

GRAND FORKS COUNTY SHERIFF'S OFFICE

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SHERIFF ANDY SCHNEIDER

To: House Education Committee Members
From: Sheriff Andy Schneider
Date: January 26th, 2021
RE: HB 1494

Dear Education Committee Members,

My name is Andy Schneider, and I have the privilege and honor of being the Sheriff in Grand Forks County. I am providing testimony today in favor of HB 1494.

House Bill 1494 is an opportunity for the Law Enforcement agencies in the State of North Dakota to retain high quality, well-trained officers. The bill provides accountability to governing authorities to also contribute to the retention of officers and establish sound policies for the dissemination of funds. It incentivizes officers to remain employed with their current agency instead of looking around for higher paying agencies, including out-of-state agencies and private sector non-law enforcement jobs. This bill is not a free handout to officers or agencies, as they will be accountable to provide \$2.00 in order to receive \$1.00.

- Last year the Grand Forks County Sheriff's Office received four (4) resignations from Deputy Sheriffs.
- Our average turnover is around 10%.
- Our agency currently employs 34 sworn officers.
- Of the four resignations:
 - Three (3) left the agency for more money at a different law enforcement agency in this state.
- The average cost of starting a new deputy with our agency runs an average of \$2,500.00 for uniforms and equipment, and average salary (benefits not included) of \$18,000.00-\$22,000.00 for their training officers (over a 4 month period).
- Certain items are specific to deputies, to include: Uniform shirts (long/short sleeve), uniform pants (duty/Class A), boots, duty belt, body armor, body armor carriers, hats, etc.
 - These items are almost always purchased for appropriate sizing.
- Deputies typically resign within 3 months - 7years if they are going to pursue another job/career.
- The top two reasons persons say they are leaving are:
 - I'm taking my dream job
 - I found a better paying job
- Coincidentally, the dream jobs always have higher pay.
- Deputies who leave are typically educated and perform at a high level in their position.

Thank you for considering HB 1494, and thank you for your do-pass recommendation. The citizens of North Dakota and the law enforcement officers that serve them will both be appreciative of your affirmation. I sincerely thank you for your time and consideration today. I am available at any time of day to further discuss this important bill with any and all of you.

Andy Schneider
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