

DOCR June 2023 Targeted Market Equity Adjustments Summary

Title	Current Hiring Rates	New Hiring/Target Rates	% Increase	Summary	Estimated Equity Cost
CO I	\$18.80	\$21.00	11.7%	Includes all Correctional Officers (adult and juvenile), Security Officers, Sergeant, Lieutenant, Case Manager (adult and juvenile), Unit Manager, Captain, and Juvenile Corrections Specialist. Equity increases ranged from 4% to 17% with average of 7% for approximately 380 team members.	\$3,482,887.67
CO II and SO	\$20.23	\$22.00	8.7%		
JIRS and RTA I	\$20.90	\$23.10	10.5%		

Other Equity

YCC Cottage Dir	16% equity increase for two YCC Cottage Directors. Benchmark is average salary of adult Unit Managers, which are in same pay grade as Cottage Directors.			\$39,780.43
Treatment	4% equity for Licensed Addiction Counselors with years of state service 8 years or greater (9).			\$57,630.65
HR	Three from HR division received equity of 6% and 10% (2) to move closer to market rates.			\$45,268.75
Bus Office	Three from Business Office division received equity of 4% to move closer to market rates.			\$17,205.36
YCC/HRCC Food Service	Three kitchen staff received equity increase of 20% to move closer to other DOCR food service salary rates.			\$88,538.98
P&P	4% equity increase for Community Corrections Agent, Community Case Manager, Parole and Probation Officer, and regional Program Managers (including pre-trial services) who have more than eight years of state service (63).			\$445,206.44
Plant Svcs	Approximately 17 various plant services team members received equity increases ranging from 3.2% to 12%. If above target rate, equity of 4% applied if more than eight years of state service.			\$154,108.27
NP and Psych RN	One Nurse Practitioner (16.3%) and one Psychiatric Registered Nurse (9.1%) received equity increase.			\$80,846.40

Total # Employees

482

Total Cost

\$4,411,472.95

Priority was placed on increasing hiring rates for facility front line security to better compete with the market and fill vacant positions.

4% and 8 years of state service were chosen due to budget limitations.

20% maximum equity increase.

No team member rated as Developing or Needs Improvement may receive 6/1/23 equity.

No temporary team member is eligible for 6/1/23 equity.

Nursing was not included, due to improved turnover rates and equity increases in November 2021.

Front Line Facility Security Hiring Rates

Title	May 1, 2023	June 1, 2023 (after equity)	July 1, 2023	July 1, 2024
CO I	\$18.80	\$21.00	\$22.05	\$22.71
CO II and SO	\$20.23	\$22.00	\$23.10	\$23.79
JIRS and RTA I	\$20.90	\$23.10	\$24.25	\$24.98

Increased hiring rates 17% to 20% due to equity and July 1 increases for 2023 and 2024

DOCR Equity Adjustments Summary for Nursing and Behavioral Health

Nursing November 2021

Due to increasing turnover for Nursing positions, DOCR looked at market pay rates to measure pay competitiveness. Turnover increased from approximately 20% in 2017 and 2018 to more than 40% for 2019 and 2020, peaking at 50% in 2021. Utilized HRMS salary survey market pay data to establish target pay rates for Nursing.

DCA, LPN, RN I and RN II Target Salary Rates		
Target Rate	Monthly	Hourly
RN II	\$6,089	\$35.13
RN I	\$5,328	\$30.74
LPN	\$4,795	\$27.66
DCA	\$3,590	\$20.71

Increased all nursing team members to the target rate, regardless of years of service. Increases ranged from 0.0% (already at or above the target rate) to 20%.

Due to budget limitations, we were unable to address the compression this created.

Nursing turnover has decreased significantly since 2022 (30.6%), although we still have rough patches. Nursing in corrections is always a challenge, due to the work environment and shift work and generally more difficult in Jamestown.

Retention Bonuses

- November 2021, ranging from \$2,000 to \$5,000
- June 2023, \$3,500
- November 2024, \$2,500 for JRCC nurses

Addiction Counselors September 2022

Number of Addiction Counselors at DOCR

	2019	2020	2021	2022	2023	2024	2025 (Feb)
YCC	2	2	2	2	2	1	2
HRCC	0	0	0	0	0	0	1
MRCC	1	1	2	1	2	1	0
JRCC	3	5	7	7	7	7	6
NDSP	6	5	5	5	1	3	3
Total	12	13	16	15	12	12	12

Turnover spiked in 2021 and 2022 at Bismarck facilities (50%-60%).
Provided equity increases to 9 LAC's, ranging from 2% to 20%.
Although turnover has improved significantly since 2023, we struggle to get LAC applicants.

Addiction Counselors March 2024

March 2024, we surveyed Good Road and Heartview in Bismarck for pay data. New target hiring rates were established and all LAC's increased to the new target rates.

March 1, 2024 LAC Hiring Rates

Addiction Tech (no license)	\$5,100
LAC I (licensed, less than two years experience)	\$6,067
LAC II (licensed, two years of experience or more)	\$6,203

8 LAC's received equity increases ranging from 1.8% to 20%.
Due to budget limitations, we were unable to address the compression this created.

2023 and 2024 Recruitment of LAC's

26 total job postings
15 total applicants or average of 0.58 applicants per posting.
5 hired.

Retention Bonuses

- September 2022, \$4,000
- June 2023, \$3,500