

**SUMMARY OF THE 2021-2023 COLLECTIVE BARGAINING AGREEMENT BETWEEN  
THE STATE OF MINNESOTA AND MINNESOTA LAW ENFORCEMENT  
ASSOCIATION (MLEA)**

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Unless otherwise indicated, all changes are effective on \_\_\_\_\_.

**THROUGHOUT**

Gender-specific pronouns that were missed last round throughout the contract updated.

Citations to Minnesota Statutes throughout the contract updated.

**PREAMBLE**

Technical date change.

Add language to fix clerical errors discovered.

**ARTICLE 1 - ASSOCIATION RECOGNITION**

No change.

**ARTICLE 2 - NO STRIKE/NO LOCKOUT**

No change.

**ARTICLE 3 - DUES CHECK-OFF**

Section 2. Hold Harmless. Delete fair share deductions.

**ARTICLE 4 - NON-DISCRIMINATION**

No change.

**ARTICLE 5 - MANAGEMENT RIGHTS**

No change.

**ARTICLE 6 - ASSOCIATION RIGHTS**

No change.

**ARTICLE 7 - SAFETY**

No change.

**ARTICLE 8 - ETHICAL STANDARDS AND OFF-DUTY EMPLOYMENT**

No change.

**ARTICLE 9 - UNIFORMS**

No change.

## **ARTICLE 10 - HOLIDAYS**

Section 1. Observed Holidays. Technical date changes to 2021-2023 holidays.

Section 1. Observed Holidays. Add Juneteenth holiday.

Section 4. Entitlement. Add language making employees in a C700 appointment eligible for holiday pay; hours used do not count towards the 700 hours.

## **ARTICLE 11 - VACATIONS**

Section 1. Vacation Accumulation. Add language allowing employees in a C700 appointment to accrue and use vacation leave; hours used do not count towards the 700 hours.

## **ARTICLE 12 - COMMUNICATION EXPENSES**

No change.

## **ARTICLE 13 - SICK LEAVE**

Section 1. Sick Leave Accumulation. Add language allowing employees in a C700 appointment to accrue and use sick leave; hours used do not count towards the 700 hours.

Section 2. Sick Leave Utilization. Technical change to correct Appendix reference.

Section 5. Psychological or Physical Examinations. Modify language clarifying that information maintained regarding psychological or physical examinations is in accordance with the Minnesota Government Data Practices Act.

## **ARTICLE 14 - LEAVES OF ABSENCE**

Section 2. Leaves with Pay. D. Voting Time. Technical change of language from “not” to “no”.

Section 2. Leaves with Pay. H. Investigation Leave. Modify language clarifying that information provided regarding investigations is in accordance with the Minnesota Government Data Practices Act.

## **ARTICLE 15 - DISCIPLINE AND DISCHARGE**

Section 5. Disclosure. Delete disclosure of witness addresses.

## **ARTICLE 16 - GRIEVANCE PROCEDURE**

Section 4. Contract Grievance Steps. Technical change to update “State Negotiator” to “Enterprise Director of Labor Relations”.

## **ARTICLE 17 - INJURY ON DUTY**

Modify the number of hours that an employee can utilize, where in specific circumstances an injury on duty occurred, to four hundred (400) hours.

## **ARTICLE 18 - SEVERANCE PAY**

Section 2. Calculation. Add language to clarify if there is no named beneficiary.

Section 3. MSRS Health Care Savings Plan. Technical change to correct section reference.

#### **ARTICLE 19 - EXPENSE ALLOWANCES**

Section 4. Overnight Travel. Delete list of high cost metropolitan areas and use IRS list (excluding cities within Minnesota).

Section 4. Overnight Travel. Modify meal allowances to increase breakfast by one (1) dollar, lunch by two (2) dollars, and dinner by three (3) dollars.

#### **ARTICLE 20 - RELOCATION EXPENSES**

No change.

#### **ARTICLE 21 – BIDDING ON VACANT POSITIONS: PROBATION**

No change.

#### **ARTICLE 22 - WORK RULES**

No change.

#### **ARTICLE 23 - COURT TIME, CALL-IN, CALL-BACK, STANDBY**

No change.

#### **ARTICLE 24 - HOURS OF WORK**

Section 1. Conservation Officers. B. Add language regarding expectations for Conservation Officers to schedule the days and hours they work appropriately based on job duties and resource needs for their assignment.

Section 1. Conservation Officers. NEW D. Add language to allow Appointing Authority to schedule employees to perform non-routine work if there are insufficient volunteers and/or a service gap.

Section 3. Troopers. Technical change to correct section reference.

Section 3. Troopers. D. Delete reference to Appendix; add language previously included in the referenced Appendix regarding compensatory time off.

Section 3. Troopers. NEW H. Schedule Change Pay. Add language to compensate Troopers in cash when a schedule change occurs with less than 21 days notice.

