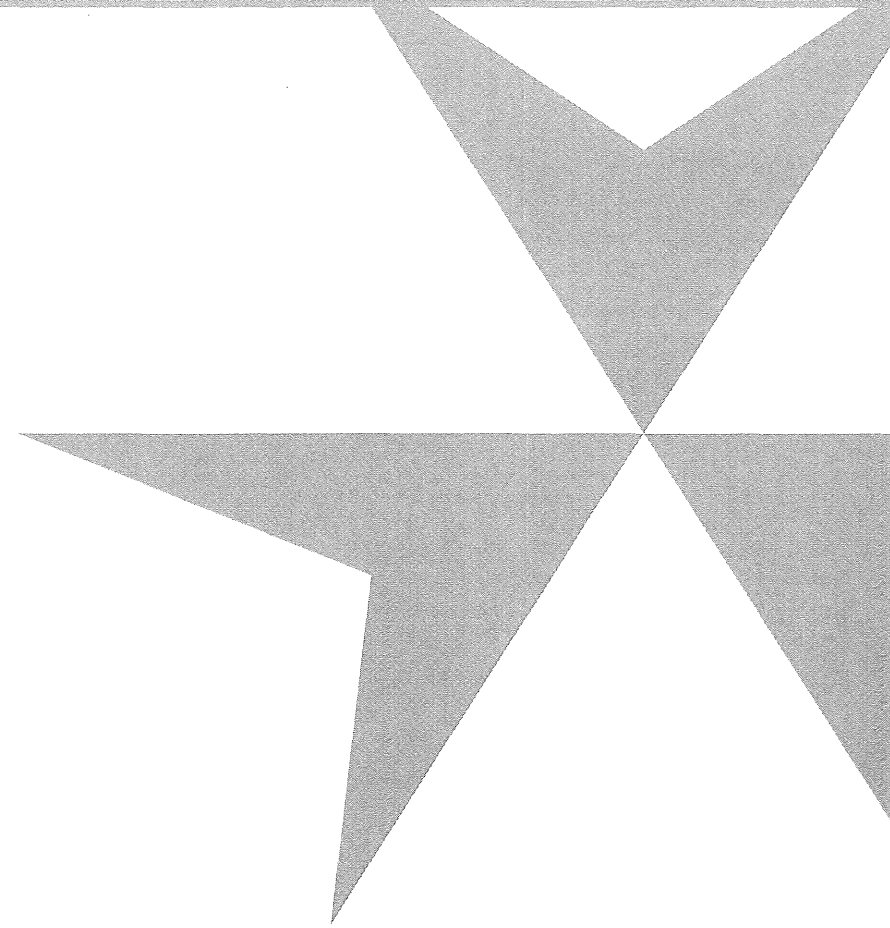


Minnesota Management and Budget Office

Comp Model

Friday, February 26, 2021



STATE TROOPER PAY COMPARISONS

Base Pay Only - Summary

	Completed Years of Service						
	1	5	7*	10	15	20	25
Market Average - Police Officer	\$64,529	\$78,984	\$79,459	\$80,502	\$81,382	\$81,786	\$81,786
State of MN - State Trooper	\$60,239	\$70,449	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128
State of MN as a % of Market Average	93%	89%	96%	95%	94%	93%	93%

Base Pay plus Premiums (Longevity and Educational Incentives) - Summary

	Completed Years of Service						
	1	5	7*	10	15	20	25
Market Average - Police Officer	\$64,684	\$80,079	\$80,699	\$82,712	\$84,564	\$85,706	\$85,915
State of MN - State Trooper	\$60,239	\$70,449	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128
State of MN as a % of Market Average	93%	88%	94%	92%	90%	89%	89%

SPECIAL AGENT PAY COMPARISONS

Base Pay Only - Summary

	Completed Years of Service						
	1	5	7*	10	15	20	25
Market Average - Detective	\$70,051	\$84,148	\$84,855	\$85,985	\$87,180	\$87,643	\$87,643
State of MN - Special Agent	\$70,449	\$82,372	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429
State of MN as a % of Market Average	101%	98%	105%	104%	103%	102%	102%

Base Pay plus Premiums (Longevity and Educational Incentives) - Summary

	Completed Years of Service						
	1	5	7*	10	15	20	25
Market Average - Detective	\$70,244	\$85,275	\$86,162	\$88,263	\$90,427	\$91,712	\$91,867
State of MN - Special Agent	\$70,449	\$82,372	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429
State of MN as a % of Market Average	100%	97%	104%	101%	99%	98%	97%

*MLEA top steps are at seven (7) years of completed service.

**BENCHMARK SALARY
DATA - POLICE OFFICER
BASE PAY**

Peer Name	CBA Term Dates	Pay Range Effective Date	Minimum Qualifications (Education)	Workweek	FLSA Status			
						0	1	2
City of Apple Valley	01/01/2018 - 12/31/2019	12/22/2018	None specified	40	NE	\$60,324	\$66,528	\$75,408
City of Bemidji	01/01/2016 - 12/31/2018	1/1/2018	None specified	40	NE	\$52,485	\$54,453	\$56,495
City of Blaine	01/01/2017 - 12/31/2019	1/1/2018	None specified	40	NE	\$54,540	\$62,280	\$70,068
City of Bloomington	01/01/2018 - 12/31/2019	12/31/2018	High School Diploma	40	NE	\$61,992	\$70,848	\$79,704
City of Brooklyn Park	01/01/2018 - 12/31/2019	7/1/2018	Associates Degree	40	NE	\$60,258	\$67,891	\$74,672
City of Coon Rapids	01/01/2017 - 12/31/2018	1/1/2018	None specified	40	NE	\$57,022	\$65,171	\$73,318
City of Cottage Grove	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$58,864	\$68,890	\$73,486
City of Duluth	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$55,092	\$55,092	\$59,592
City of Eagan	01/01/2016 - 12/31/2018	1/1/2018	None specified	40	NE	\$59,525	\$65,726	\$74,974
City of Lakeville	01/01/2018 - 12/31/2019	12/17/2018	None specified	40	NE	\$59,426	\$67,995	\$73,362
City of Mankato	01/01/2016 - 12/31/2018	1/1/2018	Associates Degree	40	NE	\$58,673	\$60,076	\$61,375
City of Minneapolis	01/01/2017 - 12/31/2019	10/1/2018	Associates Degree	40	NE	\$66,379	\$68,318	\$70,362
City of Oakdale	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$53,479	\$61,718	\$69,433
City of Plymouth	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$60,798	\$71,198	\$75,712
City of Rochester	01/01/2016 - 12/31/2018	1/1/2018	None specified	40	NE	\$57,907	\$60,216	\$62,629
City of Roseville	01/01/2016 - 12/31/2018	1/1/2018	Associates Degree	40	NE	\$53,781	\$65,305	\$69,146
City of Shakopee	01/01/2017 - 12/31/2019	12/24/2018	Associates Degree	40	NE	\$63,003	\$68,245	\$73,507
City of St. Cloud	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$56,867	\$60,380	\$64,076
City of St. Louis Park	01/01/2018 - 12/31/2019	1/1/2018	None specified	40	NE	\$56,817	\$62,499	\$73,186
City of St. Paul	01/01/2018 - 12/31/2020	8/4/2018	None specified	40	NE	\$62,213	\$67,746	\$73,798

