

2001 HOUSE GOVERNMENT AND VETERANS AFFAIRS

HB 1317

2001 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB 1317

House Government and Veterans Affairs Committee

☐ Conference Committee

Hearing Date 1-26-01

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Committee Clerk Signatur	Pohia	o Small	and the state of t

Minutes:

REP. M. KLEIN called the meeting to order with all committee members present.

In favor:

REP. EKSTROM introduced the bill. Please see attached testimony.

REP. M. KLEIN asks if the population is increased, doesn't that increase additional problems?

EKSTROM replies that she is for domestic immigration.

REP. HUNSKOR asks if there are agencies that perform these functions? EKSTROM replies that the primary focus has been from the economic people, to get the jobs here.

REP. M. KLEIN asks about the division of higher education that EKSTROM has in the bill, and a division in the department of commerce. Are we creating two bureaucracies? EKSTROM replies that if SB 2032 does not pass, to create a department of commerce, they want to put it under another bill.

Page 2
House Government and Veterans Affairs Committee
Bill/Resolution Number HB 1317
Hearing Date 1-26-01

REP. KLEMIN asks why the board of higher education? EKSTROM replies that LARRY ISSAC was initially agreeable having it a part of higher education, the more he thought about it then he changed his mind to no. But he is very much in favor for the idea of immigration.

REP. BELLEW asks why this department was eliminated in the first place? EKSTROM replies that she has a document that talks about immigration in the state. They had hit a peak, and thought that it would continue to grow, so they didn't think they had a need to bring more immigrants here. So it then was abandoned.

REP. KROEBER asks how would this go along with the Homestead bill that they are working on in congress? <u>EKSTROM</u> replies that it would go hand in hand with what they are already trying to do. <u>REP. KROEBER</u> asks if that id the program that they bring people in that are highly trained? <u>EKSTROM</u> states, yes that is right.

REP. DEVLIN asks about the department of commerce that should pass, and isn't a little premature to already be changing it, we haven't even been able to see it work? EKSTROM replies that she agrees. EKSTROM wants to get this out, but it is only a baby step. Let's get people to North Dakota. REP. DEVLIN asks isn't E.D & F. doing that? EKSTROM replies that they are doing a great job. REP. DEVLIN states that E.D & F. has the people in place doing those things. Those agencies are doing these things. REP. DEVLIN comments that EKSTROM has not proven that the agencies are not doing their jobs. REP. DEVLIN states a personal opinion of each county having their own immigration department.

Neutral:

TED QUANRUD, NORTH DAKOTA DEPARTMENT OF AGRICULTURE

Please see attached testimony.

Page 3
House Government and Veterans Affairs Committee
Bill/Resolution Number HB 1317
Hearing Date 1-26-01

Action was taken later that afternoon. <u>REP. KASPER</u> motioned for a DO NOT PASS, seconded by <u>REP. BELLEW</u>. The roll call vote was taken, with 14 yes, 1 no, 0 absent and not voting. The carrier of the bill is <u>REP. BRUSEGAARD</u>.

HB 1317: DO NOT PASS 14-1-0

CARRIER: REP. BRUSEGAARD

FISCAL NOTE

Requested by Legislative Council 01/17/2001

Bill/Resolution No.:

HB 1317

Amendment to:

1A. State fiscal effect: Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	1999-2001 Biennium		2001-2003	3 Biennium	2003-2005 Biennium		
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds	
Revonues		<u> </u>				programme, and all desires providing to the first color of the profile of the second o	
Expenditures			\$177.265	auguse forficiologia is addining co pud recollegia accedi primitivacio, y n	\$185.000	and registers (). But they are use also and registrations is bound to the observation of	
Appropriations				and the part of th		Si a que la bacció ma uscure militarque acres diferencia de de reliqu	

1B. County, city, and school district fiscal effect: Identify the fiscal effect on the appropriate political subdivision.

	1999-2001 Biennium			2001-2003 Biennium			2003-2005 Biennium		
	Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts
[

2. Narrative: Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

This fiscal note includes one FTE at a salary of \$4.885 per month and \$25,000 for operating expenses and \$5,500 for equipment.

