

# North Dakota Highway Patrol

## SB2011

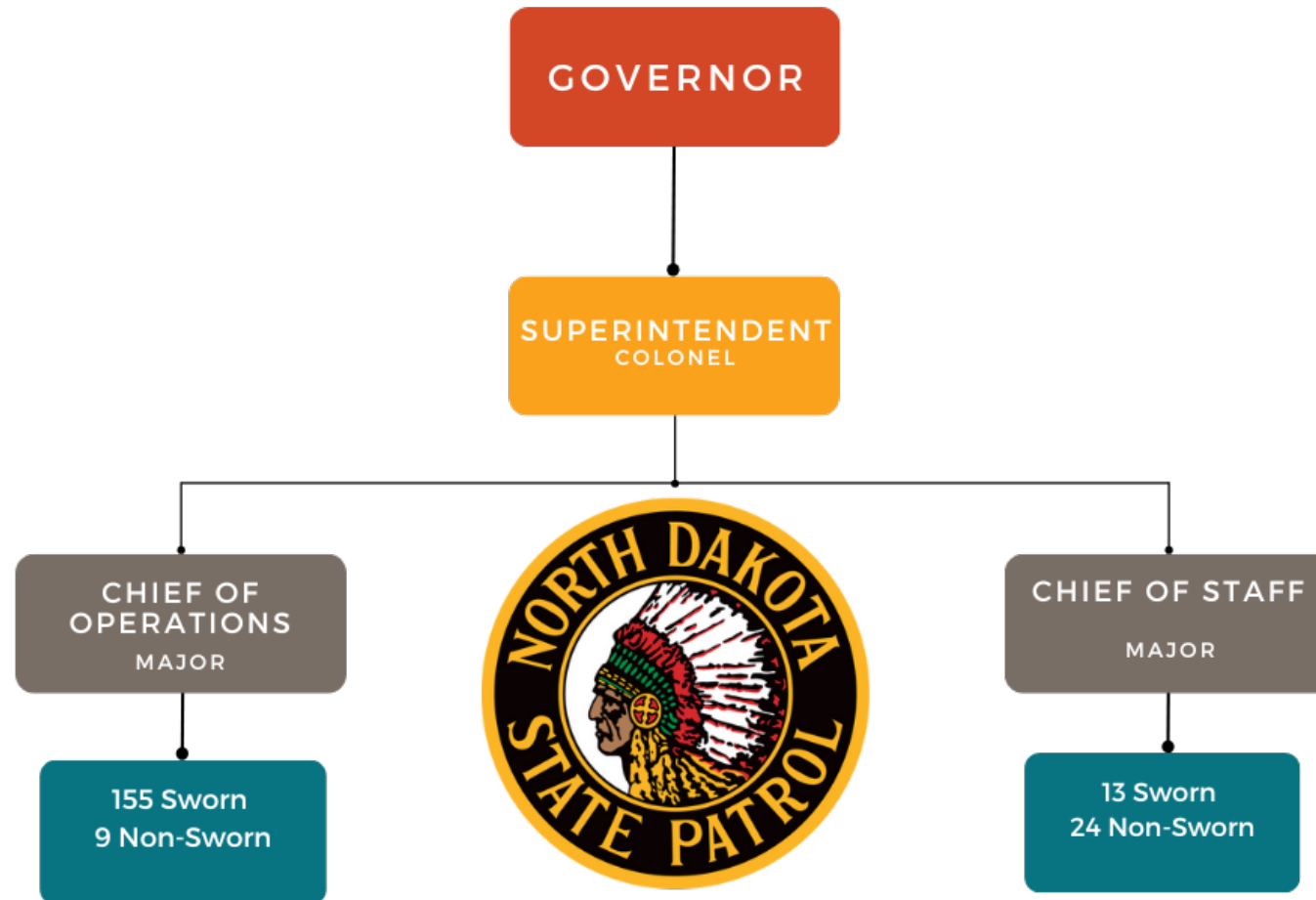


Colonel Daniel Haugen  
January 14, 2025

NORTH  
**Dakota** | Highway Patrol  
Be Legendary.



