auditor must calculate compensation using base salary, overtime wages, and  
2.13 premium pay. Premium pay is payment that is received by a majority of employees and  
2.14 includes but is not limited to education pay and longevity pay. The legislative auditor must  
2.15 not include any payments made to officers or troopers for work performed for an entity  
2.16 other than the agency that employs the officer or trooper, regardless of who makes the  
2.17 payment. ~~The legislative auditor must also include in the survey all benefits, including~~  
2.18 ~~insurance, retirement, and pension benefits. The legislative auditor must include contributions~~  
2.19 ~~from both the employee and employer when determining benefits.~~

2.20 (c) The legislative auditor must compile the survey results into a report. The report must  
2.21 show each department separately. For each department, the survey must include:

2.22 (1) an explanation of the salary structure, and include minimum and maximum salaries  
2.23 for each range or step; ~~and.~~

2.24 (2) ~~an explanation of benefits offered, including the options that are offered and the~~  
2.25 ~~employee and employer contribution for each option.~~

2.26 ~~Wherever possible, the report must be designed so that the data for each department is in~~  
2.27 ~~the same table or grid format to facilitate easy comparison.~~

2.28 (d) By January 15 of 2021, 2024, 2027, and 2030, each year in which a survey is required  
2.29 under paragraph (a) and 2039, the legislative auditor must transmit the survey report to the  
2.30 chairs and ranking minority members of the house of representatives and senate committees  
2.31 with jurisdiction over the State Patrol budget.

3.1 (e) It is the legislature's intent to use the information in this study to compare salaries  
3.2 between the identified police departments and the State Patrol and to make appropriate  
3.3 increases to patrol trooper, captain, and lieutenant salaries. Nothing in this subdivision  
3.4 precludes the collective bargaining of salaries or compensation in excess of salaries or  
3.5 compensation supported by the salary survey. Salary adjustments for supervisory ranks,  
3.6 including corporals, sergeants, lieutenants, and captains, must be proportionate to the salary  
3.7 adjustments made for patrol troopers resulting from the survey. This subdivision does not  
3.8 expand the scope of the salary survey beyond patrol troopers. For purposes of this paragraph,  
3.9 "patrol troopers" has the meaning given in subdivision 2, paragraph (a).

3.10 Sec. 3. [299D.14] VOLUNTEER CHAPLAINS.

3.11 Subdivision 1. **Volunteers permitted.** The commissioner or the chief supervisor of the  
3.12 State Patrol may recruit, train, and accept, without regard to personnel laws or rules, the  
3.13 services of individuals without compensation as volunteer chaplains for or in aid of activities  
3.14 and programs under this chapter.

3.15 Subd. 2. **Incidental expenses.** The chief supervisor may provide for the incidental  
3.16 expenses of a volunteer chaplain, including transportation, lodging, and subsistence.

3.17 Subd. 3. **Application of law.** Except as otherwise provided in this section, a volunteer  
3.18 chaplain is not a state employee and is not subject to the provisions of law relating to state  
3.19 employment, including but not limited to those governing hours of work, rates of  
3.20 compensation, leave, unemployment benefits, and state employee benefits.

3.21 Sec. 4. Laws 2024, chapter 104, article 1, section 2, the effective date, is amended to read:

3.22 **EFFECTIVE DATE; APPLICATION.** This section is effective the day following  
3.23 final enactment and expires January 1, ~~2032~~ 2039. This section applies to contracts entered  
3.24 into on or after the effective date but before January 1, ~~2032~~ 2039.