

MICROFILM DIVIDER

OMB/RECORDS MANAGEMENT DIVISION
SFN 2053 (2/85) 5M



ROLL NUMBER

DESCRIPTION

1152

2007 HOUSE EDUCATION

HB 1152

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. **HB 1152**

House Education Committee

Check here for Conference Committee

Hearing Date: **10 January 2007**

Recorder Job Number: **None**

Committee Clerk Signature



Minutes:

Chairman Kelsch opened the hearing of HB 1152.

Representative Mark S. Owens, District 18, introduced the bill. This authorizes the highway patrol to recruit qualified college students to serve as interns in each of their 8 districts in ND.

Colonel Bryan Klipfel, Superintendent of the ND Highway Patrol, testified in favor of the bill. **(Testimony attached.)** He discussed the difficulty in finding qualified recruits for the agency. To recruit, hire, train and equip a new trooper costs in excess of \$40.0. The intent of the internship program is to bring in top student talent to understand the duties and responsibilities of a trooper and hopefully allow them to evaluate whether the intern has what it takes to become a trooper.

Representative Solberg: You mentioned you require a 2 or 4-year college degree. Does it need to be in any specific major?

Klipfel: Any major. We just require a degree and it can be two-year or four-year.

Representative Haas: How long would the internship be?

Klipfel: For the summer. We will also work with universities to help them fulfill their internship requirements.

Representative Herbel: What can an intern expect in this program?

Klipfel: We will have a selection process to insure they meet the mental and physical as well as the other requirements to become a trooper.

Representative Johnson: When did you start requiring the college degree? There is a high demand for college grads.

Klipfel: The requirement was there when I arrived in 1972. Yes, we realize that.

Representative Wall: Have you investigated what colleges have internships?

Klipfel: UND, Jamestown, etc. We need to develop the qualification requirements and then work with the colleges.

Representative Hunskor: If interns did not want to serve in some districts, would you place more than one in others?

Klipfel: We would try to get an equitable distribution.

Representative Mueller: Have you looked toward the National Guard as a possible recruitment pool? Those people are very impressive.

Klipfel: We do recruit from the guard.

Representative Hanson: What is your drop out rate?

Klipfel: Not bad. About 8.6%. Last year 4 left and 6 or 7 retired. We do spend a lot on training and need to retain our troopers.

Representative Herbel: What is your ratio of men to women?

Klipfel: Not good. Of 138 sworn officers, only 4 are female. We try hard to recruit more women but have not been successful.

Chairman Kelsch informed the committee that the \$150.0 appropriation in this bill is not in the present budget and the bill will have to be re-referred to the Appropriations Committee.

There being no further testimony, Chairman Kelsch closed the hearing of HB 1152.

Representative Mueller moved a "Do Pass and re-refer to Appropriations" for HB 1152.

Representative Hunskor seconded.

Discussion:

Representative Wall: One concern I have is that we are opening the door for every department to seek and fund interns.

Chairman Kelsch: Good point. I have a bill that would provide six to Washington DC at \$5,000 each. The Department of Commerce appropriated for internships, but Highway Patrol is different.

Representative Johnson: I understand the difficulty in hiring when they require a degree. They can go to a city or municipality and earn more. You have to love what you do. Highway Patrol is a different job.

Chairman Kelsch: My son did an internship in the governor's office. It gave him a whole new outlook on the professional options that were around.

The vote was called and roll call vote taken: Yea: 13, Nay: 0, absent: 0.

Representative Karls will carry the bill.

Date: 10 Jan 07
Roll Call Vote #: 1

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1152

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken No Pass + refer to Appropriations

Motion Made By Mueller Seconded By Hunskor

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch	✓		Rep Hanson	✓	
V Chairman Meier	✓		Rep Hunskor	✓	
Rep Haas	✓		Rep Mueller	✓	
Rep Herbel	✓		Rep Myxter	✓	
Rep Johnson	✓		Rep Solberg	✓	
Rep Karls	✓				
Rep Sukat	✓				
Rep Wall	✓				

Total Yes 13 No 0

Absent 0

Floor Assignment Karls

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE (410)
January 10, 2007 12:33 p.m.

Module No: HR-06-0398
Carrier: Karls
Insert LC: . Title: .

REPORT OF STANDING COMMITTEE

HB 1152: Education Committee (Rep. R. Kelsch, Chairman) recommends DO PASS and BE REREFERRED to the Appropriations Committee (13 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1152 was rereferred to the Appropriations Committee.