- 3. State fiscal effect detail: For information shown under state fiscal effect in 1A, please:
 - A. Revenues: Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.
 - B. Expenditures: Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.

Salary \$146,765

Operating 25,000

Equipment 5,500

C. Appropriations: Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

Name:	Pam Sharp	Agency: OMB
Phone Number:	328-4606	Date Prepared: 01/25/2001

			Date:	1-26-01		
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Motion Made By Rasper		Se By	conded	Bellew		erhann a dh' - Adhlinda a saith
Representatives	Yeş.	No	Rei	presentatives	Yes	No
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VICE CHAIR GRANDE	V					
REP BELLEW	V					
REP BRUSEGAARD	V					
REF CLARK	-		-			
REP DEVLIN					-	
REP HAAS	V					
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REP CLEARY						
REP HUNSKOR						
REP METCALF						
Total (Yes) 14		No				
Absent						
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REPORT OF STANDING COMMITTEE (410) January 26, 2001 12:34 p.m.

Module No: HR-14-1718 Carrier: Brusegaard Insert LC: Title:

REPORT OF STANDING COMMITTEE

HB 1317: Government and Veterans Affairs Committee (Rep. M. Klein, Chairman) recommends DO NOT PASS (14 YEAS, 1 NAY, 0 ABSENT AND NOT VOTING). HB 1317 was placed on the Eleventh order on the calendar.

2001 TESTIMONY

HB 1317

HB 1317 Division of Immigration January 26, 2001

Good Morning Chairman Klein and members of the committee. My name is Mary Ekstrom. I am a Representative from District 11 in South Fargo.

House Bill 1317 proposes the creation of a Division of Immigration under the new Department of Commerce. The original Board of Immigration was formed in 1913 and was abandoned as a concept in the 1930's. The lack of growth in our population, out migration, and labor shortages all point to the need to reestablish a division in State government to promote and encourage both foreign and domestic immigration to our state.

Other states like Iowa have been particularly innovative in their approach to dealing with the shortage of people in their state. I have enclosed an excerpt from Iowa's plan called, 'Iowa 2010'.

While we did grow a little according to the last census, we did not experience the increase in population that the states surrounding North Dakota enjoyed. We need to find out why and reverse the trend. Many of the problems that we face as legislators would be helped by having a larger population base. We need more tax revenue to address all of the infrastructure needs that we now ponder, be it roads, schools, or hospitals. The only alternative solution would be to raise taxes - which is not acceptable.

We need to resettle this land and educate people on the wonders and beauty of our state. As many of you know, I am a transplant to North Dakota. I moved here in 1989 from Richmond, Viriginia. I grew up in Baltimore, MD. I know that there are many others who would move here if they knew what a great place this is. In coordination with our efforts to create new jobs to attract people, we need to publicize the benefits of the state to draw people with skills, entrepreneurship and dreams.

We all know how beautiful North Dakota can be. During my last campaign I drove past a lovely rolling plain up near Minot. In the center of this great wide open land were two pick-up trucks parked head to head. I envisioned a poster for smoggy, noisy, crowded Los Angeles. "Know Open Spaces" with a picture of trucks parked in a meadow with nothing but beauty and peace for miles around. I know that it would be appealing to those poor people who endure hours of commuting, who don't know their neighbors, and live in fear for their children. North Dakota has so much to offer - we just need to get the word out.

ND NEWSPAPER ->-7 CLIPPING SERVICE 1 1 1435 Interstate Loop Bismarck, ND 58501 JUL 1 5 1999

Fargo, The Forum

Isaak: Boost-N.D. population with immigration office the state's population, ed facts and statistics about North we could add he quipped.

By Janell Cole 3 Forum Capitol Correspondent

BISMARCK, N.D. - To increase the state's population, North Dakota's higher education chancellor has proposed oringing back a state government office hat has not existed in decades.

Speaking to the Legislature's interim ommerce and Labor Committee Monay Chancellor Larry Isaak said the iost critical factor in the state's ecoomic development efforts is increasing ie state's population.

