HF4102 - 0 - State Patrol Compensation Requirements Modified

Chief Author:	**Jon Koznick**
Commitee:	**Transportation Finance and Policy**
Date Completed:	**3/17/2026 3:31:36 PM**
Lead Agency:	Office of the Legislative Auditor
Other Agencies:	
Public Safety 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)		Biennium		Biennium	
Dollars in Thousands	FY2025	FY2026	FY2027	FY2028	FY2029
Office of the Legislative Auditor					
General Fund	-	-	-	122	355
State Total					
General Fund	-	-	-	122	355
Total	**-**	**-**	**-**	**122**	**355**
Biennial Total			**-**		**477**

Full Time Equivalent Positions (FTE)		Biennium		Biennium	
	FY2025	FY2026	FY2027	FY2028	FY2029
Office of the Legislative Auditor					
General Fund	-	-	-	2	2
Total	**-**	**-**	**-**	**2**	**2**

Lead 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: Chloe Burns **Date:** 3/17/2026 3:31:36 PM
Phone: 651-297-1423 **Email:** chloe.burns@lbo.mn.gov

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**
Office of the Legislative Auditor						
General Fund		-	-	-	122	355
	Total	**-**	**-**	**-**	**122**	**355**
	Biennial Total			**-**		**477**
1 - Expenditures, Absorbed Costs*, Transfers Out*						
Office of the Legislative Auditor						
General Fund		-	-	-	122	355
	Total	**-**	**-**	**-**	**122**	**355**
	Biennial Total			**-**		**477**
2 - Revenues, Transfers In*						
Office of the Legislative Auditor						
General Fund		-	-	-	-	-
	Total	**-**	**-**	**-**	**-**	**-**
	Biennial Total			**-**		**-**

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Agency:	Office of the Legislative Auditor

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

Local Fiscal Impact		X

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Reductions shown in the parentheses.

State Cost (Savings)		Biennium		Biennium	
Dollars in Thousands	**FY2025**	**FY2026**	**FY2027**	**FY2028**	**FY2029**
General Fund	-	-	-	122	355
Total	**-**	**-**	**-**	**122**	**355**
Biennial Total			**-**		**477**

Full Time Equivalent Positions (FTE)		Biennium		Biennium	
	FY2025	**FY2026**	**FY2027**	**FY2028**	**FY2029**
General Fund	-	-	-	2	2
Total	**-**	**-**	**-**	**2**	**2**

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: Chloe Burns **Date:** 3/17/2026 3:28:58 PM
Phone: 651-297-1423 **Email:** chloe.burns@lbo.mn.gov

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	-	-	-	122	355
Total	**-**	**-**	**-**	**122**	**355**
Biennial Total			**-**		**477**
1 - Expenditures, Absorbed Costs*, Transfers Out*					
General Fund	-	-	-	122	355
Total	**-**	**-**	**-**	**122**	**355**
Biennial Total			**-**		**477**
2 - Revenues, Transfers In*					
General Fund	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**
Biennial Total			**-**		**-**

Bill Description

This is a bill for an act relating to public safety; modifying requirements for State Patrol compensation¿ study; amending Minnesota Statutes 2024, section 299D.03, subdivisions 2, 2a;¿ Laws 2024, chapter 104, article 1, section 2.

Section 2 of the bill mandates that the legislative auditor conduct a compensation and benefits survey of law enforcement officers in specified cities across Minnesota in 2027, and every odd-numbered year thereafter. The bill also outlines specific criteria to be included in the survey, with the findings required to be compiled into a formal report.

Assumptions

Conducting a compensation and benefits survey of law enforcement officers in specified cities across Minnesota in 2027, and every odd-numbered year thereafter, is expected to require an additional Special Reviews Manager and Special Reviews Senior Auditor.

OLA currently has 2 special reviews auditors (one manager-level and one auditor-level) work about 9 months to meet the requirements in Minnesota Statutes 299D.03, subd. 2a. Because each law enforcement agency has its own mix of benefits, bonuses, step schedules, etc., the work requires staff with experience and training. As a result, OLA cannot simply hire someone to do the work on an as-needed basis.

When this requirement was first put into law, OLA absorbed the additional costs associated with the survey/report and had our existing special reviews staff conduct the work. At that time, OLA’s Special Reviews Division annually received fewer than 200 allegations, reports, whistleblower complaints, concerns, etc.; in 2025, OLA received nearly 800 such reports. As a result, there are significantly more demands on the Special Reviews Division, meaning it is more difficult for OLA to absorb the impact of the bill.