# ORGANIZATIONAL CHART

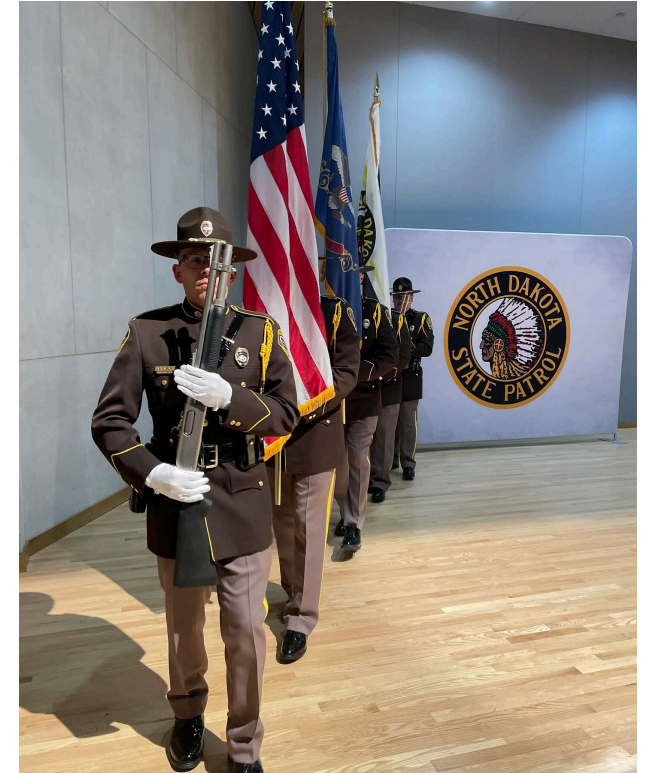


# AGENCY OVERVIEW

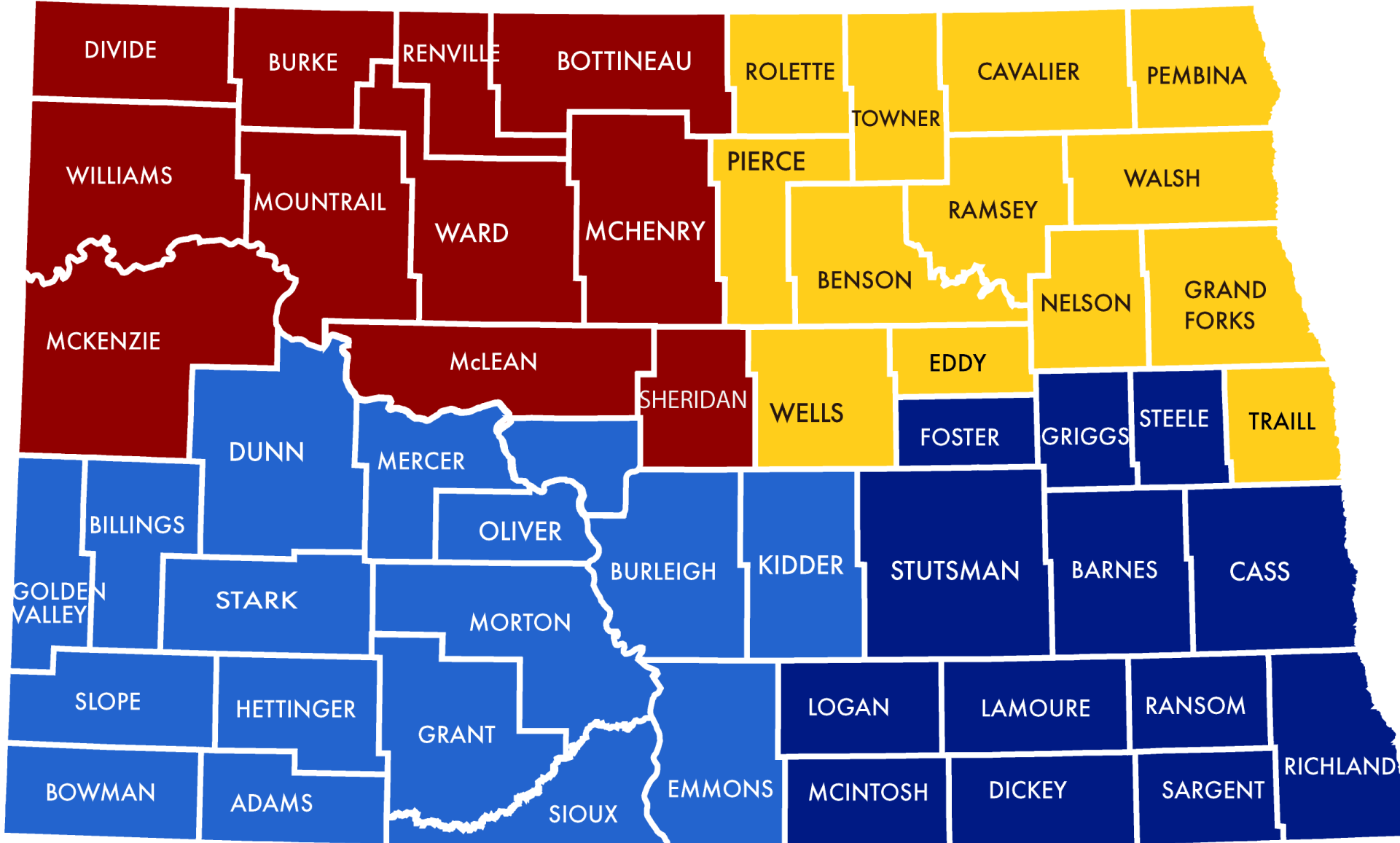
- Field Operations and Administration
  - 205 authorized employees
    - 171 sworn
    - 34 civilian
- Law Enforcement Training Academy (LETA)
- Motor vehicle permit office

Nationally accredited through the *Commission on Accreditation for Law Enforcement Agencies*, since 1989

- *5% of agencies nationwide are accredited*



# NDHP REGIONS



## NORTHEAST

Cando Grafton  
Carrington Hillsboro  
Devils Lake Northwood  
Grand Forks Rugby

## SOUTHEAST

Fargo Oakes  
Jamestown Valley City  
LaMoure Wahpeton  
Lisbon

## NORTHWEST

Bottineau Stanley  
Crosby Watford City  
Garrison Williston  
Minot

## SOUTHWEST

Beulah Hettinger  
Bowman Linton  
Bismarck New Salem  
Dickinson Steele  
Glen Ullin Washburn

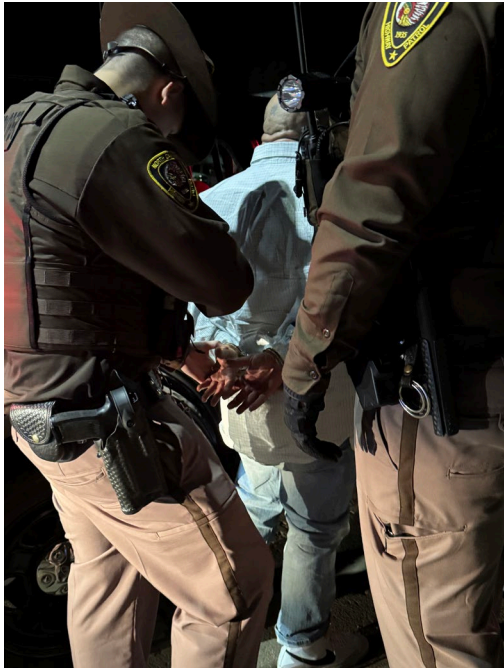


# A CLOSER LOOK

- Troopers stationed in 30 of 53 counties
- Troopers provide specialized services to local agencies:
  - Advanced crash investigation
  - Emergency response
  - Criminal interdiction
  - Traffic and commercial motor vehicle enforcement
- 91 core traffic enforcement troopers covering 70,700 sq. miles



# OUR FOUNDATIONAL PRINCIPLES



## Mission

To make a difference every day by providing high quality law enforcement services to keep North Dakota safe and secure.



## Vision

Public safety through quality service.



## Values

Professionalism	Integrity
Accountability	Loyalty
Commitment	Respect





Office of the  
State Auditor

# REPORT HIGHLIGHTS

## North Dakota Highway Patrol

Audit Report for the Two-Year Period Ended June 30, 2022 | Client Code 504

### WHAT WE LOOKED AT AND WHY

North Dakota state law requires that our team perform an audit once every two years. This includes a review of financial transactions and determining that expenditures are correct. Our audit reports any errors, internal control weaknesses or potential violations of law identified in significant or high-risk functions of the agency.

### WHAT WE FOUND

This audit did not identify any areas of concern.

- No findings on last audit report
- All prior recommendations have been implemented

Source: Office of the State Auditor Website



# AGENCY ACCOMPLISHMENTS

- Criminal Interdiction Team (CIT)
  - expanded from five to nine members
- CIT Troopers stationed in Fargo, Bismarck, Williston, Minot, Devils Lake and Grand Forks.



2.28 lbs. of counterfeit m30 (Fentanyl) pills destined for Fargo.



Shared information led to investigation in California and seizure of 57 lbs. of Methamphetamine and 500 counterfeit m30 pills (Fentanyl).



# AGENCY ACCOMPLISHMENTS

## 2023 and 2024 Criminal Interdiction Team Efforts

	<u>2023</u>	<u>2024</u>
Fentanyl	11.3 lbs.	15.4 lbs.
Marijuana	133.34 lbs.	1,199.5 lbs.
THC	3.7 lbs.	86 lbs.
Meth	1.4 lbs.	30.5 lbs.
Cocaine	1.7 lbs.	18 lbs.
Psilocybin	1.1 lbs.	14 lbs.



Seized items included 2,000 counterfeit m30 (Fentanyl) pills destined for Fargo and three handguns, one with a switch installed to enable capability of automatic fire.

# AGENCY ACCOMPLISHMENTS

- Reduction in fatal crashes
- Emphasis on: speed, seat belt usage, right of way, DUI, criminal interdiction, motor carrier, distracted driving, safety and education efforts



## FATAL CRASHES BY YEAR

2017	2018	2019	2020	2021	2022	2023	2024
116	105	100	100	101	98	106	90*

\*preliminary data



# AGENCY ACCOMPLISHMENTS

The NDHP covers approximately 84% of all fatality crashes and 44% of all serious injury crashes statewide.

- Crash Reconstruction:
  - 2-year total
  - 241 Cases Worked
  - 142 Criminal Charges
- Crash Assistance Program – Citizens Receiving Services:
  - 2023 – 352
  - 2024 – 323



# AGENCY ACCOMPLISHMENTS

## Tracking and Search Efforts

- Man-Trailing (Bloodhound) Teams
  - Case use examples: Missing persons searches and fugitive searches
    - 2023 – 46 events
    - 2024 – 59 events
- Aircraft Missions
  - Case use examples: Missing persons searches, fugitive searches, vehicle pursuits, wildfire surveillance, overwatch for warrant and drug operations
    - 2023 - 37
    - 2024 - 35





# LAW ENFORCEMENT TRAINING CENTER MODERNIZATION PROJECT

- Completed
- \$3,000,000 - Federal Funds - State Fiscal Recovery Fund
- Remodel, early 2023. Completion, fall 2024.



