

**Senate Appropriations Subcommittee
Senate Bill 2011
Senator Karen Krebsbach, Chair
February 12, 2021**

Equity Pay Request

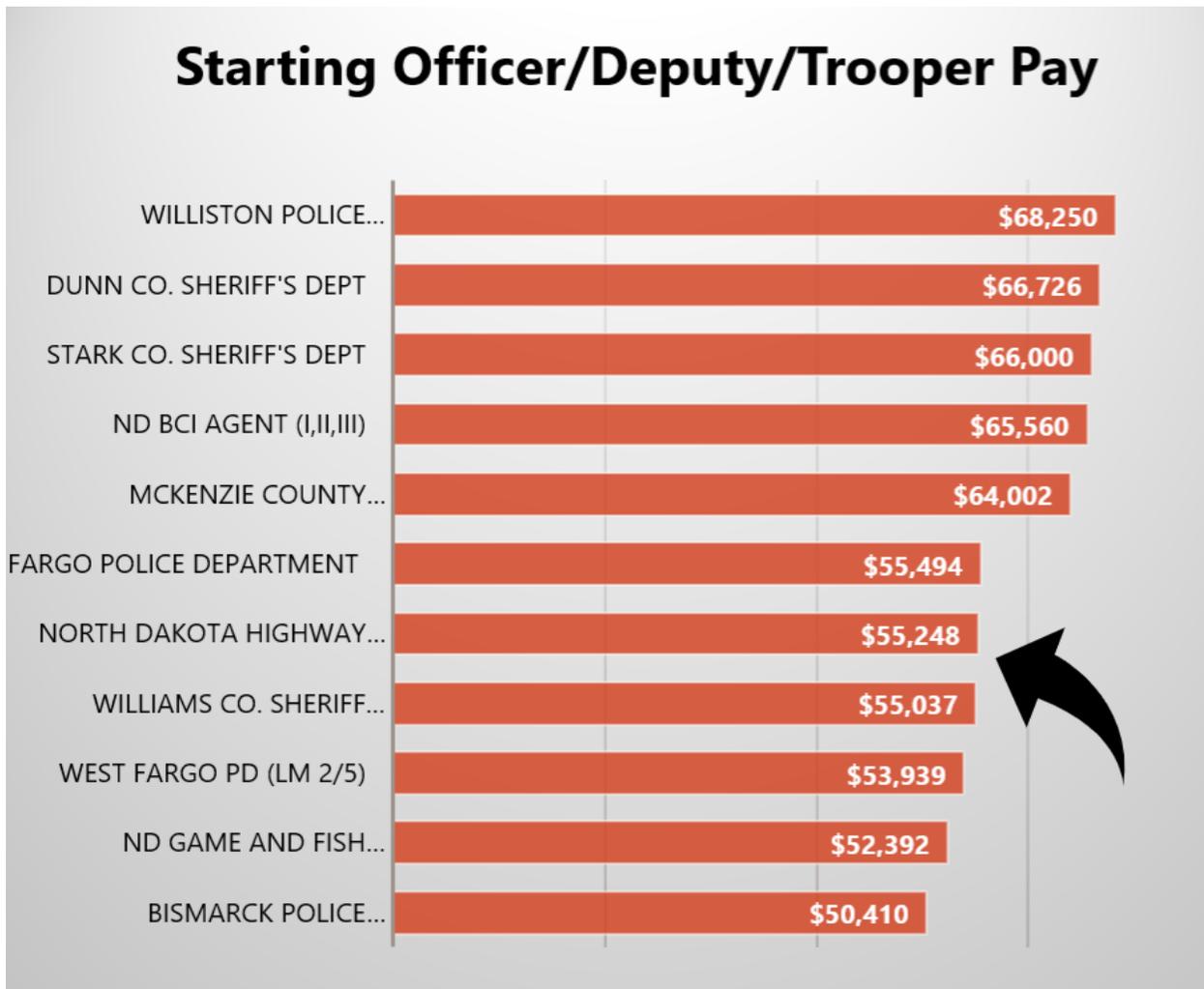
- **Optional Equity Request: \$1,532,000**
 - \$1,156,000 sworn officer equity adjustment
 - \$915,000 from comparison study plus 26.29% benefits
 - Study covered sworn officers only – trooper to lieutenant
 - Would impact 154 out of 159 sworn officer positions
 - \$376,000 market-based equity adjustments
 - Used to provide compensation adjustments for specific agency positions based on market comparisons
 - Potential impact - 159 sworn and 38 civilian positions