If the Office of the Legislative Auditor (OLA) does not receive funding to conduct the work required by this bill, OLA would produce two fewer special review reports (regarding allegations, whistleblower concerns, complaints, etc.), each biennium to free up the resources necessary to meet the requirements of this bill.

Expenditure and/or Revenue Formula

The following table displays the positions, position classification, and hourly rate estimated to fulfill the obligations related to this bill:

Number of full-time positions needed	Position Title	Position Classification	Pay Rate
1	Special Review Audit Manager	Exempt	$74.68
1	Special Review Senior Auditor	Exempt	50.56

Expected Hire Date: March 2028

Annual Hours:

FY28: 696 (starting March 2028)

FY29: 2,088 (full fiscal year)

Fringe: Employer paid family medial insurance, FICA, Medicare, Retirement, and Paid Family Medical Leave Premium. Medical insurance cost is $1,142.48 per employee, per pay period. This is based on the MMB Cost Projections for BY2027 and 2028. All other costs are based on the applicable percentage of the employee's salary (rate x number of hours).

Cell Phone Expense:

This category covers the monthly service cost. It's based on the average monthly cost during the 2nd quarter of fiscal year 2026, then divided by 73 (employees at OLA). This amount is then multiplied by the applicable number of months 6 months in 2026, and 12 months all remaining years. For 2028, the cost for the remaining 4 months of the fiscal year is $492 ($41 per employee per month: $41 x 4 months = $164 x 2 employees = $328). All remining years have an annual cost of $984.

IT Expense:

The IT expense category includes a laptop and desk monitor for each employee. Both items are based on the cost of recent purchases (within the last year), and would be a one-time cost. The total cost is estimated to be $3,446, with the cost per employee of $1,723 (laptop $1,219 + monitor $504).

Expenditure	2026	2027	2028	2029
Salary (2FTE)	0	0	87,167	261,501
Fringe			30,779	92,338
One-time IT Equip. Cost			3,446	
On-going cell phone cost			328	984
Total	0	0	121,720	354,823

Long-Term Fiscal Considerations

Ongoing annual cost of living and performance increases for payroll costs.

Local Fiscal Impact

This bill does not have a local fiscal impact.

References/Sources

Minnesota Statutes 3.971

OLA internal budget documents

Agency Contact: Scott Dunning

Agency Fiscal Note Coordinator Signature: Scott Dunning

Date: 3/17/2026 3:19:51 PM

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HF4102 - 0 - State Patrol Compensation Requirements Modified

Chief Author:	**Jon Koznick**
Commitee:	**Transportation Finance and Policy**
Date Completed:	**3/17/2026 3:31:36 PM**
Agency:	Public Safety 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)		Biennium		Biennium	
Dollars in Thousands	FY2025	FY2026	FY2027	FY2028	FY2029
Total	-	-	-	-	-
Biennial Total			-		-

Full Time Equivalent Positions (FTE)		Biennium		Biennium	
	FY2025	FY2026	FY2027	FY2028	FY2029
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:	Laura Cecko	**Date:**	3/16/2026 11:01:41 AM
Phone:	651-284-6543	**Email:**	laura.cecko@lbo.mn.gov

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
Total	-	-	-	-	-
Biennial Total			-		-
1 - Expenditures, Absorbed Costs*, Transfers Out*					
Total	-	-	-	-	-
Biennial Total			-		-
2 - Revenues, Transfers In*					
Total	-	-	-	-	-
Biennial Total			-		-

Bill Description

This bill would modify Minn. Stat. 299D.03, Subd. 2 to include the rank of lieutenant within the description content. Subd. 2a adjusts the years when the legislative auditor must conduct compensation studies of law enforcement. This same section outlines how the compensation study does not preclude collective bargaining and it applies proportional salary increases to all ranks within the State Patrol.

Assumptions

Although this language was not memorialized in statute in the past, the application of salary increases of varying degrees across all ranks within the agency took place when specific work agreement approvals were completed and it is assumed this will continue into the future in a more consistent manner with this modification. Due to the sometimes-different compensation increases with troopers, lieutenants, and captains ranks in the past, there may be an increase in compensation obligations for the agency since all ranks will apply the same salary percentage increases with this language added. It is assumed these proportionate salary increases would be compensated within current operational budgets and would be supplemented when needed with adjustments to fiscal year departmental funding for the State Patrol.

Expenditure and/or Revenue Formula

Long-Term Fiscal Considerations

Local Fiscal Impact

References/Sources

Agency Contact: Col Christina Bogojevic

Agency Fiscal Note Coordinator Signature: Nicole Mickelson **Date:** 3/16/2026 10:52:19 AM

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