Main Entrance LETA



Kitchen



# LAW ENFORCEMENT TRAINING ACADEMY MODERNIZATION PROJECT



Classroom 3



Dining Room



# LAW ENFORCEMENT TRAINING ACADEMY MODERNIZATION PROJECT



Seating & Study Area



Dorm Room (22 rooms, 44 occupancy)

# AGENCY ACCOMPLISHMENTS

- Acquisition and implementation of Blackboard online learning management system at the Law Enforcement Training Academy
  - 1,400 law enforcement officers trained
  - 92 law enforcement agencies served

**Blackboard**   
by Anthology



# AGENCY ACCOMPLISHMENTS

## Combined-agency aircraft details

- 2023 and 2024: 7 events to target fleeing vehicles, street racing, and unsafe driving

## Example: October downtown Fargo traffic detail

- The NDHP partnered with the Fargo Police Department to address unsafe driving behaviors in the city of Fargo.
- 14 impaired drivers were removed from the roadway
- The NDHP aircraft tracked a fleeing motorcycle to a gas station where the driver was subsequently arrested. The motorcycle had been driving over 100 mph in a 30-mph zone.





# AGENCY ACCOMPLISHMENTS

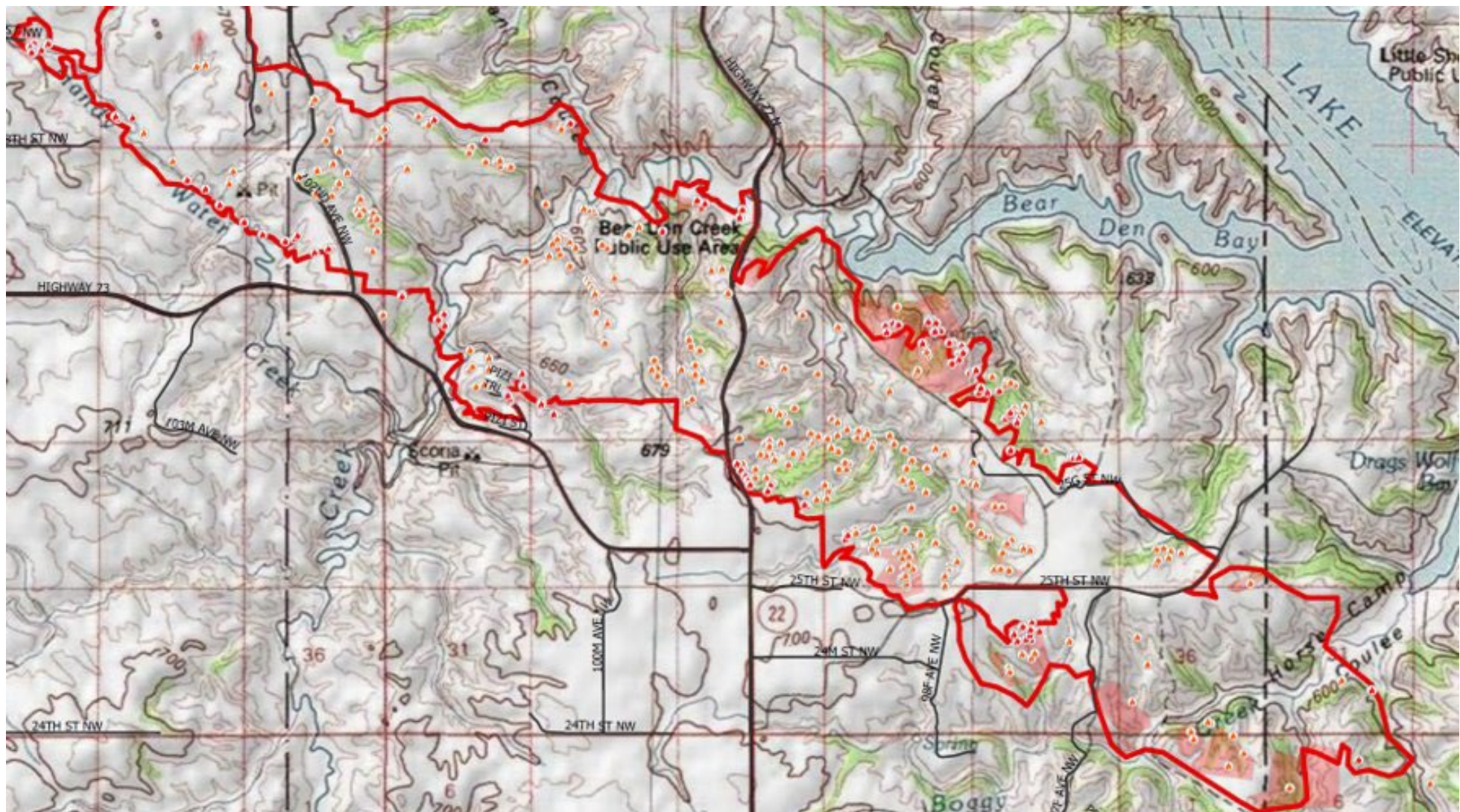
## October 2024: Wildfires Northwest

- Evacuated residents from homes
- Rescued stranded individuals
- Provided traffic control
- Provided aircraft assistance by mapping active hotspots to guide firefighting efforts





# AGENCY ACCOMPLISHMENTS





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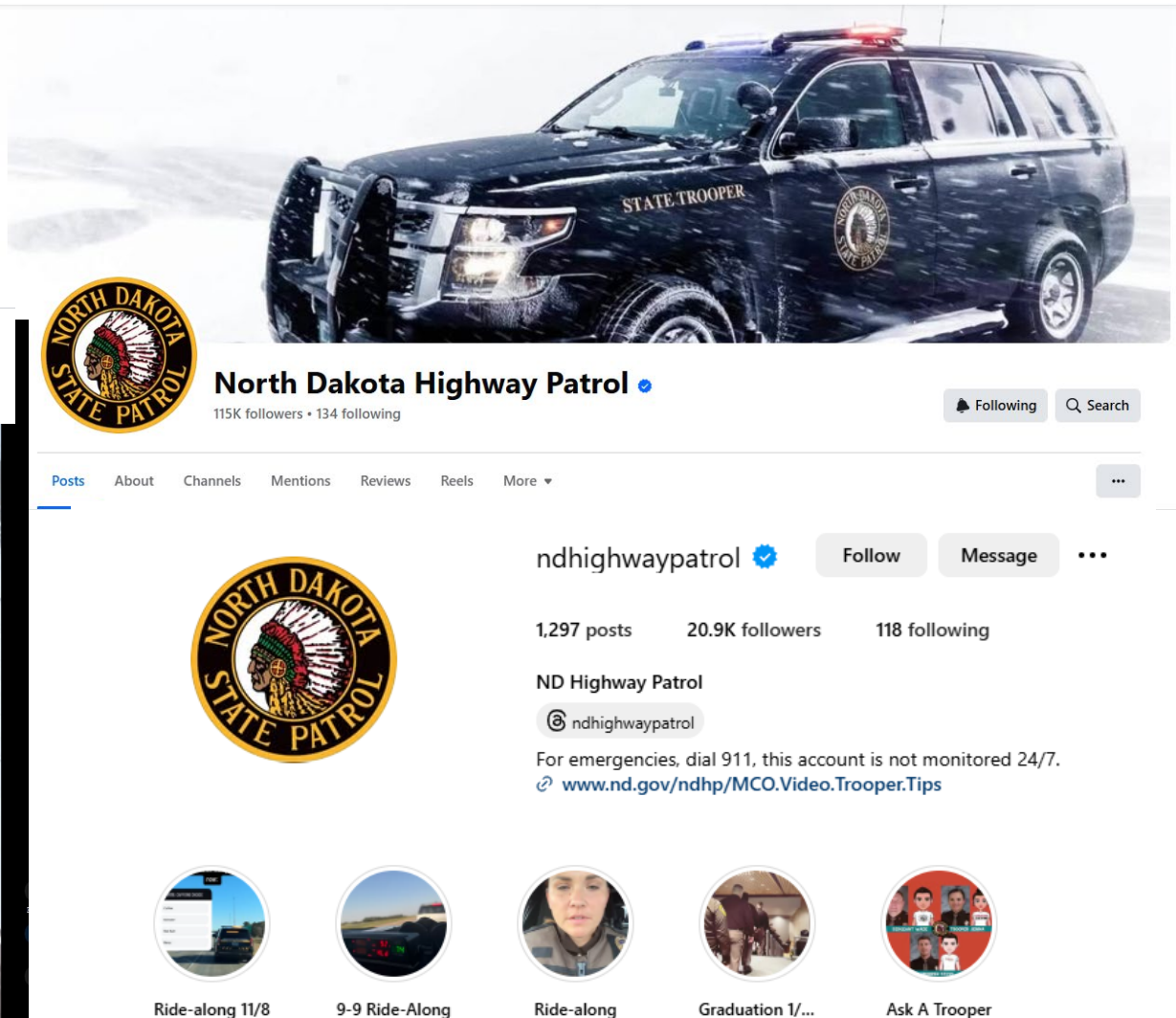
- Continued mental health efforts and enhancements
  - Expanded mental health outreach for law enforcement
    - Clinical network pilot project with NDDHHS expanded to all law enforcement statewide
    - Partnered with NDDHHS to enhance clinical services available at Critical Incident Stress Management Debriefings (CISM)
    - Enhanced the NDHP's Critical Incident Stress Management team to provide continued peer services to troopers and partner agencies upon request
- Partnered with NDDHHS to implement AVEL services to troopers statewide