"Therefore, charge a state entity with e primary responsibility to increase records, Isaak said the board distribut-



Isaak

tion. Isaak said the board into that."

knew how long it existed. Reading from old government jest.

nationally and inters and opportunities available to newcomes research on the Immigration Board with the committee.

This was done for The board published pamphlets and Isaak's comments came after he gave many years of state advertised far and wide touting the bent the interim Labor and Commerce Com- the Wall Street Journal (saying that)." hood through the state effits of living in the state, he said, Board of Immigra. It's fascinating to see the advertising. "Isaak said "I encourage you to delve

was formed in 1913. kap Eliot Glassheim, D-Grand Forks, merce Committee, at first responded in jections for the state.

"I see a new statewide elective office be able to furnish the state's businesses work 10 years ago.

through active promo. Dakota's natural resources and "social". But he also welcomed Isaak's informa-employees pos-tion, and recruitments conditions, and listed the advantages—tion, asking the chancellor to leave his—ness climate.

mittee the same speech he presented to ... The Greater North Dakota Association. the Legislature's interim Higher Educa- Gov. Ed Schafer and others have also ention Committee on June 30 - saying the dorsed the Higher Education Commitstate needs to study the higher education system and find out how it can play He did not say if he who is chairman of the Labor and Com- a key role in the future plans and pro-

and industries with the most advanced But he also welcomed Isaak's informa- employees possible for the future busi-

"What if North Dakota was known as the most technologically advanced Isaak's comments came after he gave state?" he asked. Think of an article in

tee's study.

The Higher Education Committee plans to work with the colleges and business and labor leaders to come up Isaak wants the university system to with a plan similar to the Vision 2000



Vital Signs pemographic Trends in the Midwest on the Eve of a New Century



NORTH DAKOTA

century ago, the majority of Americans still lived on farms and in small towns. That was especially so in the agrarian Midwest. Since World War II, however, rural residents have moved increasingly to metropolitan areas. The following article from the March 1998 issue of Stateline Midwest examined how North Dakota lawmakers are trying to maintain the viability of small towns. It was written by Laura A. Tomaka.

Rep. Robert Skarphol tells a story that is all too common with many families in North Dakota. He and his wife have three grown children, ages 24, 25 and 27, all of whom no longer live in the state. Their two oldest children graduated from the University of North Dakota and now live and work in Minneapolis. After attending UND for three years, their yourgest son now lives in Las Vegas where he is attending coilege.

"We are losing a lot of the young people that we educate," says Skarphol, a Republican from Tioga. "The jobs are just not available for them to stay in state, so they naturally migrate."

According to the U.S. Cerisus Bureau, North Dakota was the only state in the Midwest to suffer a population loss during 1/396. The state's 1997 population of 641,000 is down from 643,539 the year before. It has tended to decline since peaking at 680,845 in 1930.

Add to the recent population loss the fact that neighboring Minnesota — to which many North Dakotans move — had the fastest growing population in the region in 1998, and you find a state very concerned about retaining its residents and addressing the changing population.

Two migration trands are driving population changes in North Dakota. The first is migration out of the state, primarily among younger residents who leave in search of larger and more varied job markets.

"We always may in North Dakota that our greatest export is our children," says Rep. Pam Gulleson, a Democrat from Rutland, in the southeastern part of the state. "it's really unfortunate, but you can't really

blame them."

Secondly, the state's rural population is dwindling. As an agrarian state made up primarily of small towns, there are only nine cities with populations greater than 10,000. For the most part, these cities, such as Fargo, Bismarck and Grand Forks, are getting larger. And, except for a handful, the small towns and rural areas are getting smaller.

Gulleson sees both out-migration and the movement of residents from the small communities to the state's more populated cities as directly related to changes in agriculture — the state's number one industry.

"We are changing from many, many small family farms to more moderate-sized and large farms. The family farmers are having a real difficulty making a living and are being driven out. And their way of being able to keep their land is to rent it out to these larger farms. Then they're looking for work off the farms."