2007 HOUSE APPROPRIATIONS

HB 1152

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. 1152

House Appropriations Committee
Government Operations Division

Check here for Conference Committee

Hearing Date: 1/22/07

Recorder Job Number: 1602

Committee Clerk Signature

Amya Vogel

Minutes:

Chairman Carlson opened the meeting on House Bill 1152. A bill for an act to create and enact a new subsection to section 39-03-13 of the North Dakota Century Code, relating to a highway patrol internship program; to provide an appropriation; and to provide for application.

Representative Owens spoke in support of the bill. See attached testimony 1152.1.22.07A.

The Education Committee recommends a Do Pass by vote of 13-0.

The appropriation request is for \$150,000 for the biennium. The bill is designed to fund the administration of the system and to provide stipends for the students. There is no set amount for the stipends. That will be left up to the administration. The program is restricted to students in North Dakota universities.

Representative Kempenich: How would they keep them here? Is there some type of requirement that would keep them in the patrol in ND?

Representative Owens: This is merely an internship program, an apprentice program if you will. The agency will create a competitive nature so they can administer eight students per summer to introduce these people to the North Dakota Highway Patrol. It is not obligating them to become a trooper nor giving them educational credits.

Chairman Carlson: How did you come up with the figure of \$75,000 per year?

Representative Skarphol: It is only applicable for one year. In section three of the bill it states that it cannot begin before May 1, 2008.

Chairman Carlson: So its \$150,000 for one summer?

Representative Owens: No it is supposed to be ongoing. It is \$150,000 for a biennium. The reason this bill is starting now is the summer will be half over by the time the bill was into law. The North Dakota Highway Patrol need time to develop the program.

Chairman Carlson: It is meant for eight people?

Representative Owens: A maximum of eight.

Chairman Carlson: That is \$9,300 per person. Plus the administrative costs would come out of that I am assuming.

Representative Williams: Where did this idea come from?

Representative Owens: It came from listening to the Governor's Budget on the radio while I was driving to Bismarck. I was listening to the fact that it was growing state government, I think the total budget was somewhere around 100 people. I was wondering where those 100 people were. If you grow state government it is an ongoing expense. Out of that 100 or so, eleven of them are in the North Dakota Highway Patrol. I am familiar with the problems of the patrol as far as recruitment not only in ND but a good friend of mine is the Colonel in Nebraska as well. I started researching and found that a number of states have highway patrol specific internships. Not to mention that a lot of police departments around in various cities have internships. I started looking into that. Before I even constructed the bill, I visited with Colonel Klipfel to make sure that it is something he would remotely be interested in, because if he is not interested in administering the program then there is no sense in putting the bill forward. The \$150,000 was

a creation of my own. I was estimating x number of dollars for interns for each district plus about \$48,000 per year to manage the program. That is where the \$150,000 came up.

Representative Williams: For the three months in the summer, how big of a stipend is it for an individual?

Representative Owens: I was toying with the idea of about \$2000 per month. I was going to leave that up to the agency to decide based on their expenditures and what they need to get people in the program to entice people to come into the program.

Vice Chairman Carlisle: What other entity does this? The way I am looking if we do something like this it could open the door for BCI agents or people looking at this. Are there other entities in state government that offer programs like this?

Representative Owens: I am not completely aware and I did not research as far as other state agencies within North Dakota. Other than the North Dakota Internship Program which I am not real clear on.

Vice Chairman Carlisle: Legislative Council, would the Commerce budget work for something like this?

Allen Knudson: I believe in the Commerce Bill the Governor has a proposal for internships.

Chairman Carlson: There is \$400,000 in the Governor's Budget but they were more related to college internships.

Vice Chairman Carlisle: The money is already here it is a matter of if the committee decides to do a little redirection.

Chairman Carlson: So this bill was not requested, it was yours to provide internships because of the inability to fill positions and the retirement ages, if you look at the retirement ages of a lot of various government positions, you will find there is quite a few people on the bubble.

Representative Owens: I take sole blame for this bill.

Representative Kempenich: Did you get any similar legislation out of any of these other states?

Representative Owens: I did not look to see if they had legislation. It appeared just in a couple of places. The only legislation I saw was regarding city internships. A lot of the current internships seem to be internal within the agencies.

Representative Kempenich: This looks like a law enforcement type deal. Not just highway patrol. You could look at this in a lot broader of an area.

Chairman Carlson: Col. Klipfel, do we not require a four year degree of our troopers now?

Col. Klipfel: That is correct.

Chairman Carlson: So we are talking college graduates coming into the field.

Colonel Bryan Klipfel from the North Dakota Highway Patrol spoke in support of this bill. See attached testimony 1152.1.22.07B.

Col. Klipfel stated that the troopers are not like other state employees in that they have a 22 week training program, a unique selection process; it costs a lot of money to recruit, equip and train. This is paid by the taxpayers.

Chairman Carlson: So you are supportive of the bill?