Market Average				40		\$58,472	\$64,529	\$70,215
State of Minnesota Comp - State Trooper	07/01/2017 - 06/30/2019	10/3/2018	Associates Degree	40	NE	\$57,858	\$60,239	\$62,661
State of Minnesota as a % of Market						99%	93%	89%

Purple highlight indicates Top Patrol Rate

**BENCHMARK SALARY
DATA - POLICE OFFICER
BASE PAY**

Peer Name												
	3	4	5	6	7	8	9	10	11	12	13	
City of Apple Valley	\$79,848	\$84,300	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716
City of Bemidji	\$58,613	\$60,811	\$63,092	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458
City of Blaine	\$80,328	\$81,888	\$83,472	\$83,472	\$83,472	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092
City of Bloomington	\$84,132	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560
City of Brooklyn Park	\$81,474	\$84,864	\$84,864	\$84,864	\$84,864	\$87,402	\$87,402	\$87,402	\$89,960	\$89,960	\$89,960	\$89,960
City of Coon Rapids	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462
City of Cottage Grove	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104
City of Duluth	\$59,592	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728
City of Eagan	\$79,165	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964
City of Lakeville	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869
City of Mankato	\$70,089	\$70,089	\$70,089	\$70,089	\$70,089	\$70,089	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192
City of Minneapolis	\$73,882	\$77,576	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262
City of Oakdale	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148
City of Plymouth	\$83,117	\$84,427	\$84,427	\$84,427	\$84,427	\$84,427	\$88,275	\$88,275	\$88,275	\$88,733	\$88,733	\$88,733
City of Rochester	\$65,146	\$67,746	\$70,470	\$73,258	\$73,258	\$75,774	\$75,774	\$78,333	\$78,333	\$80,995	\$80,995	\$80,995
City of Roseville	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829
City of Shakopee	\$78,749	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990
City of St. Cloud	\$67,589	\$71,114	\$71,114	\$71,114	\$71,114	\$71,114	\$71,114	\$71,114	\$71,114	\$71,114	\$71,114	\$71,114
City of St. Louis Park	\$79,447	\$81,830	\$81,830	\$83,467	\$83,467	\$85,136	\$85,136	\$86,839	\$86,839	\$91,155	\$91,155	\$91,155
City of St. Paul	\$77,688	\$77,688	\$77,688	\$77,688	\$80,392	\$80,392	\$80,392	\$82,701	\$82,701	\$82,701	\$82,701	\$82,701

Market Average	\$75,713	\$78,199	\$78,984	\$79,323	\$79,459	\$79,876	\$80,173	\$80,502	\$80,630	\$81,002	\$81,002
State of Minnesota Comp - State Trooper	\$65,062	\$67,672	\$70,449	\$73,289	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128
State of Minnesota as a % of Market	86%	87%	89%	92%	96%	95%	95%	95%	94%	94%	94%

Purple highlight indicates Top Patrol Rate

**BENCHMARK SALARY
DATA - POLICE OFFICER
BASE PAY**

Peer Name	Completed Years of Service										
	14	15	16	17	18	19	20	21	22	23	24
City of Apple Valley	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716
City of Bemidji	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458
City of Blaine	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092
City of Bloomington	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560
City of Brooklyn Park	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645
City of Coon Rapids	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462
City of Cottage Grove	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104
City of Duluth	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728
City of Eagan	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964
City of Lakeville	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869
City of Mankato	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192
City of Minneapolis	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262
City of Oakdale	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148
City of Plymouth	\$88,733	\$90,418	\$90,418	\$90,418	\$90,418	\$90,418	\$91,291	\$91,291	\$91,291	\$91,291	\$91,291
City of Rochester	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762
City of Roseville	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829
City of Shakopee	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990
City of St. Cloud	\$71,114	\$71,114	\$71,114	\$71,114	\$71,114	\$71,114	\$73,959	\$73,959	\$73,959	\$73,959	\$73,959
City of St. Louis Park	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155
City of St. Paul	\$82,701	\$84,178	\$84,178	\$84,178	\$84,178	\$84,178	\$88,525	\$88,525	\$88,525	\$88,525	\$88,525

Market Average	\$81,224	\$81,382	\$81,382	\$81,382	\$81,382	\$81,382	\$81,382	\$81,786	\$81,786	\$81,786	\$81,786	\$81,786
State of Minnesota Comp - State Trooper	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128
State of Minnesota as a % of Market	94%	94%	94%	94%	94%	94%	94%	93%	93%	93%	93%	93%

Purple highlight indicates Top Patrol Rate

**BENCHMARK SALARY
DATA - POLICE OFFICER
BASE PAY**

Peer Name						
	25	26	27	28	29	30+
City of Apple Valley	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716
City of Bemidji	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458
City of Blaine	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092	\$85,092
City of Bloomington	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560	\$88,560
City of Brooklyn Park	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645
City of Coon Rapids	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462
City of Cottage Grove	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104	\$78,104
City of Duluth	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728	\$67,728
City of Eagan	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964	\$85,964
City of Lakeville	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869	\$81,869
City of Mankato	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192	\$72,192
City of Minneapolis	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262	\$82,262
City of Oakdale	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148	\$77,148
City of Plymouth	\$91,291	\$91,291	\$91,291	\$91,291	\$91,291	\$91,291
City of Rochester	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762
City of Roseville	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829	\$76,829
City of Shakopee	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990	\$83,990
City of St. Cloud	\$73,959	\$73,959	\$73,959	\$73,959	\$73,959	\$73,959
City of St. Louis Park	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155
City of St. Paul	\$88,525	\$88,525	\$88,525	\$88,525	\$88,525	\$88,525

Market Average	\$81,786	\$81,786	\$81,786	\$81,786	\$81,786	\$81,786
State of Minnesota Comp - State Trooper	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128
State of Minnesota as a % of Market	93%	93%	93%	93%	93%	93%

