

S.F. No. 3241 – Law Enforcement Officer Salaries Pattern Bargaining Preclusion

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Date: February 23, 2022

Section 1 [Minn. Stat. section 43A.17; Compensation for law enforcement officers] requires the commissioner of management and budget, when negotiating a collective bargaining agreement, to consider compensation for law enforcement officers that is based on a salary survey conducted periodically by the legislative auditor. States that it is bad faith in negotiations for the commissioner to use pattern bargaining or suggest compensation based on internal equity data.

For purposes of this section, “law enforcement officers” means state patrol troopers, agents with the Bureau of Criminal Apprehension, special agents in the gambling enforcement division, conservation officers, fugitive specialists with the department of corrections, and insurance fraud specialists with the department of commerce.

This section expires January 1, 2032, and applies to contracts entered into on or after that date. This expiration date reflects that the statute that requires the OLA to conduct salary surveys, provides for the surveys to be conducted by January 1, 2021, 2024, 2027, and 2030.

Under the Public Employees Relations Act in chapter 179A, public employers are required to negotiation in good faith with exclusive representatives of employees. Refusing to do so is an unfair labor practice, subject to a process before the Public Employment Relations Board that may result in an order to stop the practice and may provide other relief. The order is enforceable by the courts. Minn. Stat. section 179A.13.