# OUTREACH THROUGH SOCIAL MEDIA

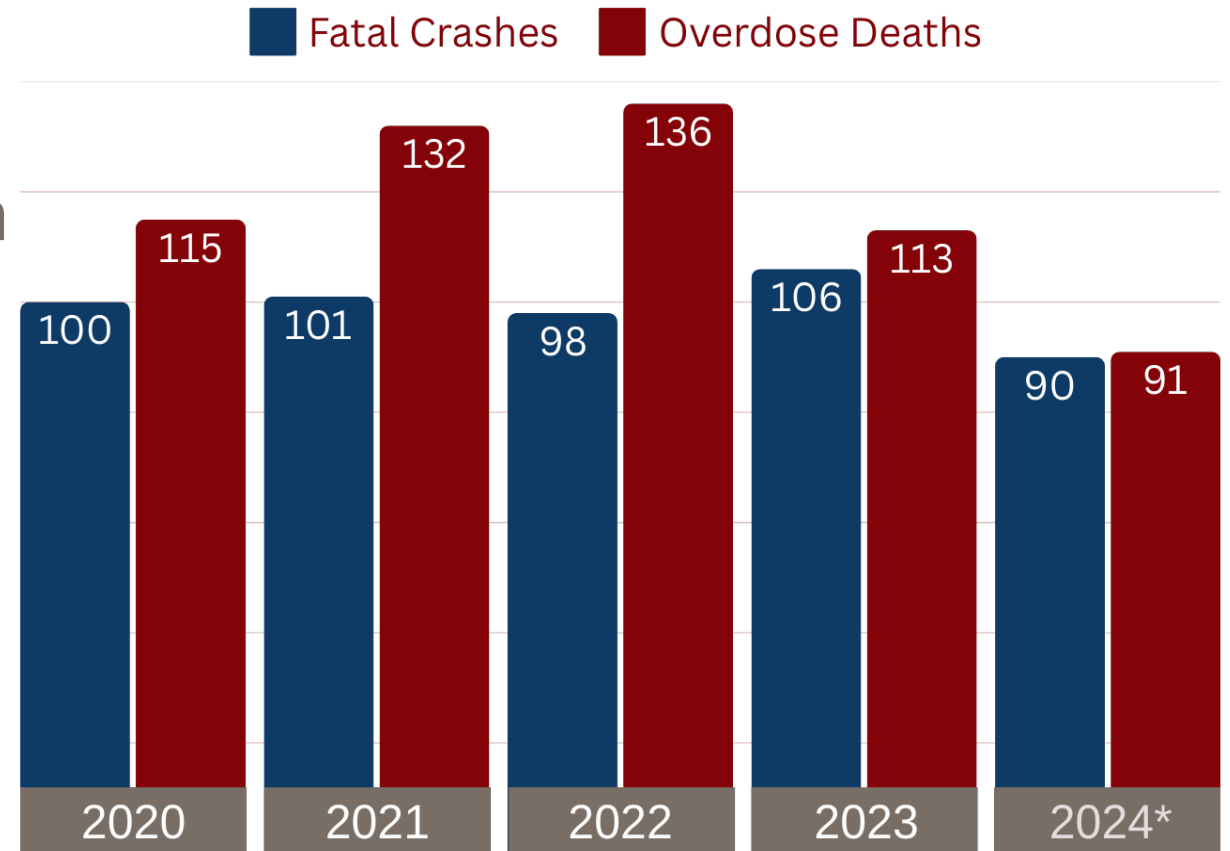
- Facebook – 115,000 followers
- Instagram – 20,900 followers

- Increasing viewership by:
  - Sharing real-time information
  - Showcasing individual troopers
  - Live ride-alongs



# CHALLENGES AND GOALS

- Continue crash reduction efforts
- Prevent overdose deaths through criminal interdiction and assistance to task forces
- Assist regional SWAT teams
- Develop additional MOUs with Tribal Nations



\* 2024 preliminary data

# BUDGET OVERVIEW

<b>Funding Source</b>	<b>2023-25 Appropriation</b>	<b>2025-2027 Executive Budget Recommendation</b>
General Funds	\$49,438,826	\$65,586,292
Special Funds	\$13,090,027	\$16,148,576
Federal Funds	\$8,660,335	\$10,126,739
<b>Total</b>	<b>\$71,189,188</b>	<b>\$91,861,607</b>