Purple highlight indicates Top Patrol Rate

**BENCHMARK SALARY
DATA - DETECTIVE BASE
PAY**

Peer Name	CBA Term Dates	Pay Range Effective Date	Workweek	FLSA Status					
					0	1	2	3	4
City of Apple Valley	01/01/2016 - 12/31/2018	1/1/2018	40	NE	\$63,340	\$69,854	\$79,178	\$83,840	\$88,515
City of Bemidji	01/01/2017 - 12/31/2019	1/1/2018	41	NE	\$55,896	\$57,992	\$60,167	\$62,423	\$64,764
City of Blaine	01/01/2018 - 12/31/2019	12/31/2018	42	NE	\$58,140	\$65,880	\$73,668	\$83,928	\$85,488
City of Bloomington*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Brooklyn Park	01/01/2017 - 12/31/2018	1/1/2018	44	NE	\$60,258	\$67,891	\$74,672	\$81,474	\$84,864
City of Coon Rapids	01/01/2018 - 12/31/2020	1/1/2018	45	NE	\$60,622	\$68,771	\$76,918	\$85,062	\$85,062
City of Cottage Grove	01/01/2018 - 12/31/2020	1/1/2018	46	NE	\$58,864	\$68,890	\$73,486	\$82,009	\$82,009
City of Duluth	01/01/2016 - 12/31/2018	1/1/2018	47	NE	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572
City of Eagan	01/01/2018 - 12/31/2019	12/17/2018	48	NE	\$63,824	\$70,024	\$79,272	\$83,463	\$90,263
City of Lakeville	01/01/2016 - 12/31/2018	1/1/2018	49	NE	\$64,338	\$72,907	\$78,274	\$86,781	\$86,781
City of Mankato*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Minneapolis	01/01/2018 - 12/31/2020	1/1/2018	51	NE	\$87,909	\$90,549	\$93,265	\$93,265	\$93,265
City of Oakdale	01/01/2018 - 12/31/2020	1/1/2018	52	NE	\$56,179	\$64,418	\$72,133	\$80,148	\$80,148
City of Plymouth	01/01/2016 - 12/31/2018	1/1/2018	53	NE	\$60,798	\$71,198	\$79,435	\$86,882	\$88,171
City of Rochester	01/01/2016 - 12/31/2018	1/1/2018	54	NE	\$64,771	\$67,080	\$69,493	\$72,010	\$74,610
City of Roseville	01/01/2017 - 12/31/2019	12/24/2018	55	NE	\$56,470	\$68,570	\$72,603	\$80,671	\$80,671
City of Shakopee	01/01/2018 - 12/31/2020	1/1/2018	56	NE	\$66,603	\$71,845	\$77,107	\$82,349	\$87,590
City of St. Cloud*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of St. Louis Park	01/01/2018 - 12/31/2020	8/4/2018	58	NE	\$59,213	\$65,435	\$75,583	\$81,843	\$84,227
City of St. Paul**	01/01/2018 - 12/31/2020	8/4/2018	59	NE	\$69,430	\$75,982	\$84,614	\$89,149	\$89,149

Market Average				\$63,543	\$70,051	\$76,085	\$81,698	\$83,479
State of Minnesota Comp - Special Agent	07/01/2017 - 06/30/2019	10/3/2018		\$67,672	\$70,449	\$73,289	\$76,128	\$79,260
State of Minnesota as a % of Market				106%	101%	96%	93%	95%

Purple highlight indicates Top Rate

*Investigations for these peers is an assignment for Police Officers and no additional pay is offered for those assignments

**St. Paul Sergeants are the Investigators and not all require supervisory responsibility

BENCHMARK SALARY DATA - DETECTIVE BASE PAY

Peer Name	Comp									
	5	6	7	8	9	10	11	12	13	14
City of Apple Valley	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152
City of Bemidji	\$67,193	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712
City of Blaine	\$87,072	\$87,072	\$87,072	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692
City of Bloomington*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Brooklyn Park	\$84,864	\$86,549	\$86,549	\$89,149	\$89,149	\$89,149	\$93,558	\$93,558	\$93,558	\$95,326
City of Coon Rapids	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062
City of Cottage Grove	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009
City of Duluth	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572
City of Eagan	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263
City of Lakeville	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781
City of Mankato*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Minneapolis	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265
City of Oakdale	\$80,148	\$80,148	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448
City of Plymouth	\$88,171	\$88,171	\$88,171	\$88,171	\$91,998	\$91,998	\$91,998	\$92,456	\$92,456	\$92,456
City of Rochester	\$77,334	\$80,122	\$80,122	\$82,638	\$82,638	\$85,197	\$85,197	\$87,859	\$87,859	\$90,626
City of Roseville	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671
City of Shakopee	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590
City of St. Cloud*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of St. Louis Park	\$84,227	\$85,863	\$85,863	\$87,533	\$87,533	\$89,236	\$89,236	\$93,552	\$93,552	\$93,552
City of St. Paul**	\$89,149	\$89,149	\$92,227	\$92,227	\$92,227	\$94,952	\$94,952	\$94,952	\$94,952	\$94,952

Market Average	\$84,148	\$84,656	\$84,855	\$85,349	\$85,574	\$85,985	\$86,245	\$86,682	\$86,682	\$86,949
State of Minnesota Comp - Special Agent	\$82,372	\$85,671	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429
State of Minnesota as a % of Market	98%	101%	105%	105%	105%	104%	104%	103%	103%	103%

Purple highlight indicates Top Rate
 *Investigations for these peers is an assignment for Police Officers and no additional pay is offered for those assignments
 **St. Paul Sergeants are the Investigators and not all require supervisory responsibility

**BENCHMARK SALARY
DATA - DETECTIVE BASE
PAY**

Peer Name	Years of Service									
	15	16	17	18	19	20	21	22	23	24
City of Apple Valley	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152
City of Bemidji	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712
City of Blaine	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692
City of Bloomington*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Brooklyn Park	\$95,326	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219
City of Coon Rapids	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062
City of Cottage Grove	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009
City of Duluth	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572
City of Eagan	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263
City of Lakeville	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781
City of Mankato*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Minneapolis	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265
City of Oakdale	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448
City of Plymouth	\$94,182	\$94,182	\$94,182	\$94,182	\$94,182	\$95,118	\$95,118	\$95,118	\$95,118	\$95,118
City of Rochester	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626
City of Roseville	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671
City of Shakopee	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590
City of St. Cloud*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of St. Louis Park	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552
City of St. Paul**	\$97,157	\$97,157	\$97,157	\$97,157	\$97,157	\$102,190	\$102,190	\$102,190	\$102,190	\$102,190

