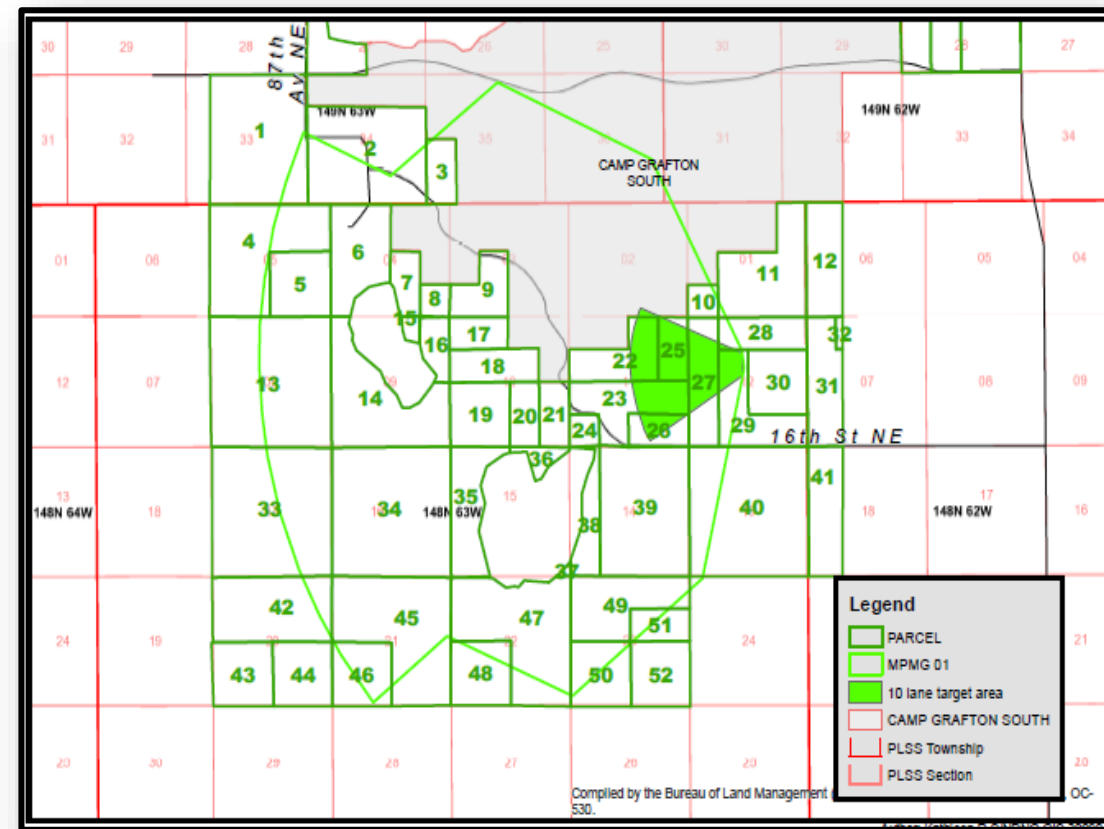


Camp Grafton Expansion

Fund Type	Purpose	Amount
One-Time	Purchase no more then 1,600 Acres	\$2.6M
Bi-Annual	Lease of approximately 5,400 Acres	\$280,000



Camp Grafton Expansion - This will provide funding and authority to enter into purchase and lease agreements with landowners around Camp Grafton South for building a new weapons range complex. We received \$600,000 and legislative intent during last session to research and work towards purchase and lease options with landowners. The total request for the Camp Grafton Expansion is \$2,880,000 that includes expected land purchases (1,600 acres) and lease agreements (5,371 acres). A new range provides all NDNG units a location to qualify on individual weapons systems in ND. Currently we are restricted to qualifying on about half of those systems. For the other half, units travel to MN, MT, or WY. Valuable time is lost to travel to out of state ranges. A new range complex also provides qualification opportunities to the Air Forces bases and other organizations and agencies from within and outside of ND.

Senate Bill 2114 was submitted and passed, which amends Section 37-07.3-03 of the North Dakota Century Code. This section of NDCC established a trust fund for the expansion of National Guard training facilities and the construction of an armory and could potentially be utilized for any appropriations received through this legislative session as well.

This section became law in 1985 and provided the authority and funding to procure additional training lands at Camp Grafton, and to provide a state match for a new armory at Fraine Barracks. From July 1, 1985 through June 30, 1989, the trust fund was solely for this purpose. Thereafter, the funds were available for other “training area acquisitions and facility development” projects. The principle and interest from this trust fund were exhausted by 1989. There have been no new appropriations and the accounting line went dormant.

Today, our National Guard finds itself in a similar situation. We need to expand our facilities at Camp Grafton to meet our training requirements and future training facility projects will require state matching funds.

By adding additional land space there would be additional air space available for use by government and private entities to conduct research and development of unmanned aerial systems (UAS), counter UAS, and radar and sensor technology. This range complex, like our other ranges, will be used by other state and federal law enforcement and military organizations from ND and surrounding states. If we are able to fund the land space for this project at the state level, we are then required to request the funds for the physical range complex through the Federal process. The range complex is estimated to be a nearly \$17 million project. In a best-case scenario, a range could start construction in 4-5 years and be complete in 6-7 years.

Finally, I need to stress two items. First, during last session we included language that prohibits the use of eminent domain to secure any land. Secondly, approximately 95% of our land continues to be in agricultural production and it is our intent to achieve the same percentage with land acquired through purchase or lease.

