

Presented to Interim HE Committee, November 3, 2011

**OPERATIONS***Faculty and Staff recruitment and retention*

Faculty	Bring faculty salaries to Williston Public School District levels	\$382,130	
Staff	10% increase in staff salaries, bringing staff salaries to \$43,135, or 75% of the average community wage rate	<u>\$458,496</u>	\$840,626

*Safety*

Full-time security officer	Address day-time safety issues	\$150,000	
Counselor	Address student and staff well being	<u>\$180,000</u>	\$330,000

**CAPITAL 2/**

Campus lighting	to address security	\$16,000	
Install cameras in residence halls	to address security	\$64,000	
Lighting CTE Building	to address security	\$60,000	
Install cameras in CTE Building	to address security	\$56,000	
Additional locks for residence call suites	to address security	\$20,000	
Asbestos mitigation	Remove asbestos in Steven's Hall which is limiting ability to address other critical capital needs including installing phone in Pres. Office; implementation of energy savings projects; and upgrades to the campus wireless network. Additionally, delays will result in higher project costs in the future, as local pricing continues to escalate.	\$875,000	
Campus back-up generator	provide emergency power in the event of a campus power outage.	\$450,000	
Renovate 1st floor of Nelson Hall	accommodate addition of child care services to assist with faculty and staff recruitment and retention	\$100,000	
Complete Campus Drive project	Includes, but not limited to, new parking surfaces, improved sidewalks and site circulation, landscaping, storm sewer updates, improved lighting, new driveways access points, demolition and re-construction of a storage facility, moving of a maintenance shop, and new campus signage. Due to local pricing increases project originally estimated to cost \$1.8 million, came in at \$2.6 million in bids.	\$1,000,000	\$2,641,000

**TOTAL****\$3,811,626**

1/ Salary figures represent estimated cost for two full years, thereby allowing WSC to address immediated needs and providing added flexibility to address additional unanticipated recruitment and retention needs during the remainder of the 2011-13 biennium.

2/ In addition, WSC may be pursuing external funding mechanisms to assist with the construction of apartment building(s) to assist with staffing housing needs for the college, local government, and school district.

# Williston Fast Facts

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**Information provided and reviewed by the Williston Economic Development Department. November 1, 2011**

**Population: Within Five Years, if Growth Continues, Williston Will Become The Fourth Largest City In North Dakota.**

2010: According to the 2010 Census, Williston (14,716) has the ninth largest population in the state of North Dakota.

2011: Given the number of building permits in 2010 and building permits to date in 2011, Williston will be the sixth largest population in North Dakota outpacing and moving ahead of Jamestown (15,427), Dickinson (17,787), and Mandan (18,331).

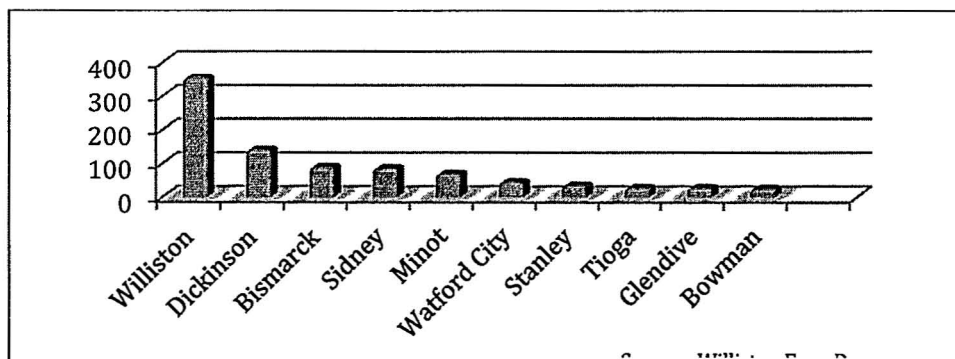
2014: Within three years, another 11,000 plus units will be built in Williston. Williston will likely become North Dakota's fifth largest population outpacing and moving ahead of West Fargo (25,830).

2016: Within five years, given industry growth projections, anticipated building, and with additional city annexations, it would be reasonable to forecast that Williston will be the fourth largest city in the state of North Dakota surpassing Minot's population of 40,888.