Recent reports show that money, as well as population, is flowing from small towns to larger cities. This undermines the economic foundations of these smaller communities. More and more, rural and small town residents drive to cities in search of the greater variety in goods and services.

"You'll see a lot of people that will go to Fargo once a month to buy a lot of groceries and all the other things that it takes to maintain a household," says Gulleson, who has a 100-mile drive to Fargo. "And it's a social outing. You head to one of the larger towns, do some shopping, take in a movie and

have dinner."

And while residents try to support local businesses, merchants still struggle in the face of competition. Skarphol sees the same thing going on around Tioga, a town of about 1,200 in the northwest part of the state.

"A small 'Mom and Pop' operation has a difficult time buying the goods they want to sell in a competitive situation with the Wal-Marts and the Targets and the large chain stores in the malls."

With the future of some communities uncertain,

the question of how to maintain the economic base is critical.
According to Gulleson, it is a matter of creating employment opportunities.

"I'm real concerned that in the future you will have fewer people being able to stay

out there because of economics," she says. "So the challenge for the Legislature is to work as hard as we can to find a number of other types of job markets, employers and opportunities for the state."

According to Gulleson, part of the problem is a lack of resources to attract business — a burden she believes the state should share. In recent sessions, the state has appropriated more to economic development, with some targeted to rural efforts and incentives to help small towns find

the resources they need.

North Dakota, like the region in general, has a very low unemployment rate. Worker shortages make it even more difficult to attract a new business to an area with sparse population.

"It's difficult to say that we can take in a business that needs 50 people, because you probably have to draw a 100-mile radius to get 50 people who are qualified and willing to work for that business," says Skarphol, vice chair of the Tioga Area Economic Development Corporation.

He shares Gulleson's concern for the future and argues that the

most important
thing for small
communities to
do is to
maintain what
they already
have, while
at the same
time trying
to create
new job
opportunities.

He feels, however, that the

NORTH DAKOTA VITALS

Population: 638,000

Rank: 47

Largest metropolitan area: Fargo-Moorhead

Population: 165,191

Rank: 177

Number of cities with more than 10,000 people: 9

Gross State Product: \$14.30 billion

mechanisms and incentives for development are already in place. And he believes the current population base will sustain smaller towns over the long haul.

"I think that we in rural areas have to become more creative in developing our own industry and we need to somehow educate people to take risks," says Skarphol. "That's difficult to do sometimes. It's a lot easier to find a job in the big city and be comfortable than to go back to your rural area and take a risk." •

IOWA 2010 GOAL 1

Nowa Welcomes a Diverse Population



By 2010: Iowa's population increases by 310,000 working people by retaining Iowans of all agest and welcoming diverse new residents, including immigrants, who perceive Iowa as providing economic, political, cultural and social opportunities.

owa is already exhausting its supply of chiled workers and the shortage will worsen as baby boomers retire in increasing numbers lowarmust significantly increase its population. The state must double its current growth rate to fill available jobs, maintain its current number of members of congress and reach the level of economic vitality necessary to sustain or enhance its current quality of life.

This growing population will define the dynamic lowa of the future. By welcoming new lowans to the state, communities will be possed for growth and success that will lead the state strongly into the future. Population growth is the heart of real change for lowa, and attracting more people to choose lowa as their home is the challenge of our future. Iowans will embrace diverse populations because of their contributions to our traditional values of strong work ethic, family life and mutual support and caring among individuals and communities.

Across the country, Americans will be drawn to the new face of lowa. The unique combination of traditional lowa values, innovative technology and quality jobs will draw people from coast to coast to the hearthand. Metropolitan residents will trade in long commutes, smog, noise and crowds for lowa's convenience, clean air, neighborliness and opportunity

Some new lowans will be familiar faces, lowans who have left the state for opportunities elsewhere will come home. They'll see the new face of lowa as a place they want to return to, bringing friends and family back to the place they love, that's now even better. The combination of technology, jobs and wages, education and an excellent quality of life will draw native lowans home.

As lowa has since its earliest history, the state must open its doors to those from other countries who siek the opportunities offered here. The nch cultural and ethnic traditions of many lowa commu-

The New Face of Iowa



"We need diversity and to be more aggressive in recruitment of a diverse population."

