

## Memo

**Date:** February 26, 2024

**To:** Agency Payroll, Human Resources, and Accounting Staff

**From:** Mary Muellner, Director, Statewide Payroll Services

### **RE: Payroll-Related Changes for 2023 - 2025 MLEA Agreement**

This memo includes payroll changes in the 2023-2025 Minnesota Law Enforcement Association (MLEA) agreement. The 2023-2025 agreement and summary will be available on MMB's website. Agencies must take appropriate action to compensate employees accordingly. While plans are not final, currently MMB plans on implementing Salary Adjustments during the weekend of March 15. Additional communications will be sent with instructions for HR and Payroll agency staff.

#### **MLEA**

The following changes are effective **February 14, 2024**

- All salary ranges and rates shall be increased by 5.5% effective July 1, 2023, and by 4.5% effective July 1, 2024.
- Breakfast reimbursement rate increased effective February 14, 2024. Be sure to review plans for employee meal reimbursement eligibility conditions.
  - Standard Maximum Rates/IRS Defined High-Cost Localities Maximum Rates:
    - Breakfast \$11.00/\$12.00
    - Lunch \$13.00/\$15.00
    - Dinner \$19.00/\$23.00
- The definition of 'family' has changed for sick leave usage. Refer to the contract for additional details.
- Employees who experience a stillbirth or the death of their child within the time-period they would otherwise be eligible to use Paid Parental Leave (PPL) may use PPL in lieu of sick leave for bereavement.
- The Opt-In Pilots for Recruiting Incentive, Employee Referral Incentive, Equity Adjustments and Bilingual/Multilingual/Sign Language Differential Incentive are extended through the end of the contract.
- Effective July 1, 2024, uniform clothing allotment shall increase to \$750.

- Effective July 3, 2024, the amount of Health Care Savings Plan contribution will increase to 1.5%

### **Questions?**

Agency Payroll, HR or Accounting staff should contact Jody Dahl in Statewide Payroll Services at 651- 201-8206 or [jody.dahl@state.mn.us](mailto:jody.dahl@state.mn.us) with questions.

**PLEASE SHARE THIS INFORMATION WITH APPROPRIATE AGENCY STAFF**