#### **ARTICLE 25 - OVERTIME**

Section 1. Definition. A. Troopers. 4. Troopers Compensatory – Time Banks. Delete reference to Appendix; change to correct article and section reference.

Section 3. General Policy. Technical date change.

#### **ARTICLE 26 - SENIORITY AND LAYOFF**

No change.

## ARTICLE 27 - INSURANCE

Section 2. Eligibility for Group Participation C. Dependents 1. Spouse. Modify language regarding receiving either credits or cash and its interaction with high savings account. Also clarify that when two spouses work for the State and are listed as a dependent by the other, they cannot carry their own SEGIP coverage.

Section 2. Eligibility for Group Participation C. Dependents 4. Child with a Disability. Rename section from Disabled Child.

Section 4. Amount of Employer Contribution. Technical date changes.

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 1. Employee Coverage. Technical date changes.

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 2. Dependent Coverage. Technical date changes.

Section 5. Coverage Changes and Effective Dates. C. Effective Date of Coverage. 1. Initial Effective Date. Modify the initial effective date of coverage from thirty fifth (35<sup>th</sup>) day to the thirtieth (30<sup>th</sup>) day.

Section 5. Coverage Changes and Effective Dates. D. Open Enrollment 1. Frequency and Duration. Add dental coverage will be offered during the 2023 plan year Open Enrollment.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. Technical date changes throughout section.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. a. Benefit Options. 4) Advantage Benefit Chart for Services Incurred during Plan Years 2022 and 2023. Update chart to show plan design changes.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. b. Office Visit Copayments. Delete section related to Office Visit Copayment incentive.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. d. Services not requiring authorization by a primary care physician within the primary care clinic 1) Eye Exams. Modify language that eye injury or illness at an in-network provider will be covered as an office visit.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 3. Benefit Level Two Health Care Network Determination. a. & b. Technical date changes.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 5. Health Promotion and Health Education a. Develop programs 1) Policy. Employer will implement health programs agreed upon with the Joint Labor Management Committee on Health Plans.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 5. Health Promotion and Health Education a. Develop programs 2) Pilot Programs. Employer can develop voluntary programs that seek to control costs and streamline services.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. **NEW** 7. Temporary plan changes due to a state or national emergency. In the event of a state or national emergency SEGIP can make plan changes for the period of the declared emergency and for up to a 30-day run-out period. The change must be agreed to by both SEGIP and the Joint Labor Management Committee.

Section 7. Optional Coverages. C. Disability Coverage. 1. Short-term Disability Coverage. Modify to allow short-term disability to be offered every five (5) years.

## **ARTICLE 28 – WAGES**

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. A. Salary Ranges. Technical change to reference additional grids.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. B. Conversion. Technical date change.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. C. First Year Wage Adjustment. Technical date change.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. C. First Year Wage Adjustment. Effective July 1, 2021, all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. D. Second Year Wage Adjustment. Technical date change.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. D. Second Year Wage Adjustment. Effective July 1, 2022, all salary ranges and rates shall be 2.5%, rounded to the nearest cent. Technical change to reference correct grids.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. J. Pay Differential for Special Agent and Special Agent Senior In Lieu of Specialty Assignment Differentials. Modify differential to increase by .25% for Special Agents effective the first day of the first full payroll period after implementation of the 2021-2023 contract. Remove differential for Special Agent Seniors effective the first day of the first full payroll period after implementation of the 2021-2023 contract.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. K. Shift Differential of Conservation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. Increase monthly differential by \$10 effective the first day of the first full payroll period after implementation of the 2021-2023 contract.

Section 2. Salaries of State Patrol. B. Conversion. Technical date change. Technical change to reference additional grids.

Section 2. Salaries of State Patrol. C. First Year Wage Adjustment. Technical date change.

Section 2. Salaries of State Patrol. C. First Year Wage Adjustment. Effective July 1, 2021, all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 2. Salaries of State Patrol. D. Second Year Wage Adjustment. Effective July 1, 2022, all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 2. Salaries of State Patrol. I. Safety Education Coordinator and Crash Reconstruction Coordinator Pay. Add "coordinator" to language to mirror section title.

Section 2. Salaries of State Patrol. J. Shift Differential. Increase monthly differential by \$10 effective the first day of the first full payroll period after implementation of the 2021-2023 contract.

Section 2. Salaries of State Patrol. M. Credit for Previous Law Enforcement Experience. Delete limit on credit for prior peace officer employment when determining new employee's salary step.

**NEW Section 9. Recruitment Bonus Program (Pilot).** Add pilot program for an Appointing Authority, at its discretion, to administer a Recruitment Bonus Program in support of the Appointing Authority's recruitment and hiring of qualified employees. The Appointing Authority may add or remove classes from the program, the total bonus award a newly hired candidate may receive will be up to \$5000, and the bonus is payable in two (2) increments (after probationary period and after one year of employment). Pilot expires at the implementation of a successor agreement.