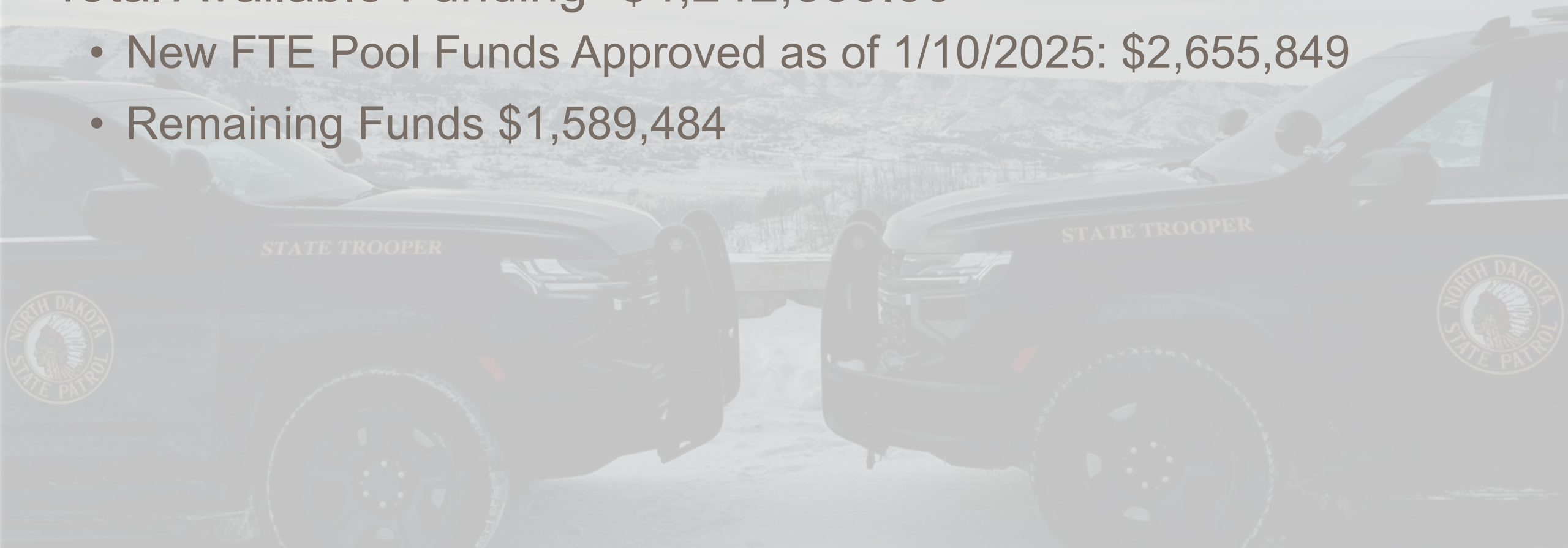
# EMPLOYEE TURNOVER / VACANT POSITIONS

- Started 2023-25 biennium with 28 open positions
  - 15 sworn
  - 12 new sworn
  - 1 civilian
- Fully staffed by October 1, 2024
- 6 vacant sworn, 1 vacant civilian as of 12/1/2024
- Current hiring process for May 2025 trooper class

# NEW AND VACANT FTE POOL

Total Available Funding- \$4,242,333.00

- New FTE Pool Funds Approved as of 1/10/2025: \$2,655,849
- Remaining Funds \$1,589,484





# VACANT FTE POOL CONTINUED

Purpose	Expended	Anticipated	Total Estimated
Excess Overtime		\$ 658,000.00	\$ 658,000.00
Unfunded Step Increases	\$ 284,954.00	\$ 157,254.00	\$ 442,208.00
Recruitment Bonus	\$ 10,000.00	\$ 2,000.00	\$ 12,000.00
Performance Bonus	\$ 46,500.00	\$ 50,000.00	\$ 96,500.00
Sign-on Bonus	\$ 90,000.00	\$ 12,000.00	\$ 102,000.00
Temporary K9 Boarding	\$ 1,000.00		\$ 1,000.00
Call Out Pay (\$75)	\$ 66,900.00	\$ 22,300.00	\$ 89,200.00
.5% NDHPERS Increases 6/4%	\$ 9,750.00	\$ 3,250.00	\$ 13,000.00
Physical Fitness Awards	\$ 8,000.00	\$ 9,000.00	\$ 17,000.00
Temporary Salary Increase	\$ 1,000.00		\$ 1,000.00
<b>Total</b>	<b>\$ 518,104.00</b>	<b>\$ 913,804.00</b>	<b>\$ 1,431,908.00</b>

# BUDGET OVERVIEW

- **2023-25 Appropriation**

- General Funds \$49,438,826
- Special Funds \$13,090,027
- Federal Funds \$8,660,335
- Total Funds \$71,189,188
- \*(\$5,319,935.00) was removed from original version of \$76,509,123 for new and vacant FTE pool

- **2025-27 Legislative Base**

- General Funds \$47,657,320
- Special Funds \$12,271,559
- Federal Funds \$8,156,667
- Total Funds \$68,085,546



	General	Federal	Special	Total
2023-25 Legislative Appropriation	\$ 49,438,826.00	\$ 8,660,335.00	\$ 13,090,027.00	\$ 71,189,188.00
Adjustments for Base Budget				
Add TME Appropriation	\$ 1,035,355.00	\$ 143,373.00	\$ 109,927.00	\$ 1,288,655.00
Add Retirement Contribution	\$ 15,723.00	\$ 4,722.00	\$ 9,458.00	\$ 29,903.00
One-Time Items:				
Remove CVIEW		\$ (150,000.00)		\$ (150,000.00)
Remove New Trooper Startup Costs	\$ (514,584.00)	\$ (37,763.00)	\$ (83,653.00)	\$ (636,000.00)
Remove Inflationary Costs	\$ (2,154,000.00)	\$ (60,000.00)	\$ (348,000.00)	\$ (2,562,000.00)
Remove Narcotics Tester	\$ (52,000.00)		\$ (8,000.00)	\$ (60,000.00)
Remove UAV's	\$ (89,000.00)		\$ (15,000.00)	\$ (104,000.00)
Remove Motor Carrier Program Enhancements	\$ (23,000.00)	\$ (404,000.00)		\$ (427,000.00)
Remove Technology Enhancements			\$ (283,200.00)	\$ (283,200.00)
Remove Shooting Range Repairs			\$ (200,000.00)	\$ (200,000.00)
Legislative Base	\$ 47,657,320.00	\$ 8,156,667.00	\$ 12,271,559.00	\$ 68,085,546.00
Adjustments				
Add Funds Removed for Vacant FTE Pool	\$ 3,724,768.00	\$ 927,758.00	\$ 667,409.00	\$ 5,319,935.00
Add NDIT Allowance	\$ 186,533.00	\$ 34,642.00	\$ 45,301.00	\$ 266,476.00
Base Budget	\$ 51,568,621.00	\$ 9,119,067.00	\$ 12,984,269.00	\$ 73,671,957.00
Base Budget Reduction	\$ (1,547,059.00)		\$ (392,826.00)	\$ (1,939,885.00)
Base Budget after Reduction	\$ 50,021,562.00	\$ 9,119,067.00	\$ 12,591,443.00	\$ 71,732,072.00
2025-27 Base Budget Limit	\$ 50,021,562.00	No Limit	\$ 12,591,443.00	
Base Budget FTE				\$ 205.00

# 2025-2027 BUDGET REQUEST



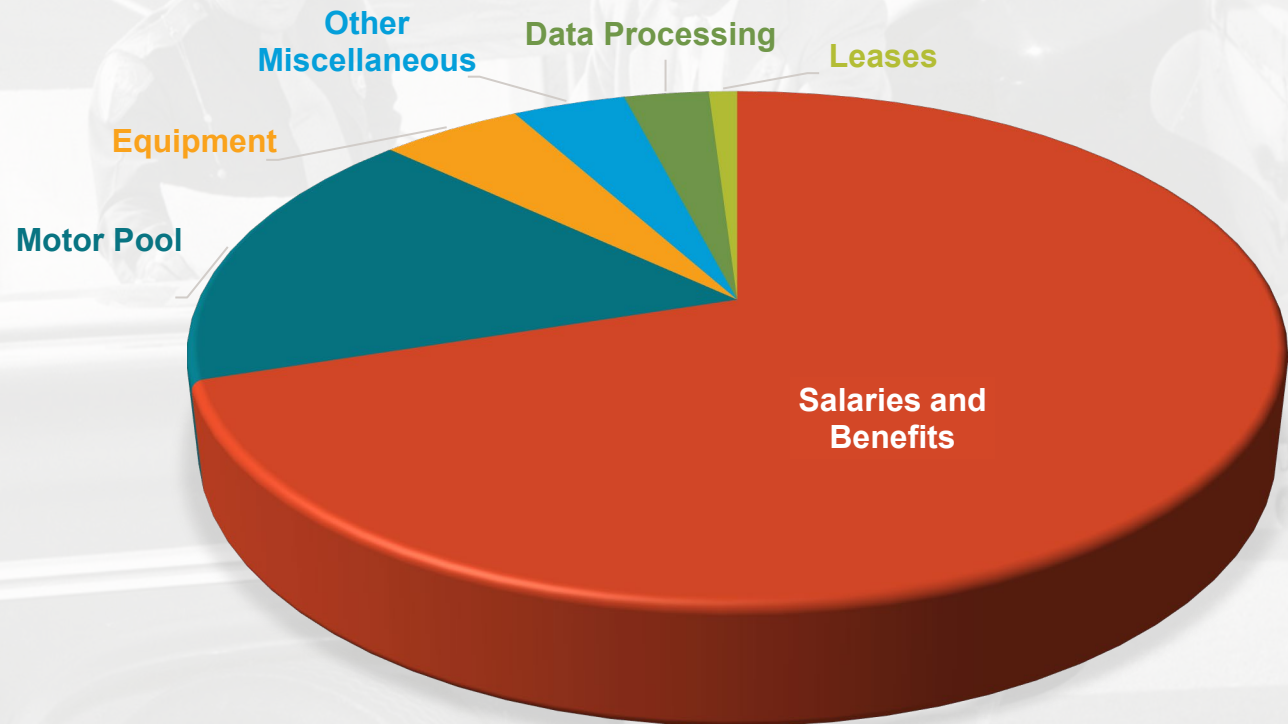


# 2025-27 BUDGET REQUEST

One Program: Field Operations

- 71% salaries and benefits
- 15% motor pool
- 5% equipment
- 4% data processing
- 1% leases
- 4% other miscellaneous

