

SF4807 - 0 - Active Service Officer & Enlisted Member Pay Mod.

Chief Author: **Aric Putnam**
 Committee: **Agriculture, Veterans, Broadband, And Rural Development**
 Date Completed: **4/7/2026 7:40:02 PM**
 Agency: **Military Affairs Dept**

State Fiscal Impact	Yes	No
Expenditures	X	
Fee/Departmental Earnings		X
Tax Revenue		X
Information Technology		X
Local Fiscal Impact		X

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions shown in the parentheses.

State Cost (Savings) Dollars in Thousands	Biennium			Biennium	
	FY2025	FY2026	FY2027	FY2028	FY2029
General Fund	-	-	30	30	30
Total	-	-	30	30	30
Biennial Total			30		60

Full Time Equivalent Positions (FTE)	Biennium			Biennium	
	FY2025	FY2026	FY2027	FY2028	FY2029
General Fund	-	-	-	-	-
Total	-	-	-	-	-

LBO Analyst's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with the LBO's Uniform Standards and Procedures.

LBO Signature: Adam Bolling **Date:** 4/7/2026 7:40:02 PM
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State Cost (Savings) Calculation Details

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions are shown in parentheses.

*Transfers In/Out and Absorbed Costs are only displayed when reported.

State Cost (Savings) = 1-2		Biennium			Biennium	
Dollars in Thousands	FY2025	FY2026	FY2027	FY2028	FY2029	
General Fund	-	-	30	30	30	
Total	-	-	30	30	30	
Biennial Total			30			60
1 - Expenditures, Absorbed Costs*, Transfers Out*						
General Fund	-	-	30	30	30	
Total	-	-	30	30	30	
Biennial Total			30			60
2 - Revenues, Transfers In*						
General Fund	-	-	-	-	-	
Total	-	-	-	-	-	
Biennial Total			-			-

Bill Description

SF4807:

This bill changes the minimum base pay for activated National Guard members, setting the minimum benchmark at an E-5 pay grade. The Minnesota Department of Military Affairs (MDMA) and the Minnesota National Guard (MNNG) supports the State of Minnesota during emergency periods at the direction of the Governor. DMA and MNNG also support external states under Emergency Management Assistance Compacts (EMAC). Minnesota Statute §192.49, Subsections 1 and 2, set the minimum pay for service members at \$130 per day. This provision was added in the Minnesota Session Law, Chapter 24, in 1997.

This change will allow the minimum pay to increase as the Department of Defense Pay charts are updated annually for these short-notice emergency missions. The appropriation impacted by the change is an open appropriation.

Assumptions

The pay for these service members is paid by an open appropriation under Minnesota Statute 192.52. Pay for service members under this bill would not impact the Minnesota Department of Military Affairs' operating budget/appropriation.

Department of Defense (DoD), known as the Department of War (DoW), will continue to increase pay in accordance with the presidential budget or as set by Congress. This will increase service member pay by 2-4% each year beginning on January 1st.

To estimate the cost of this bill, DMA averaged the total number of State Active Duty days for E-1 through E-4 pay grades, from calendar year 2016 to 2025, and multiplied it by the mean pay differential of \$29.45. This resulted in an additional expense of \$29,699.89; DMA estimates the cost in this fiscal note at \$30,000.00 per year.

Expenditure and/or Revenue Formula

SM pay is increased by 38% at the E-1 pay grade, by 29% at the E-2 pay grade, by 19% at the E-3 pay grade, and by 5% at the E-4 pay grade.

Minimum pay for 2025 would be increased to \$186.76 per day or \$15.56 per hour, assuming a 12-hour day.

Compensation Table:

Grade	Per Day Total	New Per Day Total	% Increase
E-1	\$135.44	\$186.76	38%
E-2	\$145.13	\$186.76	29%
E-3	\$155.70	\$186.76	20%
E-4	\$177.15	\$186.76	5%

Long-Term Fiscal Considerations

- DMA would continue to monitor long-term fiscal considerations of this bill.
- Currently, there are no projected long-term fiscal considerations of note for this bill.

Local Fiscal Impact

None.

References/Sources

- Defence Finance and Accounting Service:
<https://www.dfas.mil/MilitaryMembers/payentitlements/Pay-Tables/>
- Minnesota Statute 192.49
- Minnesota Statute 192.52
- Minnesota Statute 192.89

Agency Contact:

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