

CORRECTIONAL OFFICER SALARIES - NORTH DAKOTA AND SURROUNDING STATES

This memorandum compares salaries paid to state correctional officers in North Dakota and surrounding states and provides information on the effect of the amount appropriated by the 2001 North Dakota Legislative Assembly for additional state correctional officer salary increases.

The 2001 survey includes the following information on average annual salaries for positions determined to be equivalent to the North Dakota classification for correctional officer II. The average annual salary is affected by employees' average years of service, turn-over rates, starting salaries, the frequency of promotion to higher pay grades, and other factors.

COMPARISON OF CORRECTIONAL OFFICER SALARIES

The following schedule compares correctional officer salaries in North Dakota and surrounding states:

| | Monthly Salary |
|---|----------------|
| North Dakota | |
| Starting salary (temporary status until permanent position becomes available) | \$1,600* |
| Correctional officer I | \$1,750 |
| Correctional officer II (after six months as correctional officer I) | \$1,918 |
| Maximum for correctional officer II | \$3,196 |
| South Dakota | |
| Starting salary | \$1,680 |
| Salary after six-month probationary increase | \$1,752 |
| Maximum for correctional officer | \$2,394 |
| Wyoming | |
| Starting salary - Step 1 | \$1,987 |
| Step 2 (after one year as step 1) | \$2,111 |
| Step 3 (after one year as step 2) | \$2,235 |
| Step 4 (after one year as step 3) | \$2,359 |
| Step 5 (after one year as step 4) | \$2,483 |
| Maximum for correctional officer | \$2,823 |
| Montana | |
| Starting salary (grade 9) | \$1,681 |
| Grade 10 | \$1,805 |
| Grade 11 | \$1,940 |
| Maximum for correctional officer grade 11 | \$2,283 |
| Minnesota | |
| Correctional officer I trainee | \$1,830* |
| Correctional officer I (after six months as trainee) | \$2,212 |
| Correctional officer II | \$2,412 |
| Correctional officer III | \$2,779 |
| Maximum for correctional officer III | \$3,788 |
| * No benefits | |

| | State | Average Annual Salary |
|----|---------------------|-----------------------|
| 1 | Illinois | \$37,903 |
| 2 | Michigan | \$37,426 |
| 3 | Nevada | \$37,280 |
| 4 | Minnesota | \$35,308 |
| 5 | Iowa | \$35,044 |
| 6 | Oregon | \$34,854 |
| 7 | Colorado | \$34,644 |
| 8 | Washington | \$34,020 |
| 9 | Wisconsin | \$31,939 |
| 10 | Utah | \$29,698 |
| 11 | Arizona | \$28,713 |
| 12 | Montana | \$26,765 |
| 13 | Idaho | \$26,520 |
| 14 | Kansas | \$26,395 |
| 15 | North Dakota | \$26,340 |
| 16 | Wyoming | \$25,785 |
| 17 | Arkansas | \$25,178 |
| 18 | Nebraska | \$25,087 |
| 19 | New Mexico | \$25,060 |
| 20 | Indiana | \$24,579 |
| 21 | Missouri | \$23,746 |
| 22 | South Dakota | \$22,216 |
| 23 | Texas | \$21,744 |
| 24 | Oklahoma | \$20,279 |
| 25 | Louisiana | \$20,268 |

ADDITIONAL SALARY INCREASES PROVIDED TO NORTH DAKOTA CORRECTIONAL OFFICERS

In addition to funding for regular salary increases provided by the Legislative Assembly for all state employees (3 percent the first year, 2 percent the second year, with a minimum of \$35 per month), the 2001 Legislative Assembly appropriated \$222,528 from the general fund for additional salary increases for correctional officers. No amounts were appropriated by previous Legislative Assemblies for this purpose. The appropriation was used to increase correctional officer I and II salaries as follows:

North Dakota is a member of the Central States Compensation Association, which conducts annual surveys of wage and salary information for 25 member

| Position | 1999-2001 Biennium Salary | 2001-03 Biennium Salary |
|--|--|------------------------------------|
| Temporary (until permanent position becomes available) | \$1,350 | \$1,600 |
| Correctional officer I | \$1,500 (one year) | \$1,750 (six months) |
| Correctional officer II | \$1,830 | \$1,918 |