SALARY STUDY - SWORN

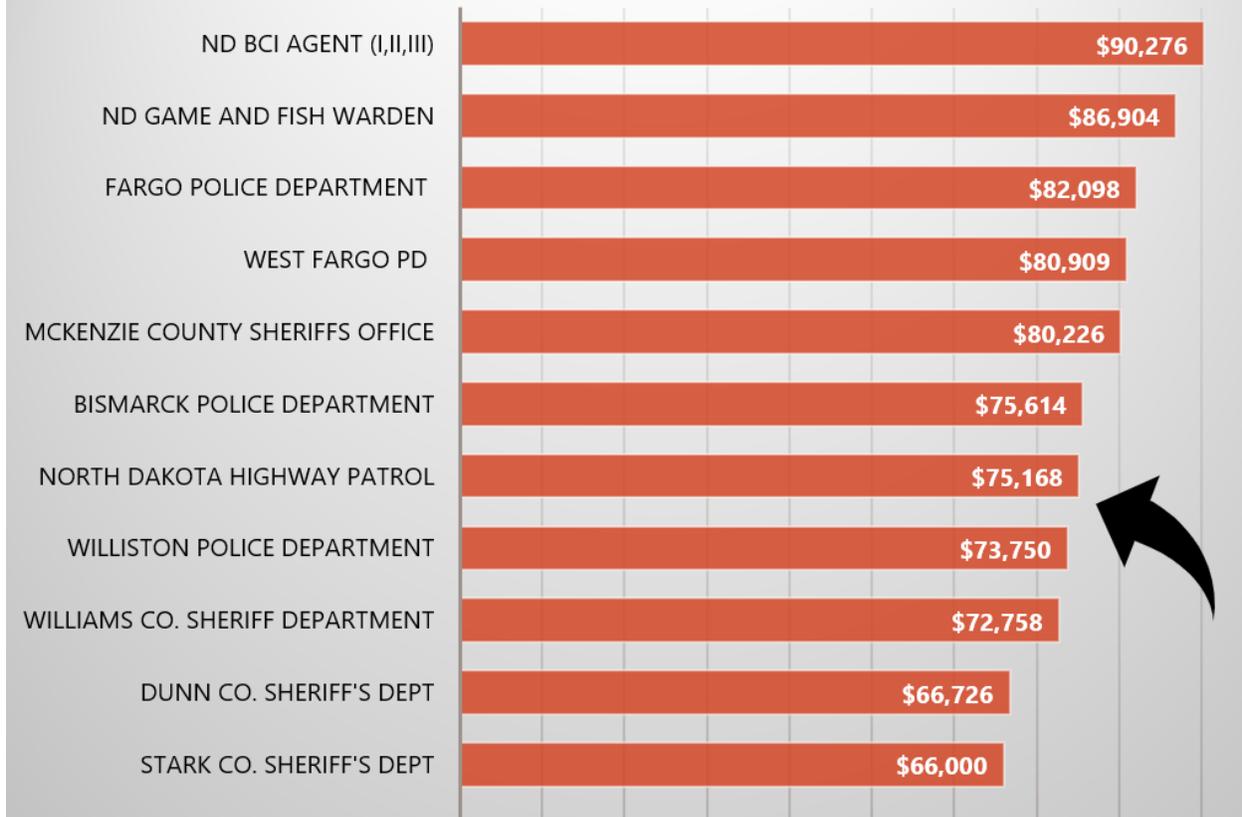
	Sworn/Step	NDHP Rate	Fargo/West Fargo Average	NDHP Biennium /Officer	FGO/WFGO Biennium/ Officer	Diff.	Impact /Step/Biennium	Biennium Funds vs FGO/WFGO
(Academy/FTO)	4	4,604	4,560	\$113,808	\$109,440	\$4,368	\$17,472	
Step 1	5	5,056	4,839	\$121,344	\$116,136	\$5,208	\$26,040	
Step 2	10	5,202	5,118	\$124,848	\$122,832	\$2,016	\$20,160	
Step 3	12	5,303	5,257	\$127,272	\$126,168	\$1,104	\$13,248	
Step 4	0	5,454	5,397	\$130,896	\$129,528	\$1,368	\$0	
Step 5	8	5,611	5,676	\$134,664	\$136,224	\$1,560	\$12,480	
Step 6	23	5,774	5,955	\$138,576	\$142,920	\$4,344	\$99,912	
Step 7	5	5,941	6,234	\$142,584	\$149,616	\$7,032	\$35,160	\$799,440
Step 8	3	6,083	6,513	\$145,992	\$156,312	\$10,320	\$30,960	
Step 9	49	6,264	6,792	\$150,336	\$163,008	\$12,672	\$620,928	
							Total	\$722,520
Sergeants								
Step 1	25	6,953	7,550	\$166,872	\$181,200	5,664	\$141,600	\$141,600
Step 2		7,314						

