

HOUSE INDUSTRY, BUSINESS AND LABOR COMMITTEE
REPRESENTATIVE JONATHAN WARREY, CHAIR
February 12, 2025

NORTH DAKOTA DEPARTMENT OF CORRECTIONS AND REHABILITATION
PRESENTING TESTIMONY IN SUPPORT OF HOUSE BILL 1415

Chairman Warrey and members of the House Industry, Business and Labor Committee, I am Travis Engelhardt, Chief Human Resources Officer of the North Dakota Department of Corrections and Rehabilitation (DOCR). Today, I submit this verbal and written testimony in support of House Bill 1415, which proposes to designate DOCR employee work schedules as exempt records.

This bill simply adds DOCR employees to employees of a law enforcement agency for the purpose of designating work schedules as exempt records. It is important for the personal safety of DOCR employees that work schedules are not open records. Recently, a situation occurred where a DOCR employee took a picture of work schedules for everyone in that unit and sent it to a former DOCR inmate. When work schedules are open records, it becomes far too easy to pinpoint the location for someone intending to harm or coerce a DOCR public safety officer and also provides potential critical security information which could aid in an escape attempt. In order to protect DOCR employees, who are a critical partner in public safety in North Dakota from potential harm, we ask that DOCR employees are included with law enforcement and that DOCR employee work schedules are not open records.

Chairman Warrey and members of the House Industry, Business and Labor Committee, we ask that you support House Bill 1415 which designates DOCR employee work schedules as exempt records. I will stand for questions.