

State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-SECOND SESSION

H. F. No. 4338

03/17/2022

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The bill was read for the first time and referred to the Committee on Public Safety and Criminal Justice Reform Finance and Policy

1.1 A bill for an act

1.2 relating to public safety; establishing a grant program to reimburse law enforcement

1.3 agencies for financial recruitment and retention incentives for licensed peace

1.4 officers; appropriating money.

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

1.6 Section 1. **PEACE OFFICER RECRUITMENT AND RETENTION BONUSES;**

1.7 **REIMBURSEMENT GRANTS.**

1.8 Subdivision 1. **Grants.** The Peace Officers Standards and Training Board may award a

1.9 grant or grants to qualified local or state law enforcement agencies to reimburse agencies

1.10 for the payment of recruitment bonuses to newly hired peace officers or retention bonuses

1.11 to currently employed peace officers. An agency may apply for a grant on a form developed

1.12 by the board and as directed by the board. The maximum amount of a grant is \$..... for

1.13 each officer hired and \$..... for each officer retained by the agency. An agency may apply

1.14 for more than one grant to cover multiple bonuses.

1.15 Subd. 2. **Financial recruitment.** (a) A qualified law enforcement agency may offer

1.16 recruitment bonuses to provide financial incentives to individuals to become licensed peace

1.17 officers with the agency. A reimbursement grant under this section may be made only if a

1.18 newly licensed peace officer is hired after having received notice of the availability of a

1.19 recruitment bonus and after the agency has paid the bonus. Grants may not reimburse bonuses

1.20 paid to peace officers moving laterally from other jurisdictions within the state or peace

1.21 officers who previously served as correctional officers within the state.

1.22 (b) Except as otherwise provided in this paragraph, a recruitment bonus must be paid in

1.23 two installments. A newly licensed peace officer is eligible for one-half of the bonus amount

upon successfully completing the probationary period. An officer is eligible for the second half of the bonus amount upon successfully completing one year of employment at the agency and the officer is a member in good standing with the agency. A newly licensed peace officer employed at a law enforcement agency that does not require a probationary period shall receive the total bonus amount upon successfully completing one year of employment at the agency and the officer is a member in good standing with the agency.

Subd. 3. Financial retention. A qualified law enforcement agency may offer retention bonuses to provide financial incentives to individual peace officers to remain employed with the agency. An officer is eligible for one-half of the bonus amount upon completing ... months at the agency after having received notice of the availability of a retention bonus. An officer is eligible for the second half of the bonus amount upon successfully completing one year of employment at the agency and the officer is a member in good standing with the agency. A reimbursement grant under this section may be made only if the peace officer remains employed with the agency after having received notice of the availability of a retention bonus and after the agency has paid the bonus.

Subd. 4. Qualified law enforcement agency. A local or state law enforcement agency that offers recruitment or retention financial incentives to individuals to become or remain licensed peace officers with the agency is qualified to apply to the board for a grant if the agency:

(1) uses the following transparency and accountability measures:

(i) a civilian review board that provides oversight, accountability, and transparency of complaints against peace officers;

(ii) a community policing agreement or written community engagement strategies; and

(iii) body cameras or squad cameras, or has capabilities of both; and

(2) has at least a ... percent loss in the number of peace officers employed with the agency resulting from resignations or retirements within the past year or expects a ... percent loss within the next year due to the number of peace officers employed with the agency who are eligible for retirement.

Subd. 5. Grant awards. Grants are awarded at the discretion of the board and are limited to the amount appropriated for the purposes of this section. If the demand for grants exceeds the amount appropriated, the board shall award grants in a manner that ensures that grants are distributed to qualified local and state law enforcement agencies in a geographically

- 3.1 balanced manner and also in a balanced manner in terms of the size of the law enforcement
- 3.2 agencies receiving grants.
- 3.3 Sec. 2. **APPROPRIATION.**
- 3.4 \$..... in fiscal year 2023 is appropriated from the general fund to the Peace Officer
- 3.5 Standards and Training Board for the grant program under section 1.