Market Average	\$87,180	\$87,291	\$87,291	\$87,291	\$87,291	\$87,291	\$87,643	\$87,643	\$87,643	\$87,643	\$87,643
State of Minnesota Comp - Special Agent	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429
State of Minnesota as a % of Market	103%	102%	102%	102%	102%	102%	102%	102%	102%	102%	102%

Purple highlight indicates Top Rate

*Investigations for these peers is an assignment for Police Officers and no additional pay is offered for those assignments

**St. Paul Sergeants are the Investigators and not all require supervisory responsibility

**BENCHMARK SALARY
DATA - DETECTIVE BASE
PAY**

Peer Name						
	25	26	27	28	29	30+
City of Apple Valley	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152
City of Bemidji	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712
City of Blaine	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692	\$88,692
City of Bloomington*	N/A	N/A	N/A	N/A	N/A	N/A
City of Brooklyn Park	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219
City of Coon Rapids	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062	\$85,062
City of Cottage Grove	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009	\$82,009
City of Duluth	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572	\$73,572
City of Eagan	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263	\$90,263
City of Lakeville	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781	\$86,781
City of Mankato*	N/A	N/A	N/A	N/A	N/A	N/A
City of Minneapolis	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265	\$93,265
City of Oakdale	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448	\$80,448
City of Plymouth	\$95,118	\$95,118	\$95,118	\$95,118	\$95,118	\$95,118
City of Rochester	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626
City of Roseville	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671	\$80,671
City of Shakopee	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590	\$87,590
City of St. Cloud*	N/A	N/A	N/A	N/A	N/A	N/A
City of St. Louis Park	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552
City of St. Paul**	\$102,190	\$102,190	\$102,190	\$102,190	\$102,190	\$102,190

Market Average	\$87,643	\$87,643	\$87,643	\$87,643	\$87,643	\$87,643
State of Minnesota Comp - Special Agent	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429
State of Minnesota as a % of Market	102%	102%	102%	102%	102%	102%

Purple highlight indicates Top Rate

*Investigations for these peers is an assignment for Police Officers and no additional pay is offered for those assignments

**St. Paul Sergeants are the Investigators and not all require supervisory responsibility

**BENCHMARK SALARY DATA -
POLICE OFFICER BASE PLUS PREM
(BASE, LONGEVITY, AND
EDUCATIONAL INCENTIVES)**

Peer Name	CBA Term Dates	Pay Range Effective Date	Minimum Qualifications (Education)	Workweek	FLSA Status	0
City of Apple Valley	01/01/2018 - 12/31/2019	12/22/2018	None specified	40	NE	\$60,324
City of Bemidji	01/01/2016 - 12/31/2018	1/1/2018	None specified	40	NE	\$52,485
City of Blaine	01/01/2017 - 12/31/2019	1/1/2018	None specified	40	NE	\$57,267
City of Bloomington	01/01/2018 - 12/31/2019	12/31/2018	High School Diploma	40	NE	\$61,992
City of Brooklyn Park	01/01/2018 - 12/31/2019	1/1/2018	Associates Degree	40	NE	\$60,258
City of Coon Rapids	01/01/2017 - 12/31/2018	1/1/2018	None specified	40	NE	\$57,022
City of Cottage Grove	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$58,864
City of Duluth	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$55,092
City of Eagan	01/01/2016 - 12/31/2018	1/1/2018	None specified	40	NE	\$59,525
City of Lakeville	01/01/2018 - 12/31/2019	12/17/2018	None specified	40	NE	\$59,426
City of Mankato	01/01/2016 - 12/31/2018	1/1/2018	Associates Degree	40	NE	\$58,673
City of Minneapolis	01/01/2017 - 12/31/2019	10/1/2018	Associates Degree	40	NE	\$66,379
City of Oakdale	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$53,479
City of Plymouth	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$60,798
City of Rochester	01/01/2016 - 12/31/2018	1/1/2018	None specified	40	NE	\$57,907
City of Roseville	01/01/2016 - 12/31/2018	1/1/2018	Associates Degree	40	NE	\$53,781
City of Shakopee	01/01/2017 - 12/31/2019	12/24/2018	Associates Degree	40	NE	\$63,003
City of St. Cloud	01/01/2018 - 12/31/2020	1/1/2018	None specified	40	NE	\$56,867
City of St. Louis Park	01/01/2018 - 12/31/2019	1/1/2018	None specified	40	NE	\$56,817
City of St. Paul	01/01/2018 - 12/31/2020	8/4/2018	None specified	40	NE	\$62,213

Market Average				40		\$58,609
State of Minnesota Comp - State Trooper	07/01/2017 - 06/30/2019	10/3/2018	Associates Degree	40	NE	\$57,858
State of Minnesota as a % of Market						99%

Purple highlight indicates Top Patrol Rate

*Freeway Pay is a premium that 53% of State Troopers receive, the calculation is \$0.72/hour up to 2088 annual hours, or \$1,504.32
\$1,504.32

**BENCHMARK SALARY DATA -
POLICE OFFICER BASE PLUS PREM
(BASE, LONGEVITY, AND
EDUCATIONAL INCENTIVES)**

Peer Name									
	1	2	3	4	5	6	7	8	9
City of Apple Valley	\$66,528	\$75,408	\$79,848	\$84,300	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716
City of Bemidji	\$54,453	\$56,495	\$58,613	\$60,811	\$63,092	\$65,458	\$65,458	\$65,458	\$65,458
City of Blaine	\$65,394	\$73,571	\$84,344	\$85,982	\$87,646	\$87,646	\$87,646	\$89,347	\$89,347
City of Bloomington	\$70,848	\$79,704	\$84,132	\$88,560	\$91,212	\$91,212	\$91,212	\$91,212	\$91,212
City of Brooklyn Park	\$67,891	\$74,672	\$81,474	\$84,864	\$84,864	\$84,864	\$84,864	\$87,402	\$87,402
City of Coon Rapids	\$65,171	\$73,318	\$81,462	\$81,462	\$81,462	\$81,462	\$81,462	\$85,535	\$85,535
City of Cottage Grove	\$68,890	\$73,486	\$78,104	\$80,447	\$80,447	\$80,447	\$82,009	\$82,009	\$82,009
City of Duluth	\$55,092	\$59,592	\$59,592	\$67,728	\$67,728	\$67,728	\$67,728	\$70,437	\$70,437
City of Eagan	\$65,726	\$74,974	\$79,165	\$85,964	\$89,403	\$89,403	\$89,403	\$89,403	\$89,403
City of Lakeville	\$67,995	\$73,362	\$81,869	\$84,325	\$84,734	\$85,144	\$85,553	\$85,962	\$86,372
City of Mankato	\$60,076	\$61,375	\$70,089	\$70,089	\$70,790	\$70,790	\$70,790	\$70,790	\$72,914
City of Minneapolis	\$68,318	\$70,362	\$73,882	\$77,576	\$82,262	\$82,262	\$82,743	\$82,943	\$83,143
City of Oakdale	\$61,718	\$69,433	\$77,148	\$79,462	\$79,462	\$79,462	\$79,462	\$81,005	\$81,005
City of Plymouth	\$71,198	\$75,712	\$83,117	\$84,427	\$84,427	\$84,427	\$84,427	\$84,427	\$88,275
City of Rochester	\$60,216	\$62,629	\$65,146	\$67,746	\$70,470	\$73,258	\$73,258	\$75,774	\$75,774
City of Roseville	\$65,305	\$69,146	\$76,829	\$78,778	\$78,778	\$78,778	\$78,778	\$80,184	\$80,184
City of Shakopee	\$68,245	\$73,507	\$78,749	\$83,990	\$85,335	\$85,335	\$85,335	\$85,657	\$85,657
City of St. Cloud	\$60,380	\$64,076	\$67,589	\$71,114	\$71,234	\$71,258	\$71,282	\$71,306	\$71,330
City of St. Louis Park	\$62,499	\$73,186	\$79,447	\$81,830	\$81,830	\$83,467	\$83,467	\$85,136	\$85,136
City of St. Paul	\$67,746	\$73,798	\$77,688	\$77,688	\$77,688	\$77,688	\$80,392	\$80,392	\$80,392