Lieutenants								
Step 1	7	8,160	9,054	\$195,840	\$217,296	11,328	\$79,296	\$79,296
Step 2		8,582		\$205,968				
			Biennium funding to mirror Fargo/West Fargo Sworn					\$943,416

The Fargo Police Department is the largest law enforcement agency in North Dakota with 186 sworn officers. The North Dakota Highway Patrol is the second largest with 159.



Top Officer/Deputy/Trooper Pay



On-Call Pay Request

- Troopers currently receive \$2/hour while on call
- Minimum number of officers on call after hours in each region
- Necessary because there is no 24-hour shift coverage
- Current budget includes \$288,000/biennium to cover an estimated 144,000 hours of call time

Proposed On-Call Pay

- Tiered on-call approach based on individual pay rates
- ¼ time for regular call
- ½ time for emergency call (winter storms, flooding, emergency response team call-ups, etc.)
- Mirrors on-call system used by DOT

- \$1,200,000 for 95% of on-call pay at ¼ time and 5% at ½ time
 - Top trooper pay: \$36.14/hour (or \$9/hour for ¼ time)
- **\$912,000** increase from current funding

On-Call Cost Comparison

Statewide On-Call Hours/Biennium								
Rate	\$2/hr	\$3/hr	\$4/hr	\$5/hr	\$6/hr	\$7/hr	\$8/hr	\$9/hr
Cost	\$288,000	\$432,000	\$576,000	\$720,000	\$864,000	\$1,008,000	\$1,152,000	\$1,296,000
Increase	\$0*	\$144,000	\$288,000	\$432,000	\$576,000	\$720,000	\$864,000	\$1,008,000

*Current budget includes \$288,000

Location-Based Pay Request

Historical Transfers

Post Location	Number of Troopers	Net Gain/Loss in Past 10 Years	Ratio of Gain/Loss Compared to Positions
Williston	10	-22	-220%
Watford City	5	-7	-140%
Fargo	15	+17	+113%
Bismarck	11	+18	+163%

Cost of Living

The cost of living in

Williston, ND is

7% HIGHER ↑

You need to earn **\$78,370** in Williston, ND to have the same standard of living that **\$73,000** provides in Fargo, ND.

Source: <https://smartasset.com/mortgage/cost-of-living-calculator>

Law Enforcement Training Academy Request

Approximately 800 to 1,000 students attend the North Dakota Law Enforcement Training Academy each year (822 in 2017; 1,002 in 2018; and 826 in 2019).

Three basic training academies, one highway patrol academy, and multiple other in-services and training courses are conducted each year (49 courses and 24 meetings in 2017; 46 courses and 41 meetings in 2018 and 2019).

Permit Fund Loan

Monthly Payments	Term	Debt Issued	Down Payment	Total Project
\$40,000	30 years	\$ 8,900,000	\$ 5,000,000	\$ 13,900,000
\$40,000	20 years	\$ 6,850,000	\$ 5,000,000	\$ 11,850,000
\$32,000	30 years	\$ 7,100,000	\$ 5,000,000	\$ 12,100,000
\$32,000	20 years	\$ 5,500,000	\$ 5,000,000	\$ 10,500,000

- Assumes 3.5% fixed interest rate, \$5 million down payment from the permit fund, and net permit fund revenue for monthly payments
- Total project cost would be \$27,100,000 for new construction

Property Ownership

The North Dakota Highway Patrol owns the current North Dakota Law Enforcement Training Academy building, but the land has multiple owners:

- Bismarck State College Foundation
- State of North Dakota – Board of Higher Education
- State of North Dakota – National Guard
- Bismarck State College

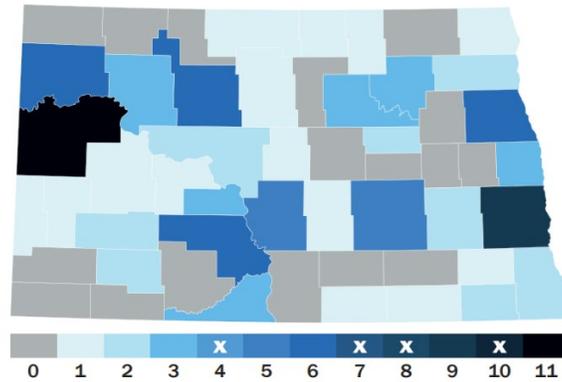
The North Dakota Highway Patrol signed a 49-year lease with the North Dakota National Guard that covered a portion of the land, but that lease expired on October 1, 2018.