COMMENTS FROM LOWARS TO THE COUNCIL

mites showcase the diverse populations that make up Iowa. The Dutch tradition in Pella, the Czech neighborhoods of Cedar Rapids, the Tai Dam community in central Iowa and celebrations such as Juneteenth and Cinco de Mayo all iliustrate the important contributions of Iowans from other countries. By taking bold action, Iowa can become an international leader in immigration, welcoming people from around the world to its neighborhoods and communities. Through a growing international population, Iowa can expand its cultural and ethnic diversity, bring new shills and knowledge to the workplace and increase its role in the global marketplace. This infusion of diversified backgrounds in Iowa schools and communities will also offer a worldwide, world-wise education for Iowa children.

Population growth will not be limited to the urban areas of Iowa. Balanced population growth in rural areas and communities is necessary for healthy economic and cultural development.

As the new face of Iowa offers tremendous opportunity for people from a ound the country and around the world, so does a dramatic ricrease in population offer opportunity to



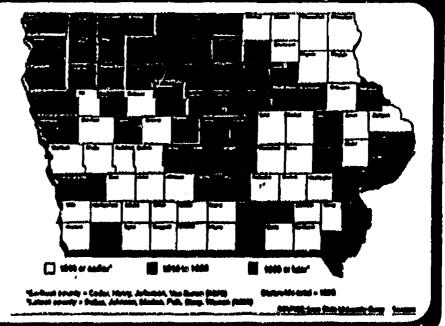
the state. This growth will expand business and industry, reenergize our communities and schools and strengthen the economy to provide additional services for all lowans.

lowa's Population History

Many counties in Iona recorded their highest populations before 1900. Cedar, Henry, Jeffersen, and Van Buren counties recorded population highs in 1870, the earliest of the counties in the state. Warren, Story, Polk, Manon, Johnson, and Dallas did not see population peaks until 1990.

Willis Goods, an Iona State University professor and population expert, said the reason some counties reached their highest population before 1900 — or between 1910 and 1930 — was because many were made up entirely of farming communities, which shrunk as the agriculture industry changed

Gondy said most counties with larger cities, such as Polk County, reached their peak populations after 1980 because the growing according produced more non-farming and white collections.



To make progress toward achieving this goal, the Council recommends the following actions:

- 1. Develop and implement strategies and policies to retain lowans and encourage former lowans to return, particularly college graduates. For example, foster innovative models and partnerships with businesses, the public sector and industry to encourage students educated in lowa to stay in lowa or return to lowa. Many other action steps in this plan directly or indirectly address retention. This action step calls for the Governor, Legislature, colleges and universities, schools, business, labor and others to develop and implement further specific steps to retain more lowans.
 - Examples include: school-to-work initiatives that connect teens with job prospects while they are still in high school, more internships to connect college students with lowa companies and other financial incentives to live and work in lowa. Create a public-private partnership to permit students who have attended lowa colleges or universities and who work for lowa companies following completion of their studies to be eligible for either (a) a financial incentive for each year of lowa employment up to a maximum of three years, or (b) annual financial assistance from employers to reduce student loan indebtedness.
 - Use Iowa's college and university databases to recruit alumni to "Come Home to Iowa" to raise their families. Bring the existing alumni-based marketing efforts up to scale.

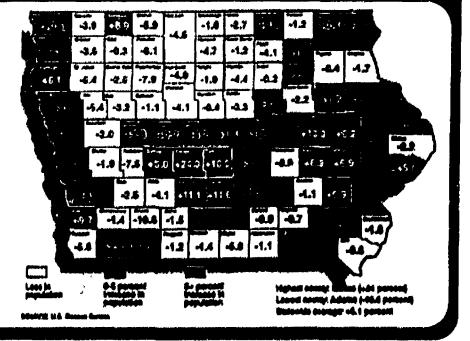
"My dream for the year 2010 is of Iowa as a community, a place where people care about and interconnect with each other throughout the state, a diverse land of people with a common interest in each other."