Market Average	\$64,684	\$70,390	\$75,914	\$78,857	\$80,079	\$80,440	\$80,699	\$81,655	\$81,985
State of Minnesota Comp - State Trooper	\$60,239	\$62,661	\$65,062	\$67,672	\$70,449	\$73,289	\$76,128	\$76,128	\$76,128
State of Minnesota as a % of Market	93%	89%	86%	86%	88%	91%	94%	93%	93%

Purple highlight indicates Top Patrol Rate

*Freeway Pay is a premium that 53% of State Troopers receive, the calculation is \$0.72/hour up to 2088 annual hours, or \$1,504.32
\$1,504.32

**BENCHMARK SALARY DATA -
POLICE OFFICER BASE PLUS PREM
(BASE, LONGEVITY, AND
EDUCATIONAL INCENTIVES)**

Peer Name	Completed Years of Service								
	10	11	12	13	14	15	16	17	18
City of Apple Valley	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716
City of Bemidji	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458
City of Blaine	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347
City of Bloomington	\$93,876	\$93,876	\$93,876	\$93,876	\$93,876	\$96,528	\$96,528	\$96,528	\$96,528
City of Brooklyn Park	\$87,402	\$89,960	\$89,960	\$89,960	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645
City of Coon Rapids	\$85,535	\$85,535	\$87,572	\$87,572	\$87,572	\$87,572	\$89,608	\$89,608	\$89,608
City of Cottage Grove	\$83,571	\$83,571	\$83,571	\$85,133	\$85,133	\$85,133	\$85,133	\$85,133	\$85,133
City of Duluth	\$70,437	\$70,437	\$70,437	\$70,437	\$70,437	\$70,437	\$73,146	\$73,146	\$73,146
City of Eagan	\$91,552	\$91,552	\$91,552	\$91,552	\$91,552	\$93,271	\$93,271	\$93,271	\$93,271
City of Lakeville	\$86,781	\$87,190	\$87,600	\$88,009	\$88,418	\$88,828	\$89,237	\$89,646	\$89,646
City of Mankato	\$73,816	\$73,816	\$73,816	\$73,816	\$73,816	\$74,899	\$74,899	\$74,899	\$74,899
City of Minneapolis	\$83,343	\$83,543	\$86,186	\$86,386	\$86,586	\$87,804	\$88,004	\$88,204	\$88,403
City of Oakdale	\$81,005	\$81,005	\$82,548	\$82,548	\$82,548	\$82,548	\$84,091	\$84,091	\$84,091
City of Plymouth	\$88,275	\$88,275	\$88,733	\$88,733	\$88,733	\$90,418	\$90,418	\$90,418	\$90,418
City of Rochester	\$78,333	\$78,333	\$80,995	\$80,995	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762
City of Roseville	\$80,184	\$80,184	\$81,591	\$81,591	\$81,591	\$81,591	\$83,071	\$83,071	\$83,071
City of Shakopee	\$85,657	\$85,657	\$85,979	\$85,979	\$85,979	\$86,329	\$86,329	\$86,329	\$86,329
City of St. Cloud	\$71,414	\$71,444	\$71,474	\$71,504	\$71,534	\$71,654	\$71,690	\$71,726	\$71,762
City of St. Louis Park	\$86,839	\$86,839	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155
City of St. Paul	\$82,701	\$82,701	\$82,701	\$82,701	\$82,701	\$84,178	\$84,178	\$84,178	\$84,178

Market Average	\$82,712	\$82,872	\$83,663	\$83,773	\$84,028	\$84,564	\$84,984	\$85,017	\$85,028
State of Minnesota Comp - State Trooper	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128
State of Minnesota as a % of Market	92%	92%	91%	91%	91%	90%	90%	90%	90%