*Over  $\frac{3}{4}$  is personnel and vehicle costs.*



# RESTORATION OF FIVE TROOPER POSITIONS

- Salary and Operating Expenses for (5) trooper positions to meet the requested 3% reduction in general and special funds

General	\$ 4,355,418.00
Special	\$ 331,925.00
Total	\$ 4,687,343.00

Included: Salary, Benefits, Fleet, Overtime



# COST TO CONTINUE – 2<sup>ND</sup> 12 MONTHS OF LEGISLATIVE 4% INCREASE

- Request for funding to cover the first year of the 4% legislative increase provided during the 2023-2025 biennium.

General	\$ 687,000.00
Special	\$ 111,667.00
Federal	\$ 76,000.00
Total (Ongoing)	\$ 874,667.00

# REINSTATEMENT OF ONE-TIME INFLATIONARY EQUIPMENT FUNDING

- 2023-25 budget had 520,000 for inflationary increases
  - Equipment: 370,000
  - Uniforms: 58,000
  - Ammunition: 46,000
  - Travel: 46,000
- 2025-27 request has 370,000 on-going request to reinstate equipment funding

General	\$ 318,000.00
Special	\$ 52,000.00
Total (Ongoing)	\$ 370,000.00



# STATE FLEET INCREASES

2023-25 Base fleet funding for 159 sworn @ ~.99/mile

- 6,496,000 ongoing
- 2,042,000 one-time (removed)
- 8,538,000 Total

2025-27 Request: \$1,526,000 ongoing / 4,483,000 one-time\*

- 171 sworn officers
- Average of 2,371 miles/month/officer
- NDDOT Projected/Suggested Budgeted Rate: Mileage (1.13/mi) + Depreciation (448.00/mo.) = 1.34/mile\*\*

\* Request is reduced by 2 mil from original executive budget request (~1.28/mile)

\*\*Based on an average monthly inventory of 188 vehicles and a total agency mileage of 9,734,400 for the biennium

- $1.13 \times 9,734,400 \text{ miles} = \$10,999,972$  for mileage
- $188 \times \$448 \times 24 = \$2,021,376$  for depreciation



# BODY ARMOR FUNDING

- Approximately 70 sets of soft body armor will need replacing during the 2025-2027 biennium.
- Each set of soft body armor lasts approximately 5 years.
- Replacement covers the ballistic panels, external carrier, pouches, etc.
- Previously funded from the permit fund, request move to general/special funding.

General	\$ 158,000.00
Special	\$ 26,000.00
Total (Ongoing)	\$ 184,000.00



# FORWARD-LOOKING INFRARED (FLIR) MAINTENANCE AGREEMENT

- \$88,000 On-going, (76,000 General/12,000 Special)
- System is attached to NDHP fixed-wing aircraft – Missing persons searches, fugitive searches, vehicle pursuits, wildfire surveillance, overwatch for warrant and drug operations
- FLIR STAR SAFIRE 380HDc
- Maintenance agreement includes on-site visits (training or maintenance), calibration and maintenance at their facility when needed and cost coverage for parts ("bumper to bumper" coverage)



**Cessna T206**



**FLIR Camera**

NORTH DAKOTA HIGHWAY PATROL  
HAZE 43 3345' N 100°45'2035' W  
SPD 15 W 150223500 316 °T  
ALT 4050 FT

07/08/24  
1:43:29



LRF L ARMED  
LP C ARMED

HOIR  
WH DOE  
FOC GEO  
EXP AUT

CLEAR

Distance

Division

336M

E

231°T

S

W

VIDEO SPLIT

SPD

75 MPH

ELV

1673 FT

SAT

STREET

10002

SLT

3771 F

LRF TARGET

46°48.4114' N

100°45.1751' W

ELV 1670

SLT 2907

REC  
SCR

E Bowen Ave

GEOPOINT

NS NAV 1 24

TRK CO



# CRASH ASSISTANCE PROGRAM FUNDING-VOCA FUNDS REDUCTION

- Victims of Crime Act Funding (VOCA) \$194,000 (Fund 276)
- Funding for FFY 2025 was originally reduced by 31.5% but later covered by state funding
- Reductions in VOCA funding expected for FFY 2026/27
- Positions were originally funded 100% with Permit Fund 276



# NDIT RATE INCREASES/ SOFTWARE PACKAGES

- \$150,000 ongoing
- Video editing software (LETA) to create and edit training videos (\$22k per yr).
- LETA Blackboard Software - NDIT network support maintenance and operations (M&O) agreement fees (~6hrs/mo@136.00/hr.)
- NDIT data processing monthly shortfall of ~6200/mo.

General	\$ 130,000.00
Special	\$ 20,000.00
Total (Ongoing)	\$ 150,000.00

# LEASE RATE INCREASES

- \$222,000 (on-going)
- Bismarck hangar space to increase \$2,500/bien.
- Bismarck warehouse location to increase \$4,000/bien.
- Grand Forks regional office to increase \$8,600/bien.
- Seeking new or improved office space
- Minot – current building is for sale, and is in rough condition, seeking new building to lease, 60,000 increase
  - Devils Lake – potential of lease space in new LEC, 25,000
  - Fargo – need for additional space 122,000

General	\$ 191,000.00
Special	\$ 31,000.00
Total (Ongoing)	\$ 222,000.00





# IN-CAR ROUTER PROGRAM ON-GOING COSTS

- \$210,000 on-going 158 vehicles Troopers currently using a SIM card in state-issued laptop.
- In-car router technology should boost the throughput of the WiFi, allowing many devices inside the vehicle to connect without added additional SIMs.
- Enhances SIRN radio, uploading body camera footage, and livestreaming body camera footage.

General	\$ 180,000.00
Special	\$ 30,000.00
Total (Ongoing)	\$ 210,000.00

# ECOSTRUXURE™ SECURITY EXPERT PROJECT FUNDING

- \$218,000 On-going General funding for subscription fees for the Security Expert System key card access system used on the capitol complex (all general funds).
- Hardware was funded for and installed by NDIT in the current biennium.
- Agreement between NDHP, OMB, and NDIT that the NDHP is the main user of the software and billing would be most simplified with NDHP.