Col. Klipfel: I am supportive but I think I need to really put a lot of pencil to paper. The \$150,000, I am not saying that we need that much but I think we need to look at it. Maybe we would need \$100,000.

Representative Kroeber: When you looked at 2004, you had 109 applications and you tested 65, how many positions did you have available?

Col. Klipfel: In 2004 we had ten positions

Representative Kroeber: In 2005?

Col. Klipfel: 14

Representative Kroeber: 2006?

Col. Klipfel: 16

Representative Williams: Looking at the numbers that you had tested here, and looking at an internship program where you would have eight or so students, is that money well spent when you think of the stipend cost?

Col. Klipfel: What you are trying to do with the internship program is you are trying to expose the student or potential applicant to the job. These interns may or may not get hired. They would be subject to the same testing and application process as anyone applying.

Chairman Carlson: I am having trouble imagining what an intern would do? You put them through a lot of training. It said somewhere that you spend \$40,000-50,000 to get a recruit through the stages of training. But yet you are taking an inexperienced person and putting them in a patrol car with a trooper. Some of the things you come across are not pretty.

This is not like having an intern in computer science.

Col. Klipfel: We would probably work with some of our troopers doing truck inspections, direct traffic during sobriety check points. We have had interns in the past from some of the colleges. It is sometimes difficult to find work for them because our troopers are used to working single.

Chairman Carlson: In my biased opinion, I would think that I offered you \$150,000 and said find a way to recruit more good troopers that you probably would not pick the internship program. You would probably pick some other way to train and retain them.

Col. Klipfel: To be honest with you, if you wanted to say what is the best way to recruit more troopers, it would be to get the pay up.

Representative Kempenich: The people you have down in the academy right now, are they on a salary? When do they start getting paid?

Col. Klipfel: As soon as they are hired and they start the training academy they are full time state employees. They don't get paid as much when in the academy as they do when they hit the road but they have all of the state full time employee benefits.

Representative Skarphol: Do other law enforcement agencies in state government have similar problems recruiting officers for example Game and Fish or BCI other investigative arms of state government?

Col. Klipfel: Yes they do. The only one that probably doesn't have the same problem is Game and Fish.

Representative Skarphol: Would there be value in having a program where people who may be interested in law enforcement as a career could get exposed to a wider venue of what is available in government as far as law enforcement where they would get some exposure to your department and some exposure to the other state agencies? How would we accomplish that would an internship work in that regards?

Col. Klipfel: I think it would. You could have some sort of selection process. Then for several weeks the intern could work with the patrol, then for several weeks they could work for BCI and the same with Game and Fish.

Representative Skarphol: What kind of exposure time wise would there need to be for your department to give them a good feel for what it would be like to be a highway patrol officer?

Col. Klipfel: With this program I was thinking there would be a selection process. You would probably have a week or two of some sort of training at the academy talking about some of the basic duties and responsibilities. A month would probably be fine.

Representative Kroeber: You have 163 applications. You test 124. How many of those will pass?

Col. Klipfel: We start out with a written test, and then we have an oral interview board. As far as elimination from the written test there is a handful. The oral interview board will eliminate quite a few of them. By the time we have a full list we have 35 applicants. Then with the 35 they have to go through the psychological and medical exam. That has also eliminated some.

Representative Kempenich: What would be the age of the interns?

Col. Klipfel: I would in vision from the summer between sophomore and junior year to the summer before senior year.

Representative Williams: You have problems attracting qualified people. Once you have them, do you have many problems retaining them?

Col. Klipfel: That has been a problem for the last five or six years. Last February, we graduated 14 recruits out of the academy. Out of the 14 we had one recruit quit after a month. We had to terminate one because he could not make it through the probation period. And we had another one resign too.

Chairman Carlson: What I am struggling with is if you are going to spend \$150,000. When they get all done they still have to go into a pool of 163 applicants and take tests and meet all of the qualifications. Maybe one of those eight interns might actually end up qualifying in the end. If I was going to spend \$150,000 out of you budget I would probably pick somewhere else.

Col. Klipfel: I agree. There is no guarantee. It would just give us an opportunity to view the individual and for them to view our agency.

A motion was made by Representative Williams, seconded by Representative Skarphol as a recommendation to the House Appropriation Full Committee as a DO NOT PASS with a vote of 8-0. The bill will be carried by Representative Williams. Vote is on recorder job number 1605.

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. HB 1152

House Appropriations Committee

Check here for Conference Committee

Hearing Date: January 29, 2007

Recorder Job Number: 2092

Committee Clerk Signature

Shirley Branning

Minutes:

Chm. Svedjen called the meeting to order to take up HB 1152, a bill relating to a highway patrol internship program, by calling on **Rep. Williams** to explain the bill.