Proposed Location



- The light blue portion near the lower center part of the map shows the Trust Lands property that is a potential option.
 - The location is a little over one mile from the existing driving pad and indoor/outdoor firing ranges and a safe distance away from the current and future landfill.
- The current Bismarck landfill is in the upper right corner of the map.
 - The yellow outline shows the planned future expansion of the landfill which borders the driving pad.
 - The purple arrow points from the current landfill entrance to the future landfill entrance which would be north of the firing range.
- The red outline shows the property that was given to the highway patrol by the City of Bismarck in 2014.
 - The north half consists of a driving pad on the left side and two firing ranges on the right side.
 - A \$980,000 outdoor firing range that was built by the City of Bismarck was transferred along with the land.
 - The state constructed the driving pad and indoor range.
 - The south half of the property will revert back to the City of Bismarck in August of 2024 if no construction occurs.
- The yellow filled rectangle shows the initial planned location for a new training academy, but this plan was abandoned based on the proximity of the future landfill (dust, debris, birds, and odors).

Traffic Crash Map



**North Dakota Motor Vehicle Crashes,
Fatalities and Injuries by County, 2019**

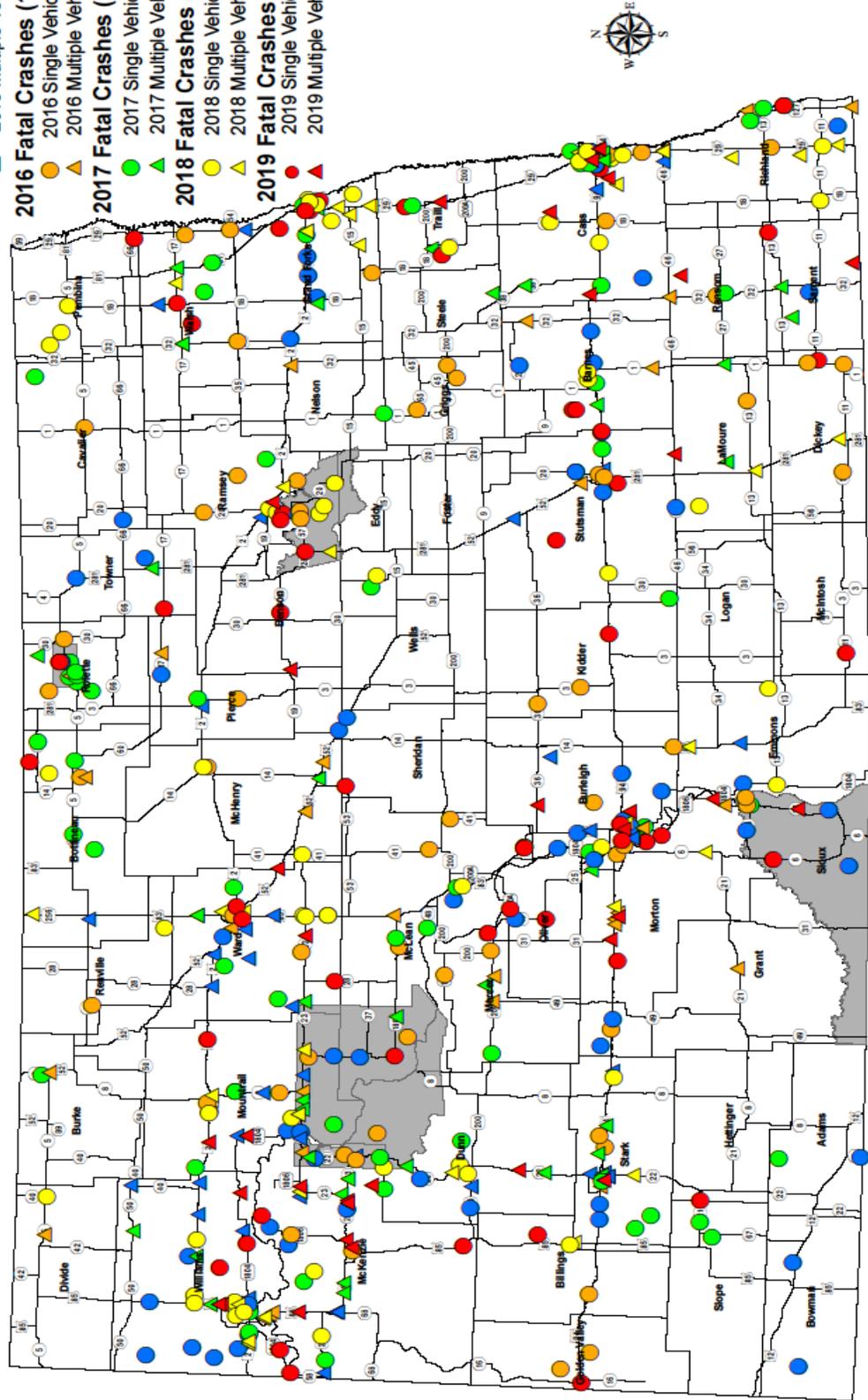
County	Crashes	Fatalities	Injuries	Crash Rate per MVMT
Adams	20	0	11	0.71
Barnes	202	2	56	0.80
Benson	19	3	8	0.21
Billings	47	1	18	0.50
Bottineau	69	1	27	0.84
Bowman	20	0	7	0.45
Burke	34	0	8	0.55
Burleigh	2,624	5	691	3.67
Cass	3,748	9	1,084	2.18
Cavalier	40	0	9	0.66
Dickey	47	1	16	0.81
Divide	19	0	8	0.32
Dunn	141	1	59	0.79
Eddy	28	0	6	0.91
Emmons	39	0	14	0.69
Foster	19	0	7	0.38
Golden Valley	25	1	15	0.52
Grand Forks	1,393	6	426	2.24
Grant	10	0	2	0.27
Griggs	14	0	11	0.50
Hettinger	22	2	10	0.59
Kidder	53	1	19	0.42
Lamoure	35	0	13	0.57
Logan	16	0	5	0.61
McHenry	71	1	40	0.56
McIntosh	29	1	16	0.97
McKenzie	510	11	182	1.01
McLean	99	2	23	0.45
Mercer	83	1	26	0.81
Morton	661	6	181	1.49