Purple highlight indicates Top Patrol Rate

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\$1,504.32

**BENCHMARK SALARY DATA -
POLICE OFFICER BASE PLUS PREM
(BASE, LONGEVITY, AND
EDUCATIONAL INCENTIVES)**

Peer Name									
	19	20	21	22	23	24	25	26	27
City of Apple Valley	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716	\$88,716
City of Bemidji	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458	\$65,458
City of Blaine	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347	\$89,347
City of Bloomington	\$96,528	\$96,528	\$96,528	\$96,528	\$96,528	\$96,528	\$96,528	\$96,528	\$96,528
City of Brooklyn Park	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645	\$91,645
City of Coon Rapids	\$89,608	\$89,608	\$89,608	\$89,608	\$89,608	\$89,608	\$89,608	\$89,608	\$89,608
City of Cottage Grove	\$85,133	\$85,133	\$85,133	\$85,133	\$85,133	\$85,133	\$85,133	\$85,133	\$85,133
City of Duluth	\$73,146	\$73,146	\$73,146	\$73,146	\$73,146	\$73,146	\$73,146	\$73,146	\$73,146
City of Eagan	\$93,271	\$93,271	\$93,271	\$93,271	\$93,271	\$93,271	\$93,271	\$93,271	\$93,271
City of Lakeville	\$89,646	\$89,646	\$89,646	\$89,646	\$89,646	\$89,646	\$89,646	\$89,646	\$89,646
City of Mankato	\$74,899	\$76,162	\$76,162	\$76,162	\$76,162	\$76,162	\$77,606	\$77,606	\$77,606
City of Minneapolis	\$88,603	\$90,229	\$90,428	\$90,628	\$90,828	\$91,028	\$91,839	\$92,068	\$92,068
City of Oakdale	\$84,091	\$84,091	\$84,091	\$84,091	\$84,862	\$84,862	\$84,862	\$84,862	\$84,862
City of Plymouth	\$90,418	\$91,291	\$91,291	\$91,291	\$91,291	\$91,291	\$91,291	\$91,291	\$91,291
City of Rochester	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762	\$83,762
City of Roseville	\$83,071	\$85,280	\$85,280	\$85,280	\$85,280	\$85,280	\$85,280	\$85,280	\$85,280
City of Shakopee	\$86,329	\$86,329	\$86,329	\$86,329	\$86,329	\$86,329	\$86,329	\$86,329	\$86,329
City of St. Cloud	\$71,798	\$74,799	\$74,869	\$74,939	\$75,009	\$75,079	\$75,149	\$75,149	\$75,149
City of St. Louis Park	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155	\$91,155
City of St. Paul	\$84,178	\$88,525	\$88,525	\$88,525	\$88,525	\$88,525	\$88,525	\$88,525	\$88,525

Market Average	\$85,040	\$85,706	\$85,720	\$85,733	\$85,785	\$85,799	\$85,915	\$85,926	\$85,926
State of Minnesota Comp - State Trooper	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128	\$76,128
State of Minnesota as a % of Market	90%	89%	89%	89%	89%	89%	89%	89%	89%

Purple highlight indicates Top Patrol Rate

*Freeway Pay is a premium that 53% of State Troopers receive, the calculation is \$0.72/hour up to 2088 annual hours, or \$1,504.32
\$1,504.32

**BENCHMARK SALARY DATA -
POLICE OFFICER BASE PLUS PREM
(BASE, LONGEVITY, AND
EDUCATIONAL INCENTIVES)**

Peer Name			
	28	29	30+
City of Apple Valley	\$88,716	\$88,716	\$88,716
City of Bemidji	\$65,458	\$65,458	\$65,458
City of Blaine	\$89,347	\$89,347	\$89,347
City of Bloomington	\$96,528	\$96,528	\$96,528
City of Brooklyn Park	\$91,645	\$91,645	\$91,645
City of Coon Rapids	\$89,608	\$89,608	\$89,608
City of Cottage Grove	\$85,133	\$85,133	\$85,133
City of Duluth	\$73,146	\$73,146	\$73,146
City of Eagan	\$93,271	\$93,271	\$93,271
City of Lakeville	\$89,646	\$89,646	\$89,646
City of Mankato	\$77,606	\$77,606	\$79,411
City of Minneapolis	\$92,068	\$92,068	\$92,068
City of Oakdale	\$85,634	\$85,634	\$85,634
City of Plymouth	\$91,291	\$91,291	\$91,291
City of Rochester	\$83,762	\$83,762	\$83,762
City of Roseville	\$85,280	\$85,280	\$85,280
City of Shakopee	\$86,329	\$86,329	\$86,329
City of St. Cloud	\$75,149	\$75,149	\$75,149
City of St. Louis Park	\$91,155	\$91,155	\$91,155
City of St. Paul	\$88,525	\$88,525	\$88,525

Market Average	\$85,965	\$85,965	\$86,055
State of Minnesota Comp - State Trooper	\$76,128	\$76,128	\$76,128
State of Minnesota as a % of Market	89%	89%	88%

Purple highlight indicates Top Patrol Rate

*Freeway Pay is a premium that 53% of State Troopers receive, the calculation is \$0.72/hour up to 2088 annual hours, or \$1,504.32
\$1,504.32

**BENCHMARK SALARY DATA -
DETECTIVE BASE PLUS PREM
(BASE, LONGEVITY, AND
EDUCATIONAL INCENTIVES)**

Peer Name	CBA Term Dates	Pay Range Effective Date	Workweek	FLSA Status				
					0	1	2	3
City of Apple Valley	01/01/2018 - 12/31/2019	12/22/2018	40	NE	\$63,340	\$69,854	\$79,178	\$83,840
City of Bemidji	01/01/2016 - 12/31/2018	1/1/2018	40	NE	\$55,896	\$57,992	\$60,167	\$62,423
City of Blaine	01/01/2017 - 12/31/2019	1/1/2018	40	NE	\$61,047	\$69,174	\$77,351	\$88,124
City of Bloomington*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Brooklyn Park	N/A	N/A	N/A	N/A	\$60,258	\$67,891	\$74,672	\$81,474
City of Coon Rapids	01/01/2017 - 12/31/2018	1/1/2018	40	NE	\$60,622	\$68,771	\$76,918	\$85,062
City of Cottage Grove	01/01/2018 - 12/31/2020	1/1/2018	40	NE	\$58,864	\$68,890	\$73,486	\$82,009
City of Duluth	01/01/2018 - 12/31/2020	1/1/2018	40	NE	\$73,572	\$73,572	\$73,572	\$73,572
City of Eagan	01/01/2016 - 12/31/2018	1/1/2018	40	NE	\$63,824	\$70,024	\$79,272	\$83,463
City of Lakeville	01/01/2018 - 12/31/2019	12/17/2018	40	NE	\$64,338	\$72,907	\$78,274	\$86,781
City of Mankato*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Minneapolis	01/01/2017 - 12/31/2019	10/1/2018	40	NE	\$87,909	\$90,549	\$93,265	\$93,265
City of Oakdale	01/01/2018 - 12/31/2020	1/1/2018	40	NE	\$56,179	\$64,418	\$72,133	\$80,148
City of Plymouth	01/01/2018 - 12/31/2020	1/1/2018	40	NE	\$60,798	\$71,198	\$79,435	\$86,882
City of Rochester	N/A	N/A	N/A	N/A	\$64,771	\$67,080	\$69,493	\$72,010
City of Roseville	N/A	N/A	N/A	NE	\$56,470	\$68,570	\$72,603	\$80,671
City of Shakopee	N/A	N/A	N/A	NE	\$66,603	\$71,845	\$77,107	\$82,349
City of St. Cloud*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of St. Louis Park	01/01/2018 - 12/31/2019	1/1/2018	40	NE	\$59,213	\$65,435	\$75,583	\$81,843
City of St. Paul**	01/01/2018 - 12/31/2020	8/4/2018	40	NE	\$69,430	\$75,982	\$84,614	\$89,149

