



North Dakota House of Representatives

STATE CAPITOL
600 EAST BOULEVARD
BISMARCK, ND 58505-0360



Representative Steve Vetter

District 18
804 South 17th Street
Grand Forks, ND 58201-4241
smvetter@ndlegis.gov

COMMITTEES:

Judiciary (Vice Chair)
Government and Veterans Affairs

Chairman Longmuir and the Judiciary committee,

My name is Steve Vetter, I represent district 18, eastern part of Grand Forks along the Red River. It has a little rural area going as far north as Manvel, ND.

With this bill, We reward those officers who have stuck it out for 4 years in their respective agency get a \$6000 appreciation bonus. The reason the bill only pays when they stay within their respective agencies is to stop agencies from poaching talent from other agencies. In addition, in order to poach from a local community they would now have matching the bonus they'd would be losing.

As of January 2025, the average salary for a police officer in North Dakota was \$65,758 per year, or about \$31.61 per hour. This is 10% below the national average, However, salaries can vary widely, with some earning as little as \$34,388 and others earning as much as \$109,512.

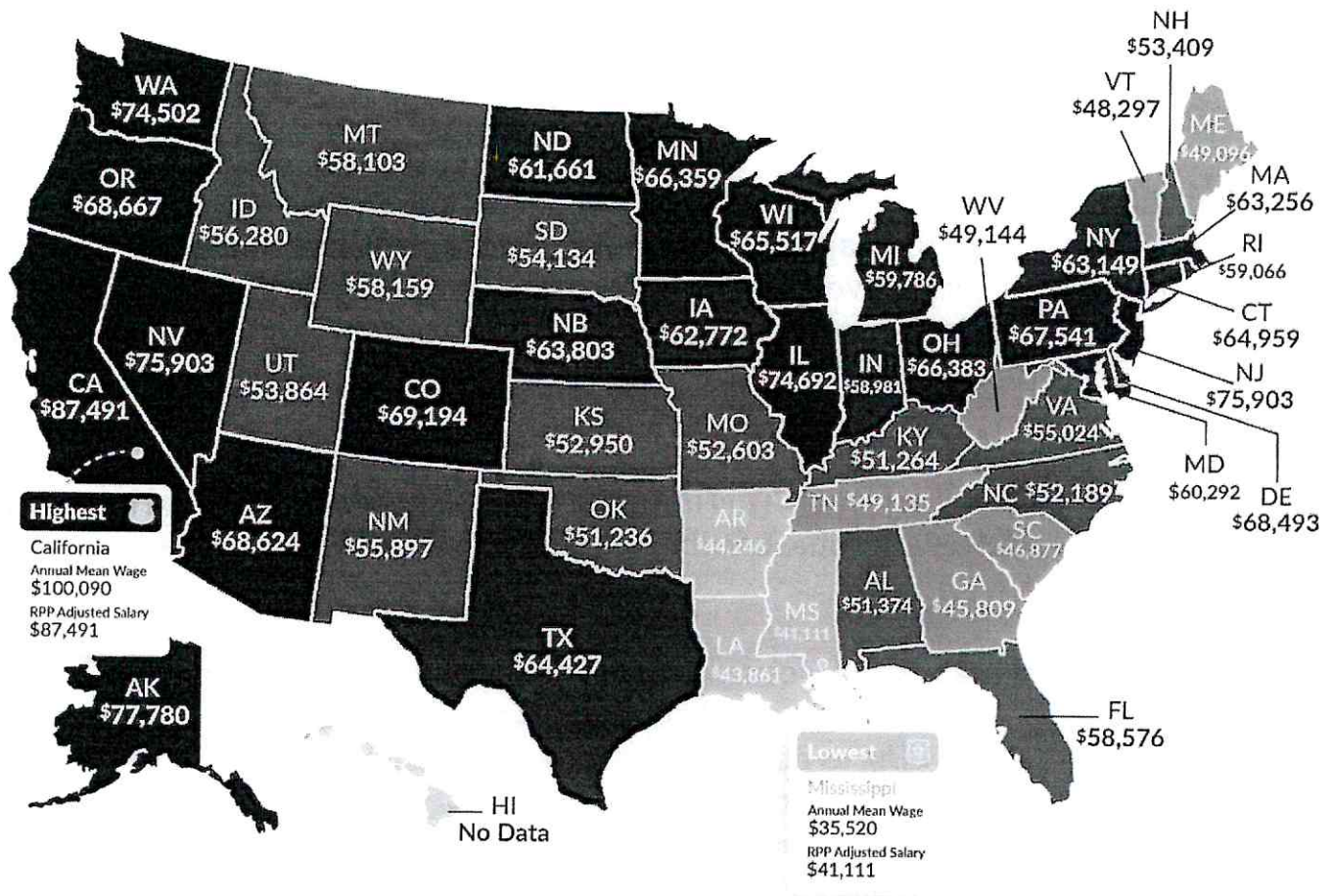
As of now, North Dakota law enforcement are slightly undercompensated when compared to their peers and substantially undercompensated when compared to states in the top 10. According to data, national standards would rank us in the bottom 30% of all states for peace officer compensation. If you look at the graph at the bottom of this sheet, you will see what the average peace officer is paid in our state compared to the other 50 states.

When we look at our neighbors to our east, they say they want want to 'defund their police' yet on average they pay their officers more a year than us. With half our population on the eastern part of the state, it matters what they pay officers in Minnesota. This bill seeks to bring parity in pay with Minnesota and send a national message that here in North Dakota we 'Fund our police'.

Let's talk about what this bill would do. We wouldn't need to spend anything on advertising to get the message out because if passed, every peace officer will know about it. If we want an advertising campaign, we could have one for free. In addition this marketing would encourage more officers to work in North Dakota.

In general, how much do people save anymore? This is a game changer for a family. A family vacation, an IRA contribution. This a great benefit they won't forget.

Adjusted Police Salaries by State



Lowest Adjusted Police Salary



Highest Adjusted Police Salary