# CURRENT BIENNIUM: ONE-TIME ITEMS

One-Time Funding Item	Amount	Source	Status
New Trooper Startup Cost	\$ 636,000.00	Gen./Spec./Fed.	Complete (100%)
State Fleet Mileage Increase	\$ 2,042,000.00	Gen./Spec./Fed.	Pending
Inflationary Increase	\$ 520,000.00	Gen./Spec.	Pending
Narcotics Tester	\$ 60,000.00	Gen./Spec.	Complete (100%)
UAV Enhancements	\$ 104,000.00	Gen./Spec.	Pending
Motor Carrier Program Enhancements	\$ 427,000.00	Federal/General	Partial
Technology Projects	\$ 283,200.00	Gen./Spec.	Partial
CVIEW Project	\$ 150,000.00	Federal	Complete
Range Enhancements	\$ 200,000.00	Special	Partial (75%)
<b>Total</b>	<b>\$ 4,422,200.00</b>		



# CONDUCTED ENERGY WEAPON (CEW, TASER™) REPLACEMENT

- \$870,000 one-time (Special Fund 276)
- Current energy weapon is the model X26P
  - single shot, 25ft range
- AXON is phasing out the X26P
  - no longer warranty or repair them
- Desire to move to TASER™ 10
- 10 shots, 45ft range
- 162 Units



PROTECT LIFE  
AXON.COM



# EMERGENCY VEHICLE OPERATIONS COURSE (EVOC) PAD RESURFACE

- \$260,000 one-time (\$224,000 General/\$36,000 Special)
- NDDOT Recommended resurface
  - Constructed in 2014
  - Cost in 2014: \$3,000,000
  - Last resurface: 2018
  - Size: 300 ft. by 1200 ft.
  - Used for PIT, EVOC, etc.





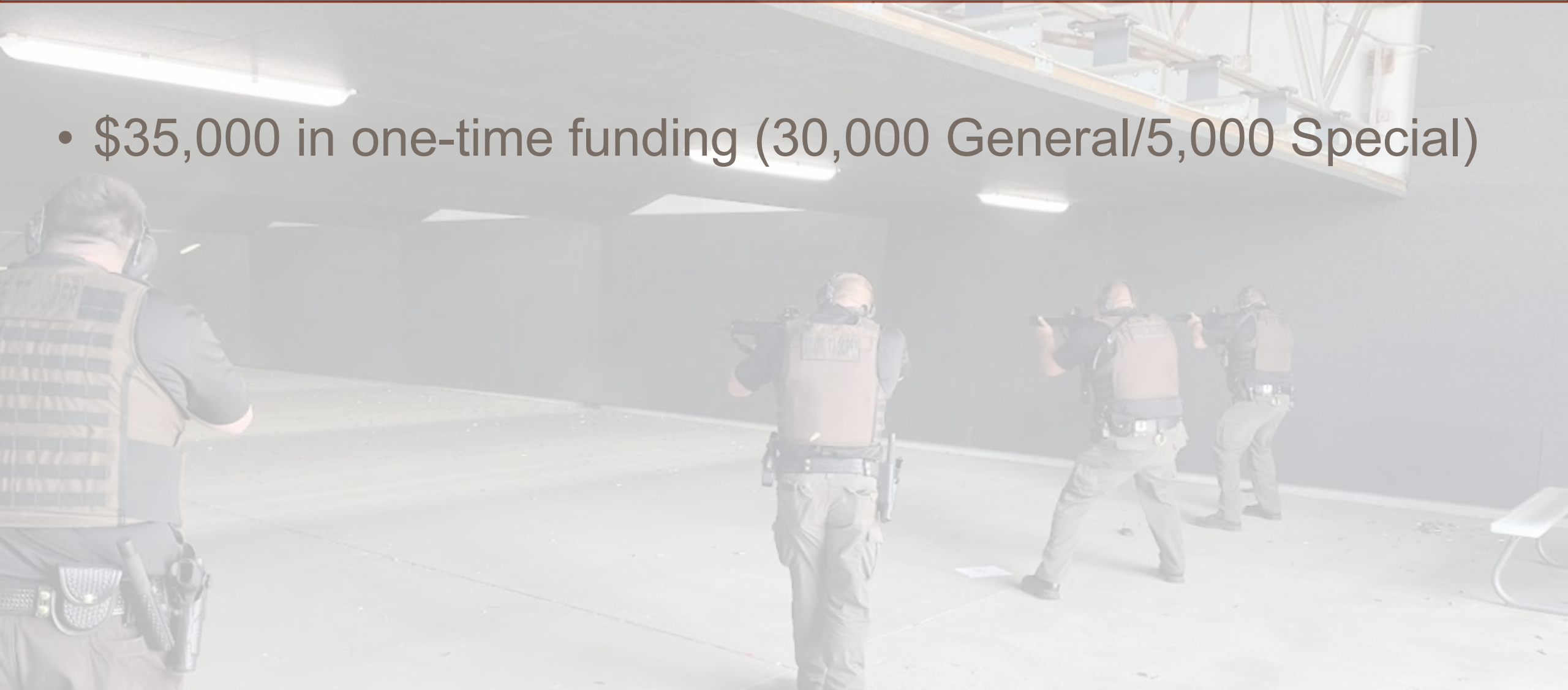
# PRELIMINARY ALCOHOL BREATH TESTING DEVICE (PBT) REPLACEMENT

- \$50,000, one-time (43,000 General / 7,000 Special)
- 155 Units to be replaced
- Majority of NDHP PBTs were purchased Nov 2012.
- Fuel cells within the PBTs last between 5-10 years.
- Critical equipment for NDHP Troopers who arrest 1,300 DUIs annually, conducting tests on many more.



# VENTILATION FOR OUTDOOR RANGE

- \$35,000 in one-time funding (30,000 General/5,000 Special)



# AGENCY COLLECTIONS

Fund	2023-25 Collections (Est.)*	2025-27 Collections (Est.)*
Permit Fund (276)	\$2,443,000	\$2,443,000
Highway Fund (200)	\$36,746,000	\$36,746,000
ID Card Fund (471)	\$1,000	\$1,000
HTDF Fuel Tax (400)	\$170,000	\$170,000
Misc. Gen Rev. (001)	\$20,000	\$20,000
<b>Total</b>	<b>\$39,380,000</b>	<b>\$39,380,000</b>

*\*Estimates based on biennium to date collections as of November 30, 2024:*

- Collections from fund 276 e-permit fees - \$1,730,484 and Hwy Fund 200 overload fees - \$26,028,352
- ID card processing fund 471 fees - \$670

ND Constitution, Article IX, Section 2: Fines for traffic violations are collected by the courts and used “for the benefit of the common schools of the state”.



# STATE FISCAL RECOVERY FUNDS

Total funds appropriated to the NDHP

**\$5,731,223.55**

Total spent or obligated by 12/31/2024 to be spent

**\$5,421,483.55**

Funds to be Unobligated for use by the Department of  
Corrections and Rehabilitation

**\$309,740.00**



# ADDITIONAL APPROPRIATION SECTIONS

## Section 2. ESTIMATE INCOME – TRANSFER –HIGHWAY TAX DISTRIBUTION FUND

- Traditionally – General Funds have been aligned with Highway Tax Distribution Special Funds at a ratio of approximately 86% general to 14% HTDF for items appropriated as general funded in the Highway Patrol Budget