Market Average

State of Minnesota Comp - Special Agent
State of Minnesota as a % of Market

07/01/2017 - 06/30/2019

10/3/2018

\$63,714

\$70,244

\$76,301

\$81,945

\$67,672

\$70,449

\$73,289

\$76,128

106%

100%

96%

93%

Purple highlight indicates Top Rate

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**BENCHMARK SALARY DATA -
DETECTIVE BASE PLUS PREM
(BASE, LONGEVITY, AND
EDUCATIONAL INCENTIVES)**

Peer Name										
	4	5	6	7	8	9	10	11	12	13
City of Apple Valley	\$88,515	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152
City of Bemidji	\$64,764	\$67,193	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712
City of Blaine	\$89,762	\$91,426	\$91,426	\$91,426	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127
City of Bloomington*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Brooklyn Park	\$84,864	\$84,864	\$86,549	\$86,549	\$89,149	\$89,149	\$89,149	\$93,558	\$93,558	\$93,558
City of Coon Rapids	\$85,062	\$85,062	\$85,062	\$85,062	\$89,315	\$89,315	\$89,315	\$89,315	\$91,442	\$91,442
City of Cottage Grove	\$84,470	\$84,470	\$84,470	\$86,110	\$86,110	\$86,110	\$87,750	\$87,750	\$87,750	\$89,390
City of Duluth	\$73,572	\$73,572	\$73,572	\$73,572	\$76,515	\$76,515	\$76,515	\$76,515	\$76,515	\$76,515
City of Eagan	\$90,263	\$93,873	\$93,873	\$93,873	\$93,873	\$93,873	\$96,130	\$96,130	\$96,130	\$96,130
City of Lakeville	\$89,384	\$89,818	\$90,252	\$90,686	\$91,120	\$91,554	\$91,988	\$92,422	\$92,856	\$93,289
City of Mankato*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Minneapolis	\$93,265	\$93,265	\$93,265	\$93,811	\$94,037	\$94,264	\$94,490	\$94,717	\$97,714	\$97,941
City of Oakdale	\$82,552	\$82,552	\$82,552	\$82,861	\$84,470	\$84,470	\$84,470	\$84,470	\$86,079	\$86,079
City of Plymouth	\$88,171	\$88,171	\$88,171	\$88,171	\$88,171	\$91,998	\$91,998	\$91,998	\$92,456	\$92,456
City of Rochester	\$74,610	\$77,334	\$80,122	\$80,122	\$82,638	\$82,638	\$85,197	\$85,197	\$87,859	\$87,859
City of Roseville	\$82,620	\$82,620	\$82,620	\$82,620	\$84,026	\$84,026	\$84,026	\$84,026	\$85,432	\$85,432
City of Shakopee	\$87,590	\$88,935	\$88,935	\$88,935	\$89,257	\$89,257	\$89,257	\$89,257	\$89,579	\$89,579
City of St. Cloud*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of St. Louis Park	\$84,227	\$84,227	\$85,863	\$85,863	\$87,533	\$87,533	\$89,236	\$89,236	\$93,552	\$93,552
City of St. Paul**	\$89,149	\$89,149	\$89,149	\$92,227	\$92,227	\$92,227	\$94,952	\$94,952	\$94,952	\$94,952

Market Average	\$84,285	\$85,275	\$85,808	\$86,162	\$87,320	\$87,584	\$88,263	\$88,561	\$89,521	\$89,657
State of Minnesota Comp - Special Agent	\$79,260	\$82,372	\$85,671	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429
State of Minnesota as a % of Market	94%	97%	100%	104%	102%	102%	101%	101%	100%	100%

Purple highlight indicates Top Rate

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**BENCHMARK SALARY DATA -
DETECTIVE BASE PLUS PREM
(BASE, LONGEVITY, AND
EDUCATIONAL INCENTIVES)**

Peer Name	Completed Years of Service									
	14	15	16	17	18	19	20	21	22	23
City of Apple Valley	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152
City of Bemidji	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712
City of Blaine	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127
City of Bloomington*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Brooklyn Park	\$95,326	\$95,326	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219
City of Coon Rapids	\$91,442	\$91,442	\$93,568	\$93,568	\$93,568	\$93,568	\$93,568	\$93,568	\$93,568	\$93,568
City of Cottage Grove	\$89,390	\$89,390	\$89,390	\$89,390	\$89,390	\$89,390	\$89,390	\$89,390	\$89,390	\$89,390
City of Duluth	\$76,515	\$76,515	\$79,458	\$79,458	\$79,458	\$79,458	\$79,458	\$79,458	\$79,458	\$79,458
City of Eagan	\$96,130	\$97,935	\$97,935	\$97,935	\$97,935	\$97,935	\$97,935	\$97,935	\$97,935	\$97,935
City of Lakeville	\$93,723	\$94,157	\$94,591	\$95,025	\$95,025	\$95,025	\$95,025	\$95,025	\$95,025	\$95,025
City of Mankato*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Minneapolis	\$98,167	\$99,548	\$99,775	\$100,001	\$100,228	\$100,455	\$102,297	\$102,524	\$102,750	\$102,977
City of Oakdale	\$86,079	\$86,079	\$87,688	\$87,688	\$87,688	\$87,688	\$87,688	\$87,688	\$87,688	\$88,492
City of Plymouth	\$92,456	\$94,182	\$94,182	\$94,182	\$94,182	\$94,182	\$95,118	\$95,118	\$95,118	\$95,118
City of Rochester	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626
City of Roseville	\$85,432	\$85,432	\$86,912	\$86,912	\$86,912	\$86,912	\$89,122	\$89,122	\$89,122	\$89,122
City of Shakopee	\$89,579	\$89,929	\$89,929	\$89,929	\$89,929	\$89,929	\$89,929	\$89,929	\$89,929	\$89,929
City of St. Cloud*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of St. Louis Park	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552
City of St. Paul**	\$94,952	\$97,157	\$97,157	\$97,157	\$97,157	\$97,157	\$102,190	\$102,190	\$102,190	\$102,190

Market Average	\$89,962	\$90,427	\$91,057	\$91,096	\$91,109	\$91,123	\$91,712	\$91,726	\$91,739	\$91,800
State of Minnesota Comp - Special Agent	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429
State of Minnesota as a % of Market	99%	99%	98%	98%	98%	98%	98%	97%	97%	97%

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**BENCHMARK SALARY DATA -
DETECTIVE BASE PLUS PREM
(BASE, LONGEVITY, AND
EDUCATIONAL INCENTIVES)**

