



NORTH DAKOTA GAME AND FISH WORKFORCE

VISION - Sustain an abundant fish and wildlife resource that meets the demand of customers, provide a quality experience and benefits North Dakota citizens. Provide reasonable opportunity for citizens of the state, and visitors, to access those resources.

WHAT HAPPENS IF WE CAN'T DO OUR JOB...



Decreased public access and opportunities
(WMA, PLOTS, boat ramps, fishing docks and piers)

Inability to maintain positive landowner relations and public engagement

Unable to manage invasive species and diseases
(ANS, CWD, noxious weeds, etc.)

Difficulty providing timely response to law enforcement complaints and public safety calls

Unable to address the public demand for fish and wildlife populations

Unable to provide timely customer service
(licensing, boat registrations, hunter education, communications, etc.)

CURRENT AGENCY TEAM MEMBER STATS

164

full-time team members

30

retirement-eligible team members

3

vacancies

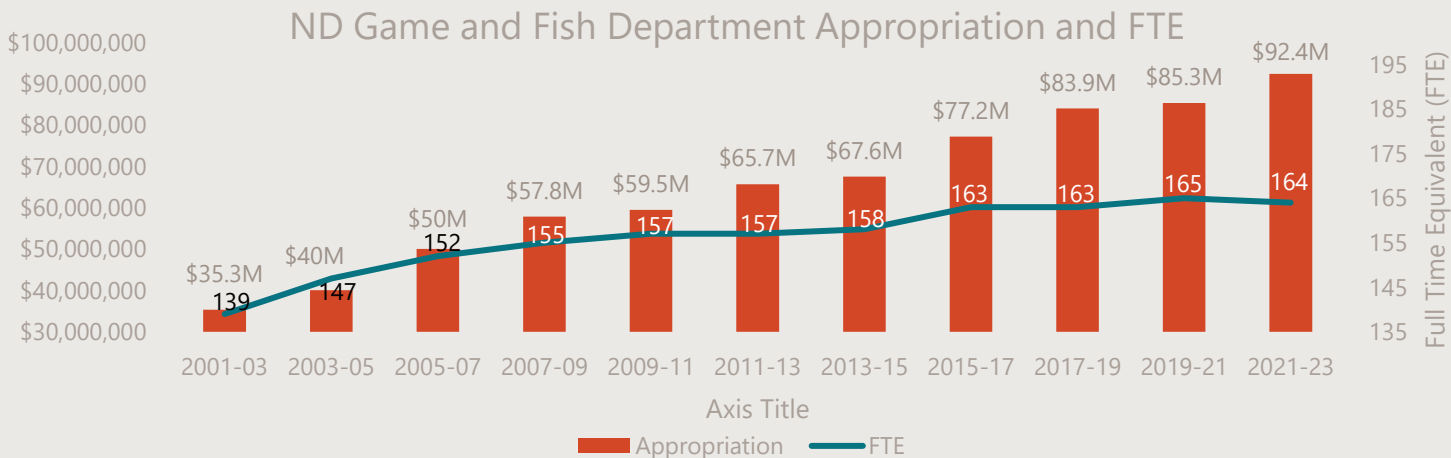
65%

current FTE Techs, Biologists, and Wardens were former wildlife/fisheries seasonal employees

\$52K

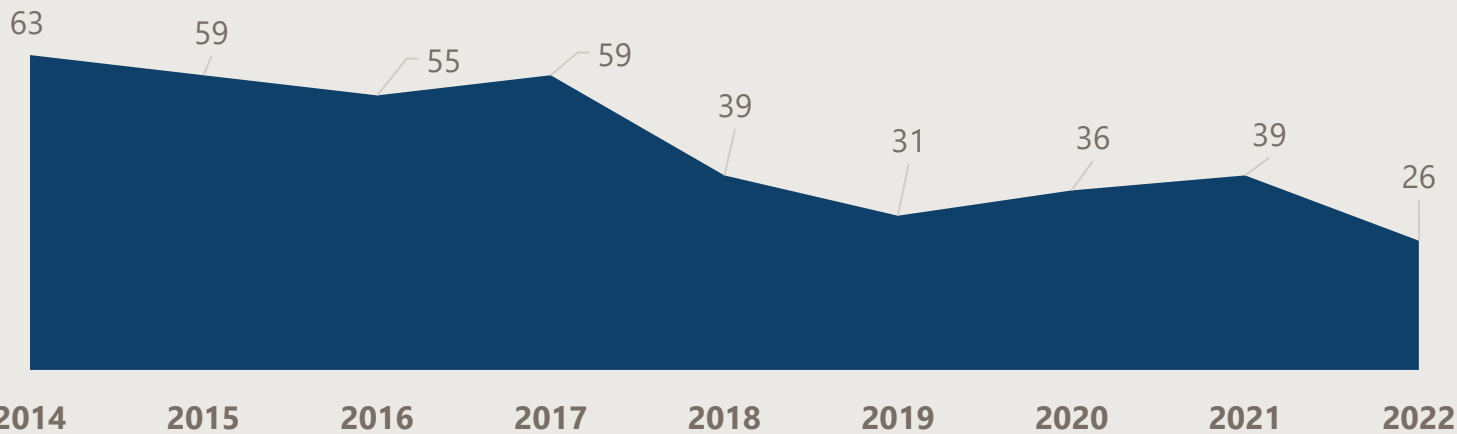
Average annual starting salary of Wildlife Bio. Technicians, Biologists, & Game Wardens

HOW WE COMPARE



NORTH DAKOTA GAME AND FISH WORKFORCE

WILDLIFE SEASONAL POSITION APPLICANTS – LAST 8 YEARS



Along with decrease in the number of applicants, the quality of applicants is decreasing, lacking skills necessary to perform jobs efficiently and effectively. When seasonal positions are not filled, applicants don't have the experience to meet the minimum qualifications of a full-time classified position. Pay for seasonal employees averages less than a shelf stocker at a retail store.

COST OF TURNOVER

Up to \$167K
per Game Warden

- Game Wardens train for up to 12 months to develop all the skills needed to enforce Game and Fish laws.
- A large number of employees are eligible for retirement which means a dramatic loss of institutional knowledge.
- 3rd smallest Game and Fish Department in the nation, means hard to perform current duties as well as training new employees on their new duties.

WORKFORCE COMPETITION



Competition

US Fish and Wildlife – pay averages from \$500-\$1000 more per month



Competition

Game Warden positions – Highway Patrol, City police and County Sheriffs offices



Competition

Our other partners – Natural Resources Conservation Service, ND Natural Resources Trust, Fish & Wildlife Service, Corps of Engineers, Delta Waterfowl, Ducks Unlimited, Pheasants Forever, Forest Service, Bureau of Land Management, etc.

INDUSTRY OUTLOOK:

- * Enforcement recruitment challenges with inconsistent Total Rewards package (retirement, etc.)
- * Seasonal recruitment difficulties with competitors offering higher pay
- * Geographic issues of our district offices (i.e. Williston, Riverdale, Lonetree)