

April 2002

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.

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	

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.

	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