

SB 2015
1-16-25

FORGOTTEN HEROES

Did you know? All law enforcement and corrections team members in all state agencies and political subdivisions are in a law enforcement or public safety retirement plan, with one exception. Only state correctional officers with ND DOCR are not in a law enforcement or public safety retirement plan. PERS completed an initial fiscal analysis where they estimated additional cost to be 0.12% of all impacted employee's pay, which is approximately \$645,000 for a full biennium.

PAY COMPARISONS

Current ND DOCR Correctional Officer starting hourly pay - \$23.79

Current ND Burleigh County Correctional Officer starting hourly pay - \$26.86 (\$27.61 after probation)

Difference = -20.7%

Current ND DOCR Parole and Probation Officer average monthly pay - \$5,585

Projected ND Market average Police Detective monthly pay - \$6,840

Difference = -22.5%

CORRECTIONAL OFFICER COMPRESSION

CO II

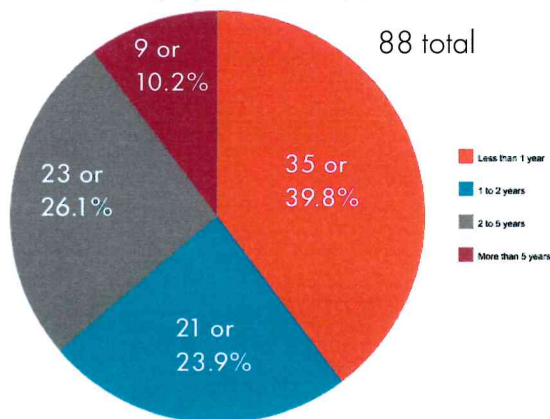
Average salary	\$4,256.32
Average YOS	5.1
Range YOS	.01 to 34

Average Salary by YOS Group

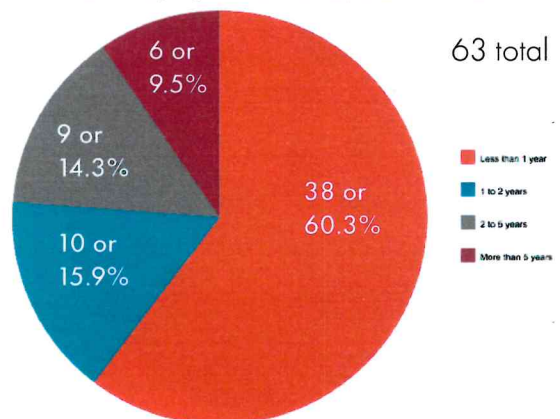
YOS Group	Avg \$	Diff to 0-1 Group
0-1	\$4,116.22	n/a
1-3	\$4,160.21	1.1%
3-5	\$4,183.62	1.6%
5-10	\$4,244.93	3.1%
10-20	\$4,524.82	9.9%
20+	\$5,147.13	25.0%

WHEN ARE COs LEAVING DOCR EMPLOYMENT?

2022 CO Avg Length of Service Before Separation - All Facilities



2023 CO Avg Length of Service Before Separation - All Facilities



WHY ARE COs LEAVING DOCR EMPLOYMENT?

All 2022 CO Separations by Reason

Discharge	12	12.0%
Other	41	41.0%
Other Employment	22	22.0%
Personal	15	15.0%
Relocation	6	6.0%
Retirement	3	3.0%
School	1	1.0%
Total	100	

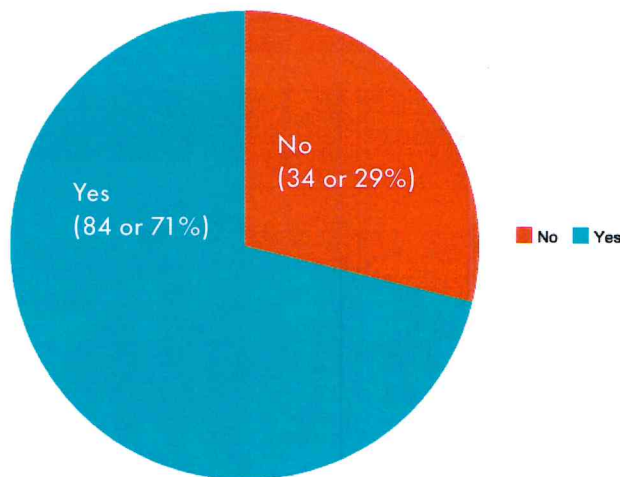
All 2023 CO Separations by Reason

Discharge	29	32.2%
Other	29	32.2%
Other Employment	13	14.4%
Personal	10	11.1%
Relocation	7	7.8%
Retirement	2	2.2%
School	0	0.0%
Total	90	

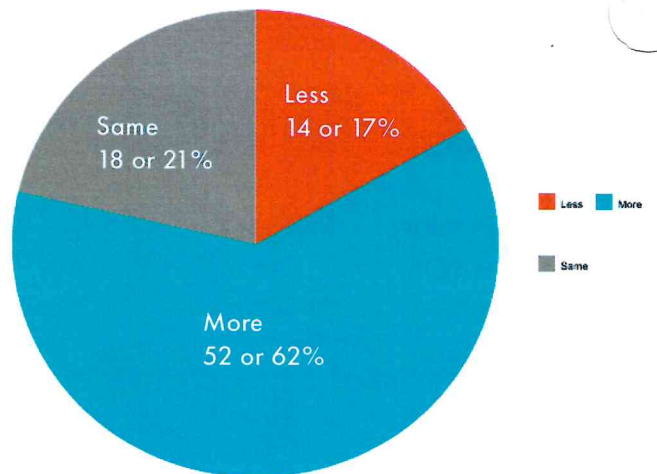
Payroll selects the reason based on information provided within the resignation letter and/or verbal information from HR. Employees are not always forthcoming with the reason they are leaving. We attempt to collect exit information and offer several ways for employees to do that (anonymous electronic form, in-person interview or conversation, and a hard copy questionnaire); however, this information is also not reliable, as we do not get many completed and some employees are not comfortable sharing the real reason for separation.

EXIT SURVEY INFORMATION

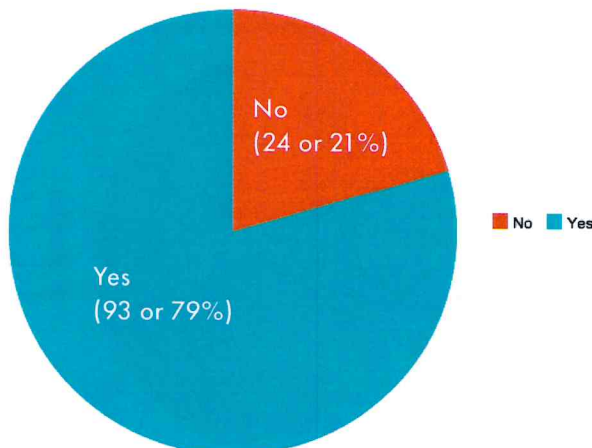
Do you have another job?



How does the pay compare?



Would you work for DOCR again?



WHAT IS THE IMPACT OF ALL THIS TURNOVER?

DOCR Correctional Officer Turnover

Correctional Officer (CO)	2024
All CO	42.1%
NDSP CO	34.7%
JRCC CO	23.1%
MRCC CO	68.6%

DOCR corrections professionals are significantly less experienced than compared to eight years ago.

CO and PO Years of Experience