Minot and Dickinson will be experiencing growth. But even with that growth, forecasts are conservative. The actual population of Williston today is 22,000. And given the level of building and anticipated city annexations, it would be reasonable to expect another 18,000 to 38,000 people living within the city limits by 2016.

## **Workforce**

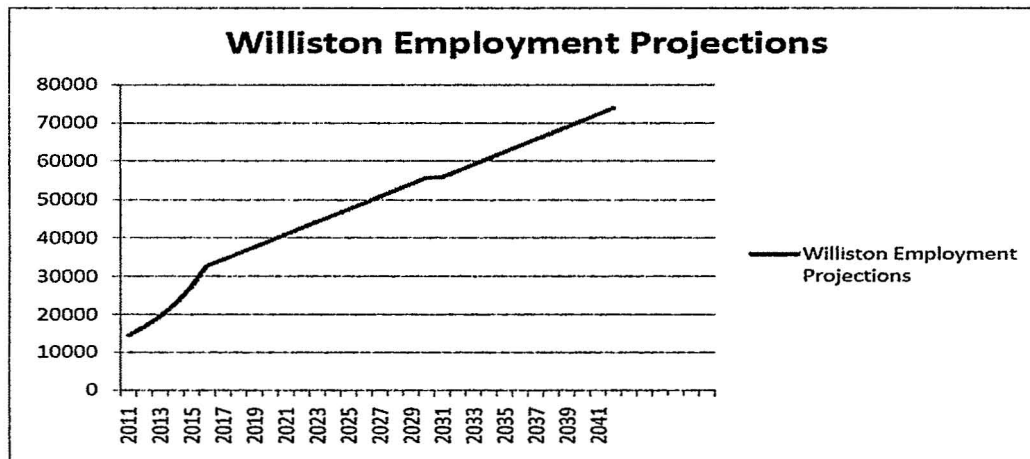
Williston is home to over 350 oil service companies.



## Employment

The Average Annual Wage in Williston is \$57,313.00. This is a 20% increase over last year and an 80% increase since 2006.

Based on historical job/industry growth figures since 2006, Williston's future employment growth could follow the following trajectory.



### October, 2011 Larsen-Allen Enterprise-Wide Risk Assessment | Williston State College

High Risk: "Concerns related to faculty wages in comparison to industry averages. In addition, WSC wages are under the local high school wages."

### October, 2011 Larsen-Allen Enterprise-Wide Risk Assessment | Williston State College

High Impact: "(1) Asset size (2) Prior negative exposure (3) Rapidly increasing transaction volume"

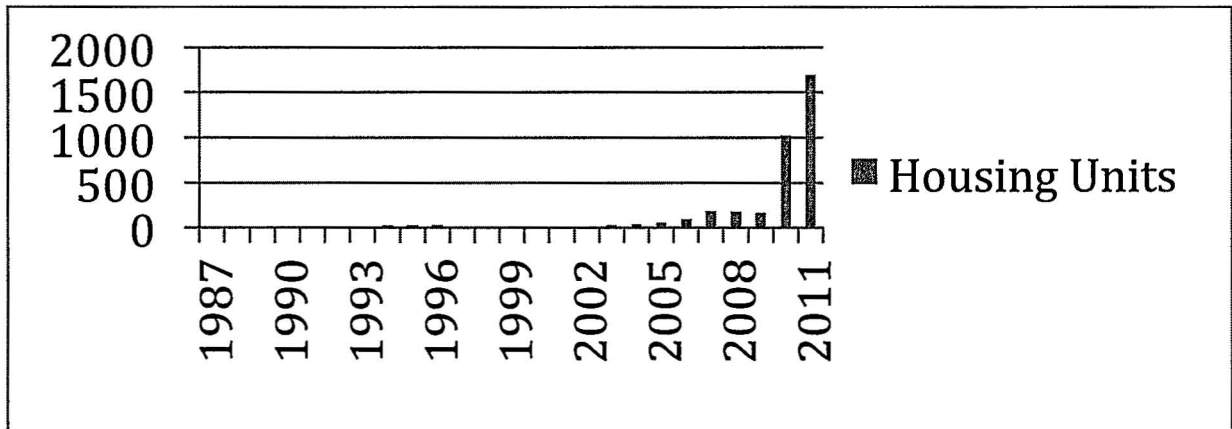
" They're pulling in fat paychecks, but now they're also homeless. In the town of Williston, N.D., America's newest oil boom, more than 6,000 job seekers have come from every corner of the country looking for work. Yet, oil companies and other developers haven't been able to build housing units fast enough."