## SECTION 3. ESTIMATED INCOME – MOTOR CARRIER ELECTRONIC PERMIT FUND

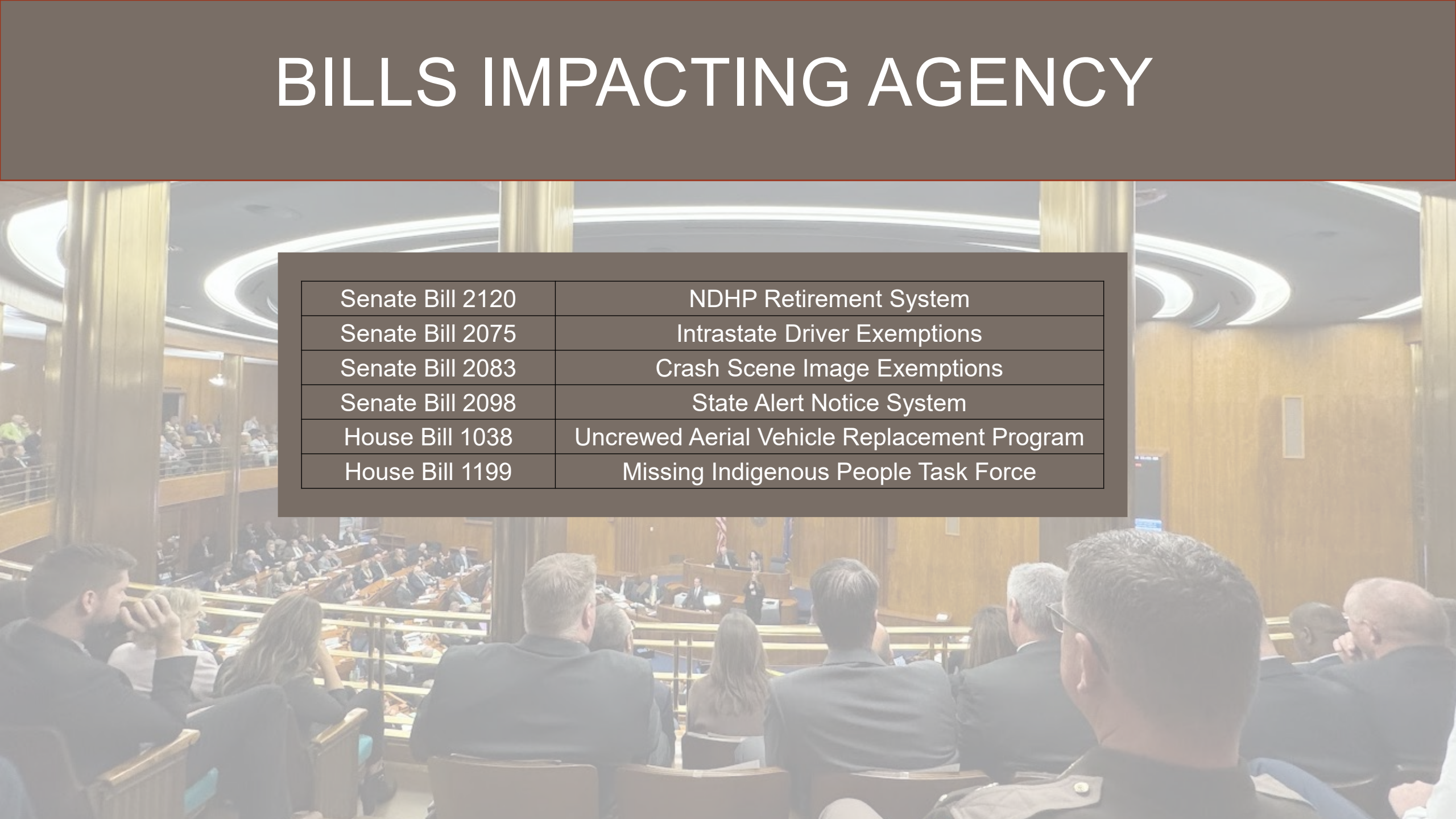
- The following are funded out of the electronic motor carrier permit fund 276 on an ongoing basis:
  - 1 permit supervisor
  - 2 permit technicians
  - 1 records technician
  - 3 administrative assistants
  - 2 crash assistance program specialists (currently partial)
  - Soft body armor (request to increase and move to general)
  - AED pads (removed as special fund 3% reduction)
  - Taser cartridges (removed as special fund 3% reduction)

## SECTION 4. PAYMENTS TO HIGHWAY PATROL OFFICERS

- 200.00 monthly unvouchered expense



# BILLS IMPACTING AGENCY



Senate Bill 2120	NDHP Retirement System
Senate Bill 2075	Intrastate Driver Exemptions
Senate Bill 2083	Crash Scene Image Exemptions
Senate Bill 2098	State Alert Notice System
House Bill 1038	Uncrewed Aerial Vehicle Replacement Program
House Bill 1199	Missing Indigenous People Task Force



# SENATE BILL 2120

- Introduced by State and Local Government Committee (North Dakota Public Employees Retirement System)
- \$35.7 million into the ND Highway Patrol Retirement System
- Increase funded liability to 90% as of January 1, 2026



# HIGHWAY PATROL RETIREMENT SYSTEM MISPERCEPTIONS

- **Do most troopers retire at age 50?**
  - Early retirement would result in a 6% reduction per year in benefits prior to age 55 (e.g., 30% less at age 50 absent the rule of 80)
  - The mandatory retirement age is 60
- **Can troopers retire early with full benefits?**
  - Troopers are vested after 10 years of service (versus 3 years for Main/Public Safety plans)
  - Retirement benefits are calculated using the multiplier which is 3.6% for the first 25 years and then 1.75% thereafter
- **Do troopers get social security benefits?**
  - Troopers do not pay into social security – there are no employee/employer contributions
  - Troopers do not earn social security service credits while working for the NDHP

# PERS PLAN COMPARISON

PERS Plans - As of January 2025	Main	Public Safety	Highway Patrol
Employee PERS Contribution*	3	1.5	11.3
Employee Social Security Contribution	6.2	6.2	0
<b>Total Employee Contribution</b>	<b>9.2</b>	<b>7.7</b>	<b>11.3</b>
Employer PERS Contribution	12.26	11.93	25.7
Employer Social Security Contribution	6.2	6.2	0
Medicare	1.45	1.45	1.45
Health Insurance Credit	0	1.14	1.14
<b>Total Employer Contribution</b>	<b>19.91</b>	<b>20.72</b>	<b>28.29</b>
<b>Total Combined Contribution</b>	<b>29.11</b>	<b>28.42</b>	<b>39.59</b>
<b>Vesting</b>	<b>3 years - age 65</b>	<b>3 years</b>	<b>10 years</b>
<b>Early Retirement Age</b>	<b>60</b>	<b>50</b>	<b>50</b>
<b>Normal Retirement Age</b>	<b>Rule of 90 - age 65</b>	<b>Rule of 85 - age 55</b>	<b>Rule of 80 - age 55</b>
<b>Benefit Formula</b>	<b>1.75%</b>	<b>1.75%</b>	<b>3.6% for 25 years then 1.75%</b>
<b>Early Retirement Reduction</b>	<b>8%/year</b>	<b>6%/year</b>	<b>6%/year</b>

*\*Factoring 4% of employee portion covered by the state.*



# ADAPTIVE HIRING PRACTICES

- Military police waiver
- Accelerated academy program
- Updated education requirements
- Added a designated recruiter
- Policy updates- tattoos, inclusivity for women, etc.
- Virtual testing option maintained from COVID era



# DANGEROUS & UNFORGIVING PROFESSION

## Officer-Involved Shootings in North Dakota in 2023-24

- 
1. Feb 25, 2023 McLean County SO\*
  2. Feb 25, 2023 Ward County SO\*
  3. Apr 5, 2023 Mckenzie Co
  4. Apr 22, 2023 Burleigh County SO
  5. Apr 22, 2023 Bismarck PD
  6. Jul 14, 2023 Fargo PD
  7. Nov 12, 2023 Bismarck PD
  8. Jan 30, 2024 NDBCI
  9. Mar 22, 2024 Grand Forks PD
  10. Mar 23, 2024 Grand Forks County SO
  11. Jul 23, 2024 Williston PD
  12. Sep 3, 2024 ND Highway Patrol\*
  13. Sep 3, 2024 Morton County SO\*
  14. Sep 12, 2024 Nelson County SO
  15. Sep 26, 2024 Renville
  16. Oct 25, 2024 Dickinson PD
  17. Oct 25, 2024 Minot PD
  18. Nov 13, 2024 Fargo PD
  19. Dec 3, 2024 Jamestown PD



# DANGEROUS & UNFORGIVING PROFESSION

## 2023-2024

- 1 NDHP shooting, Sept 3, 2024
- 9 Squad cars totaled by the public
- 11 Assaults on troopers
- Northwest North Dakota fires





# HIGHWAY PATROL - SB 2011