Peer Name							
	24	25	26	27	28	29	30+
City of Apple Valley	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152	\$93,152
City of Bemidji	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712	\$69,712
City of Blaine	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127	\$93,127
City of Bloomington*	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Brooklyn Park	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219	\$97,219
City of Coon Rapids	\$93,568	\$93,568	\$93,568	\$93,568	\$93,568	\$93,568	\$93,568
City of Cottage Grove	\$89,390	\$89,390	\$89,390	\$89,390	\$89,390	\$89,390	\$89,390
City of Duluth	\$79,458	\$79,458	\$79,458	\$79,458	\$79,458	\$79,458	\$79,458
City of Eagan	\$97,935	\$97,935	\$97,935	\$97,935	\$97,935	\$97,935	\$97,935
City of Lakeville	\$95,025	\$95,025	\$95,025	\$95,025	\$95,025	\$95,025	\$95,025
City of Mankato*	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of Minneapolis	\$103,204	\$104,123	\$104,382	\$104,382	\$104,382	\$104,382	\$104,382
City of Oakdale	\$88,492	\$88,492	\$88,492	\$88,492	\$89,297	\$89,297	\$89,297
City of Plymouth	\$95,118	\$95,118	\$95,118	\$95,118	\$95,118	\$95,118	\$95,118
City of Rochester	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626	\$90,626
City of Roseville	\$89,122	\$89,122	\$89,122	\$89,122	\$89,122	\$89,122	\$89,122
City of Shakopee	\$89,929	\$89,929	\$89,929	\$89,929	\$89,929	\$89,929	\$89,929
City of St. Cloud*	N/A	N/A	N/A	N/A	N/A	N/A	N/A
City of St. Louis Park	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552	\$93,552
City of St. Paul**	\$102,190	\$102,190	\$102,190	\$102,190	\$102,190	\$102,190	\$102,190

Market Average	\$91,813	\$91,867	\$91,882	\$91,882	\$91,930	\$91,930	\$91,930
State of Minnesota Comp - Special Agent	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429	\$89,429
State of Minnesota as a % of Market	97%	97%	97%	97%	97%	97%	97%

Purple highlight indicates Top Rate

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EDUCATION INCENTIVE (%)

Peer Name	Minimum Qualifications (Education)	Educational Incentive	Educ Inc Offered for Associate's Degree? (Yes/No)	0 - 30+
City of Apple Valley	None specified	None	No	0.0%
City of Bemidji	None specified	None	No	0.0%
City of Blaine	None specified	Employees may receive a 3% increment for 45-89 quarter education credits Employees may receive a 5% increment for 90-134 quarter education credits (90 credits = Associates degree) Employees may receive a 7% increment for 135-179 quarter education credits Employees may receive a 9% increment for 180 or more quarter education credits	Yes	5.0%
City of Bloomington	High School Diploma	Employees possessing a Bachelor's degree shall have a wage rate that is 1% higher than regular pay	No	0.0%
City of Brooklyn Park	Associates Degree	Employees will receive 1 service credit for each level of education above the required Associates degree. 6-10 credits result in a 2% increase above previous grade for Patrol officer 3; 11-15 credits result in a 2% increase above previous grade for Patrol Officer 4; 16+ credits result in a 2% increase above previous grade for Patrol Officer 5	No	0.0%
City of Coon Rapids	None specified	None	No	0.0%
City of Cottage Grove	None specified	None	No	0.0%
City of Duluth	None specified	Employees shall receive \$100 per month for having a Masters degree	No	0.0%
City of Eagan	None specified	None	No	0.0%
City of Lakeville	None specified	Employees shall receive \$30 per month for possessing a Bachelors degree	No	0.0%
City of Mankato	Associates Degree	None	No	0.0%
City of Minneapolis	Associates Degree	None	No	0.0%
City of Oakdale	None specified	None	No	0.0%
City of Plymouth	None specified	None	No	0.0%
City of Rochester	None specified	None	No	0.0%
City of Roseville	Associates Degree	Employees shall receive \$90 per month for possessing a Bachelors degree and \$160 per month for possessing a post Bachelors degree	No	0.0%
City of Shakopee	Associates Degree	Employees shall receive \$60 per month for possessing a Bachelors degree and \$80 per month for possessing a Masters degree	No	0.0%
City of St. Cloud	None specified	None	No	0.0%
City of St. Louis Park	None specified	None	No	0.0%
City of St. Paul	None specified	None	No	0.0%

EDUCATION INCENTIVE (\$)

Peer Name	Minimum Qualifications (Education)	Educational Incentive	Educ Inc Offered for Associate's Degree? (Yes/No)	0 - 30+
City of Apple Valley	None specified	None	No	\$0.00
City of Bemidji	None specified	None	No	\$0.00
City of Blaine	None specified	Employees may receive a 3% increment for 45-89 quarter education credits Employees may receive a 5% increment for 90-134 quarter education credits (90 credits = Associates degree) Employees may receive a 7% increment for 135-179 quarter education credits Employees may receive a 9% increment for 180 or more quarter education credits	Yes	Police Officer: \$2,727 - \$4,255 Detective: \$2,907 - \$4,435
City of Bloomington	High School Diploma	Employees possessing a Bachelor's degree shall have a wage rate that is 1% higher than regular pay	No	\$0.00
City of Brooklyn Park	Associates Degree	Employees will receive 1 service credit for each level of education above the required Associates degree. 6-10 credits result in a 2% increase above previous grade for Patrol officer 3; 11-15 credits result in a 2% increase above previous grade for Patrol Officer 4; 16+ credits result in a 2% increase above previous grade for Patrol Officer 5	No	\$0.00
City of Coon Rapids	None specified	None	No	\$0.00
City of Cottage Grove	None specified	None	No	\$0.00
City of Duluth	None specified	Employees shall receive \$100 per month for having a Masters degree	No	\$0.00
City of Eagan	None specified	None	No	\$0.00
City of Lakeville	None specified	Employees shall receive \$30 per month for possessing a Bachelors degree	No	\$0.00
City of Mankato	Associates Degree	None	No	\$0.00
City of Minneapolis	Associates Degree	None	No	\$0.00
City of Oakdale	None specified	None	No	\$0.00
City of Plymouth	None specified	None	No	\$0.00
City of Rochester	None specified	None	No	\$0.00
City of Roseville	Associates Degree	Employees shall receive \$90 per month for possessing a Bachelors degree and \$160 per month for possessing a post Bachelors degree	No	\$0.00
City of Shakopee	Associates Degree	Employees shall receive \$60 per month for possessing a Bachelors degree and \$80 per month for possessing a Masters degree	No	\$0.00
City of St. Cloud	None specified	None	No	\$0.00
City of St. Louis Park	None specified	None	No	\$0.00
City of St. Paul	None specified	None	No	\$0.00