Source: CNNMoney, October 21, 2011

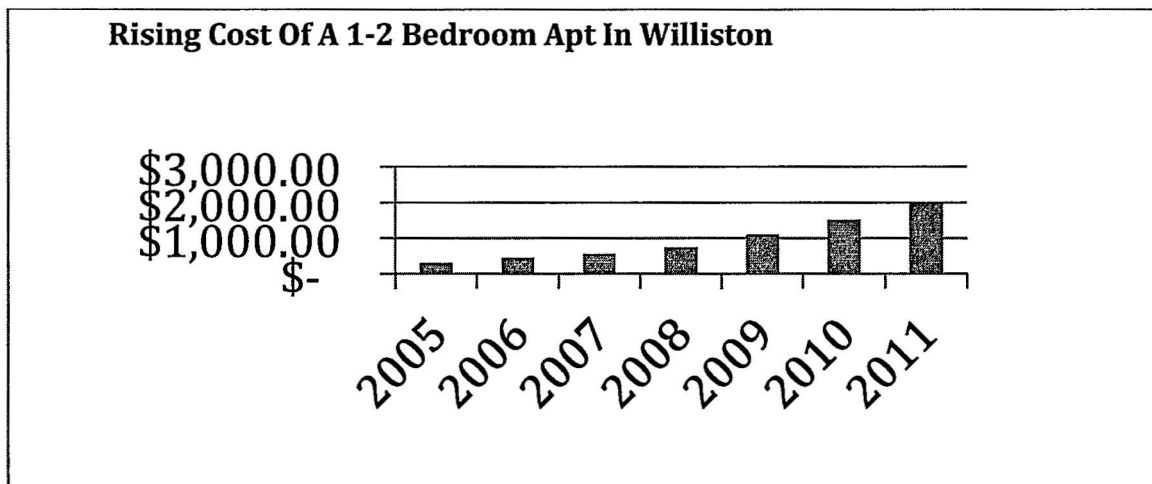
## Housing

*Rising rent raises anger:  
Senior citizens are not happy with rent jumping from \$700 to \$2,000.  
Williston Herald Article Sept 29, 2011*

Williston has seen an incredible spike in housing.



For most Williston residents, housing is becoming unaffordable:



2010: "\$106 million in permits more than doubled the 2009 record of \$44 million. "  
Source: KXNews.

2011: "As of Sept. 30, the city of Williston Building Department has issued a total of 727 building permits in 2011.... **The Building Department is projecting that number to surpass \$300 million** by the end of the year."  
Source: Williston Herald, October 12, 2011

## Hotel Development

Williston added two new hotels in 2010. In the first seven month of 2011, **seven additional hotels** are either completed and/or under construction. Between 6-10 other hotel properties are in discussion with potential to break ground in the future. This could potentially double our room capacity once again.

## Man Camps

Williams County Temporary Housing is calculated at over **9,200** sleeping units.

August 9, 2011: Watford City City Council says no more man camps will be allowed within the city and including the one - mile jurisdiction.

September 12, 2011: In response to the growing demand and applications, the Williams County Commission issues a six-month moratorium on man camps.

## Safety

Williston police calls have increase 250% year to date. Traffic accidents in Williston have doubled over the past year.

### Williston Herald **SEPTEMBER** Headlines

*-Oil worker dies after run over by truck  
-2nd worker dies from rig explosion:  
-Weekend accidents kill 1, injure 6  
-4 semi accidents in 4 days  
-18-wheeler on fire near Williston*

*-Semis collide, 1 catches fire  
-Workover rig explodes south of Williston  
-4 killed in head-on crash with semi  
-Man dies in tanker rollover*

### **October, 2011 Larsen-Allen Enterprise-Wide Risk Assessment**

High Risk: "Concerns related to security force size to monitor campus activities, residence halls security officers/resources to improve overall determined, and dollars awarded through the and overall student safety."

High Risk: "Improvements potentially needed in relation to "open campus" and overall open/close times for individual campus buildings."

"33.4% of WSC faculty are very satisfied or satisfied with office/lab space compared to 71.8% of two year faculty."

2010-2011 Higher Education Research Institution Faculty Survey Data