County	Crashes	Fatalities	Injuries	Crash Rate per MVMT
Mountrail	127	3	70	0.45
Nelson	40	0	18	0.58
Oliver	11	3	7	0.30
Pembina	81	1	22	0.67
Pierce	24	0	9	0.42
Ramsey	183	3	44	1.34
Ransom	46	1	18	0.83
Renville	19	0	10	0.55
Richland	234	2	79	0.82
Rolette	6	1	8	0.06
Sargent	30	2	12	0.51
Sheridan	16	1	6	0.60
Sioux	3	3	8	0.09
Slope	12	0	2	0.46
Stark	625	2	149	1.56
Steele	4	0	0	0.10
Stutsman	500	5	118	1.44
Towner	7	1	3	0.20
Traill	107	3	42	0.51
Walsh	146	2	40	0.91
Ward	919	6	339	1.40
Wells	17	0	7	0.22
Williams	927	6	249	1.52
TOTAL	14,221	100	4,258	1.44

Motor vehicle fatalities in North Dakota occur each month of the calendar year. However, over the past 5 years more people have died in motor vehicle crashes in the warm weather months in North Dakota (May through October) than the cold weather months. Warm weather months are also peak travel months in North Dakota where more vehicle miles are driven. During the 5 year period (2015-2019), July had the most motor vehicle fatalities in North Dakota.

Fatal Crashes 2015-2019

- 2015 Fatal Crashes (111)**
 - 2015 Single Vehicle
 - ▲ 2015 Multiple Vehicles
- 2016 Fatal Crashes (102)**
 - 2016 Single Vehicle
 - ▲ 2016 Multiple Vehicles
- 2017 Fatal Crashes (106)**
 - 2017 Single Vehicle
 - ▲ 2017 Multiple Vehicles
- 2018 Fatal Crashes (95)**
 - 2018 Single Vehicle
 - ▲ 2018 Multiple Vehicles
- 2019 Fatal Crashes (91)**
 - 2019 Single Vehicle
 - ▲ 2019 Multiple Vehicles



PREPARED BY THE
 North Dakota Department of Transportation
 Safety Division
 February 2021

23 USC § 409 Documents
 NDDOT Reserves All Objections