NDNG Deferred Maintenance Priorities

Building Sealant Repairs, Bismarck



- Facility built 1988
- ~ \$200K to repair brick, mortar and exterior sealant that is deteriorated causing mold and moisture in the interior of the building
- Health and safety concerns / respiratory issues
- Bismarck is priority – Grand Forks has the same issues

Air Handler Replacement, Camp Grafton



- Current system installed 1983
- ~ \$200K for new air handler to provide fresh air, heating and cooling to Building 6400 on Camp Grafton
- System failure, results in loss of heating and/or cooling and unsatisfactory working conditions until repairs can be made

Concrete & Asphalt Repairs, Grand Forks



- Original in 1996
- ~ \$60K for repairs to parking area
- Risk further damage resulting in increased costs if repair is delayed again



- 1. Up to \$1 million in additional State Funding related to the federal fiscal years 21, 22, and 23 (FY-21/22/23) maintenance and repair projects for National Guard Facilities.
- 2. In recent years the NDNG budget has been reduced by more than 50% from the General Fund to pay for the state share of Maintenance and Repair Projects. This caused DFE to reallocate several projects and defer maintenance on facilities into the future.
- 3. Several state facilities have also had maintenance deferred in recent years due to state budget shortfalls.
- 4. The priority projects state share is estimated to be:
 - a. Building Sealant Repairs, Bldg. 4200, RJB, Bismarck \$ \$200,000
 - b. Air Handler Replacement, Bldg. 6400, Camp Grafton \$200,000
 - c. Building Automation Systems Repairs and Upgrade, Wahpeton \$70,000
 - d. State Residence Maintenance Repairs – Camp Grafton & Fraine Barracks 180,000
 - e. Asphalt Repairs, Fargo AFRC Complex \$240,000
 - f. Concrete and Asphalt Repairs, Grand Forks AFRC Complex \$60,000
 - g. HVAC Repairs and Re-Balance, Bldg. 4200, RJB \$50,000
 - Total: \$ 1,000,000
- 5. This state funding is a matching share of the costs for most of these projects. The federal share for this work is 50% or 75%, depending on the project, and will amount to approximately \$1.9 million in matching federal funds.

State Radio Staffing Study

North Dakota
State Radio
Staffing Needs Assessment and
Compensation Market Analysis Study




STUDY CONDUCTED
September - December 2020
Final Presentation - December 18, 2020

Public Safety Consultants • 17730 S. Oak Park Ave., Suite A, Tinley Park, IL 60477
708-444-2326 • www.resourcemgmtassoc.com

Staffing Recommendation:

Title	Amount
Dispatcher X 4	\$265,530
Operations Manager	\$117,222
Total	\$382,752



OTAG Request:

Title	Amount
Add Back Vacant FTE X 2	\$0

ND State Radio published a RFP for a Staffing & Compensation Study (Study) in July/August 2020. Due to COVID impacts the RFP was not completed prior. The RFP Bid was awarded to Resource Management Associates (RMA), a consultant company out of Illinois, in September 2020 who immediately go to work to conduct the study. The Study included an Organizational Conference, Workshops, Review of Background Information, Application of Industry Standards and Best Practices, 30 Interviews of DES and State Radio Staff and stakeholders, Direct Observation of State Radio Operations, Data Analysis and many other research tactics/techniques.

This summary/request focuses solely on the “Staffing” recommendations, which is the most urgent need currently for State Radio operations to provide effective and efficient life-saving services to our Federal, State, and Local stakeholders and all citizens throughout North Dakota.

Backed by very specific data, the study finds State Radio is understaffed and recommends the following regarding actual Staffing at State Radio:

- 1) **Restoration of the four (4) 9-1-1 Telecommunicators (Comm Specs/Dispatchers)**, which were previously turned back and dissolved for the 2019-2021 biennium, and
 - 2) **Implementation of an Operations Manager** to conduct hands-on quality improvement, coordination, oversight on the floor, planning, etc.
- Recommendation #1: Restoration of the four (4) Comm Specs/Dispatchers, the Study finds:**
- State Radio’s current configuration of staffing is not meeting its demand for service.
 - State Radio needs to make several changes in its staffing as soon as possible in order to respond to the demand for its services.
 - The number of employees in the position of telecommunicator is less than what is required and needs to be increased from 28 to 32 as soon as possible in order to implement a power shift to address State Radio’s peak period of activity from 10 A.M. to 10 P.M.
 - State Radio was staffed with only five (5) telecommunicators (minimum staffing) 72.6% of the time, with six (6) 27.4% of the time, and never with seven (7). Working with the minimum number of five (5) TC’s in the PSAP 72.6% of the time does not provide a satisfactory operating environment. (*Analysis of a 4-week time period*).

• **Cost of Restoration of the four (4) Comm Specs/Dispatchers:**

- Average - Utilizing two (2) low-end & two (2) high-end entry level positions (Comm Spec I & Comm Spec II) after 6-month increase
- \$265,530 (Salary + Benefits)
- Net historical increase of zero dollars

Recommendation #2: Implementation of an Operations Manager, the Study, in part, finds:

- Establish the much-needed position of Operations Manager in order to provide hands-on, day-to-day supervision, evaluation and enhancement of the performance of the telecommunicators.
- State Radio needs to establish the position of Operations Manager in order to provide appropriate supervision and coordination among all six working groups and 32 personnel.
- State Radio needs to have a knowledgeable and experienced professional who can focus exclusively on critical, internal issues in its day-to-day operations. No such position exists today.
- **Cost of Implementation of an Operations Manager:**
 - Grade 107 - Mgr/Dir II
 - \$117,222 (Salary + Benefits)

I would like to thank you for your time and consideration regarding this request. As stated earlier, the most urgent need is the restoration of the four (4) Comm Specs/Dispatchers positions in order to more efficiently handle the plethora of calls for service for our emergency responders across the State of North Dakota and to establish a more efficient schedule to handle these calls.