**NEW Section 10. Referral Bonus Program (Pilot).** Add pilot program for an Appointing Authority, at its discretion, to administer a Referral Bonus Program. The Appointing Authority may add or remove classes from the program, the total referral bonus award an employee will receive will be up to \$1000 per candidate hired into a covered class and only one bonus will be paid for a single candidate (who cannot have worked in one of the program covered classes for the Appointing Authority within the last 12 months), the bonus is payable in either one (1) or two (2) increments. Pilot expires at the implementation of a successor agreement.

**NEW Section 11. Bilingual/Multilingual/Sign Language Differential (Pilot).** Add pilot program for an Appointing Authority, at its discretion, to compensate employees who communicate with the public in a recognized and approved language other than English (including Braille or American Sign Language (ASL)), on a recurring or specific basis. Pilot expires at the implementation of a successor agreement.

**NEW Section 12. Equity Adjustments (Pilot).** Add pilot program for an Appointing Authority, at its discretion, to request equity adjustments. MMB may make equity adjustments to advance employees within a range or provide a lump sum of \$2500 for satisfactory employees who are at the top of their range, to maintain internal equity. Pilot expires at the implementation of a successor agreement.

#### **ARTICLE 29 - EARLY RETIREMENT INCENTIVES**

No change.

#### **ARTICLE 30 - SAVINGS CLAUSE**

No change.

#### **ARTICLE 31 - COMPLETE AGREEMENT AND WAIVER CLAUSE**

No change.

#### **ARTICLE 32 - DONATION OF VACATION**

No change.

#### **ARTICLE 33 - AMERICANS WITH DISABILITIES ACT/WORKERS' COMPENSATION**

No change.

#### **ARTICLE 34 - DURATION**

Technical date changes, session number and name changes.

## **APPENDICES**

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### **APPENDIX A – PRORATED VACATION SCHEDULE**

No change.

### **APPENDIX B – PRORATED SICK LEAVE SCHEDULE**

No change.

### **APPENDIX C - CODE OF ETHICS**

No change.

### **APPENDIX D-1 SALARY SCHEDULE 1BB – JULY 1, 2019 – TBD**

The salary schedule for Commerce Insurance Fraud Specialist, Fugitive Specialist, Special Agent and Special Agent Senior, effective July 1, 2021 through TBD.

### **APPENDIX D-2 SALARY SCHEDULE 1BB – TBD – JUNE 30, 2022**

The salary schedule for Commerce Insurance Fraud Specialist, Fugitive Specialist, Special Agent and Special Agent Senior effective TBD through June 30, 2022.

### **APPENDIX D-3 SALARY SCHEDULE 1BB – JULY 1, 2022– JUNE 30, 2023**

The salary schedule for Commerce Insurance Fraud Specialist, Fugitive Specialist, Special Agent and Special Agent Senior effective July 1, 2022 through June 30, 2023.

### **APPENDIX E-1 SALARY SCHEDULE 1C – JULY 1, 2019 – TBD**

The salary schedule for NR Specialists (Conservation Officer) and State Patrol Trooper effective July 1, 2021 through TBD.

### **APPENDIX E-2 SALARY SCHEDULE 1C – TBD – JUNE 30, 2022**

The salary schedule for NR Specialists (Conservation Officer) and State Patrol Trooper effective TBD through June 30, 2022.

### **APPENDIX E-3 SALARY SCHEDULE 1C – JULY 1, 2022– JUNE 30, 2023**

The salary schedule for NR Specialists (Conservation Officer) and State Patrol Trooper effective July 1, 2022 through June 30, 2023.

### **APPENDIX F - LETTER ON PRACTICE OF OVERTIME DISTRIBUTION FOR CONSERVATION OFFICERS**

No change.

### **APPENDIX G - DRUG AND ALCOHOL TESTING POLICY**

No change.

### **APPENDIX H – MEMORANDUM OF AGREEMENT**

Delete MOU.



Add letter agreeing to meet and confer on performance and accountability measures and early retirement incentives during the 2021-2023 contract cycle.

Rename to “APPENDIX H – LETTER”.

**APPENDIX I - LETTER OF AGREEMENT**

No change.

**APPENDIX J - LETTER OF AGREEMENT**

No change.

**APPENDIX K – ATTENDANCE AT JOINT LABOR/MANAGEMENT COMMITTEE ON HEALTH PLANS**

No change.

**APPENDIX L**

Rename to “APPENDIX L – STATEWIDE FMLA POLICY AND PROCEDURE”

**APPENDIX M**

Rename to “APPENDIX M – EXPANSION OF SICK LEAVE BENEFITS”