



## Minnesota Conservation Officers Association

President – Joseph Stattelman  
Vice President – Caleb Silgjord

Secretary – Shane Osborne  
Treasurer – Joel Heyn

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The Honorable Rep. Kelly Moller  
Chair- House Public Safety Finance and Policy Committee  
381 State Office Building  
St. Paul, MN 55155

Dear Chair Moller and Committee Members,

I am writing on behalf of the Minnesota Conservation Officers Association and am asking for your support for HF1600. As you are aware, hiring and retention in law enforcement has hit a critical inflection point. For state employed peace officers, including MN Conservation Officers, we have seen a drastic downward trend in prospective candidates. This is reflective in the data from our past hiring processes. Please reference the attached Conservation Officer hiring data provided.

As a group the MLEA, which includes DNR Conservation Officers, BCA Agents, DOC Fugitive Apprehension Specialists, Commerce Fraud Agents, DPS- Alcohol/Gambling Agents and State Troopers, has strived to secure the most competitive wages for the sake of both current and future members, along with the hope of providing better hiring and retention tools for our respective agency leaders. Unfortunately, MMB's archaic negotiation tactic of using pattern bargaining has continually degraded the ability for state law enforcement agencies to stay competitive in a hiring market that has seen quality candidates all but dissipate.

The legislature took unprecedented actions to address these issues in recent sessions and included an OLA study to provide data to MMB to address this issue. It is our hope that by passing HF1600, MMB will fully understand the legislature's intent accompanied with the OLA data when entering future negotiations with MLEA. We are hopeful that in doing so we can continue to attract and retain the highest quality candidates for state law enforcement positions.

Thank you for your consideration.

Sincerely,

Executive Board  
Minnesota Conservation Officers Association