Rep. Williams described the bill and explained that it came from the Education Committee. It was reviewed in the Government Operations Committee and voted down because of a pay schedule and retention issue. It has funds over and above the governor's budget recommendation. The Highway Patrol was lukewarm, this is not a priority.

Rep. Williams moved a Do Not Pass to HB 1152. **Rep. Kempenich** seconded the motion. The Do Not Pass motion carried by a roll call vote of 23 yea, 0 nay and 1 absent and not voting. **Rep. Williams** will carry the bill.

Date: 1/22/07

Roll Call Vote #: _____

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 1152

House Appropriations- Government Operations Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken DO NOT PASS

Motion Made By WLC Seconded By SKA

Representatives	Yes	No	Representatives	Yes	No
Chairman Al Carlson	X		Vice Chairman Ron Carlisle	X	
Rep Keith Kempenich	X		Rep Bob Skarphol	X	
Rep Blair Thoreson	X		Rep Eliot Glassheim	X	
Rep Joe Kroeber	X		Rep Clark Williams	X	

Total Yes 8 No 0

Absent _____

Floor Assignment Williams

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE (410)
January 30, 2007 9:28 a.m.

Module No: HR-19-1495
Carrier: Williams
Insert LC: . Title: .

REPORT OF STANDING COMMITTEE

HB 1152: Appropriations Committee (Rep. Svedjan, Chairman) recommends DO NOT PASS (23 YEAS, 0 NAYS, 1 ABSENT AND NOT VOTING). HB 1152 was placed on the Eleventh order on the calendar.

2007 TESTIMONY

HB 1152

House Bill 1152 – Highway Patrol Internship Program
Submitted by
Colonel Bryan Klipfel, Superintendent

HB 1152
10 Jan 07
Same given to House Appropriates

January 10, 2007

Good morning, Madam Chair and members of the House Education Committee. My name is Bryan Klipfel and I am Superintendent of the North Dakota Highway Patrol.

This past year, the Highway Patrol completed a Strategic Plan. One of the major challenges identified during the Strategic Plan process was the recruitment and retention of troopers. This is a problem affecting law enforcement throughout the nation.

Currently, we have been using the traditional methods of recruiting troopers. We have used job fairs, television, newspaper, and referral bonuses as a way to obtain more applicants. As you can see from the chart, our number of applicants has dropped considerably since 1997.

YEAR	APPLICATIONS SUBMITTED	APPLICANTS TESTED
1997	283	210
1999	177	152
2000	108	66
2002	112	77
2003	110	70
2004	109	65
2005	151	87
2006	163	124

16 positions

Current hiring requirements include a four-year degree or a two-year degree with two year's work experience in service occupations. We also require an extensive background, medical examination, and psychological evaluation prior to employment. Once employed, these new employees receive a total of 22 weeks of classroom/practical training and participate in an eight week field training program.

We estimate the costs for recruiting, hiring, training, and equipping each new trooper to be in excess of \$40,000.

The highway patrol internship gives us a tool to bring more interns into the agency for a premier internship experience. This program will aim to become a sought after internship experience for some of the top student talent.

The program benefits would include student development, understanding of the duties and responsibilities of a trooper, change the image of the NDHP, and allow us to evaluate whether the intern has what it takes to be a trooper.

The Highway Patrol would develop a selection process, implement a training program, and manage the work schedule of the interns.

Thank you, Madam Chair. I would be happy to answer any questions you have at this time.

HB 1152

Mr. Chairman, Committee members,
Rep. Mark S. Owens, District 18, Grand Forks, ND.

House Bill 1152 authorizes the highway patrol to develop an internship program for interested and qualified North Dakota college students.

With retirements across the state within the agency;
and the Governor's budget calling for the addition of 11 new FTE positions, recruitment of highly qualified individuals becomes a critical issue.

This program will allow current qualified North Dakota college students to explore the opportunities within the Highway Patrol from our own sources right here in the state, while allowing the Highway Patrol to get to know future potential applicants.

The bill does not micromanage the design, delivery or administration of the program. This is left to the agency. The desire however is a single intern for each of the 8 districts across the state.

Section 1. of HR 1152 provides for

The development, planning and administration of a summer internship program for qualified North Dakota college students interested in a career in the North Dakota Highway Patrol at one intern position per district across the state.

Section 2 of HR 1152 provides:

the appropriation of \$150,000/\$75,000 annually for the program to provide for the annual operations and student stipends.

Section 3 of HR 1152 provides:

For the initiation of the program.

I offer this bill for your consideration.

NOTES:

Similar programs across the US include:

New York
Delaware
Illinois
New Jersey

Rhode Island
Connecticut
Arkansas
Maryland

Not to mention numerous city and local internship program across the nation.