COMMENTS FROM IOWANS TO THE COUNCIL

- Develop "Centers of Rural Vitality," with a template center at Iowa State University, to help foster the revitalization of rural Iowa.
- 2. Request and obtain from Congress a designation of Iowa as an "immigration enterprise zone" with immigration targets that are not constrained by federal quotas. Request the assistance of the Immigration and Naturalization Service in the prompt processing of immigrants relocating to Iowa.
- 3. Establish regional "Diversity Welcome Centers" administered by the appropriate state agency or agency partnership to assist new residents with overcoming legal and cultural obstacles resulting from their relocation to lowa.
 - In addition to the other responsibilities for Iowa's
 "Diversity Welcome Centers," each center will be staffed

Population Comparison

This map shows the estimated population growth for each of Iowa's eventies from 1990 to 1998, according to U.S. Census Burran estimates released earlier this month. From 1990 to 1998, Iowa had \$1 counties that grew and 48 that lost population. The latest estimates reflect continued stagnant growth in rural parts of the state and stronger growth in and around the state's metropolitan areas, where jobs tend to be more plentiful. Only eight states had smaller population increases than Iowa from 1990 to 1998. Iowa's population grew by 3.1 percent during the period.



To achieve this goal lowa needs leadership from, among/others:

(issted alphabet cally)

- Businesses
- College A.d.
 Commission
- Congressional Delégation
- Fáith Communit es
- Covernor
- * Higher Education
- Fowa Department of Economic Development
- Towa Department of Human Rights
- Towa Finance
 Authority and Other 1
 Housing Stakeholders
- Towa Work force Development*
- Labor
- Legislature
- Local Governments
- Pural Associations
- · Schools

by a representative of lowa Workforce Development to serve all workers, targeting immigrant, refugee, limited or non-English speakers and undocumented alien workers, and providing information about their rights under state and federal labor lawstogether with information on how to pursue action against non-compliant employers. Information will cover wage and hour laws, worker com-

and hour laws, worker compensation, occupational safety and health, unemployment compensation, migrant and seasonal workers' protection, EEOC and non-discrimination, family and medical leave, Americans with Disabilities Act and other legislation assuming their rights as employees under state and federal law, including information and explanation of their rights to form

ing unit.

• Additionally, safeguards against exploitation of non-English speaking employees, especially those recruited from outside lowe, taist under lowa law. These safeguards include protection from illegal deductions from paychecks, a guarantee of qualified interpretets for non-English speaking workers and a disclosure of working conditions expected at

and join a collective bargain-

the worksite when recruiting out of-state workers and others. However, these are enforced on a complaint basis if at all. By the year 2003, the Iowa Workforce Development office will employ field workers to proactively enforce these vital worker protections.

- 4. The lowa Finance Authority, in cooperation with other housing stakeholders, will develop a comprehensive housing policy for the state of Iowa by the end of calendar year 2000. This process will:
 - Assess current housing stock and needs (establishment of baseline data);
 - . Quantify public resources and evaluate their impact to date,
 - Convene a housing task force and public forums for stakeholder and cutzen input;
 - Make recommendations for coordinated, targeted, efficient and effective use of public resources to improve the afford able housing environment in lowa.

Implementation of recommendations will occur during 2001 and 2002 through executive branch action, rule making and legislative initiatives.

5. Evaluate lowa's anti-discrimination laws and make a concerted effort to actively enforce them and strengthen them where needed. In particular, by 2002, amend the lowa Civil Rights Act to probabit discrimination on the basis of sexual orientation and gender identity. In 2000, designate the lowa Department of Human Rights to establish indicators an "baseline data and amoually record the status of progress toward this goal."

Lumas & Comm.

"We need more cultural diversity and to be more toterant of other people."

COMMENTS FROM IOWANS TO THE COUNCIL

To measure progress toward this goal, lowans should evaluate the following indicators:

- 1. The population of lowa.
- 2. Comparison of non-white to white graduation rates from high schools, vocational schools, community colleges, four-year colleges and universities.
- Changes in levels of complaints filed with the Iowa Civil Rights Commission based on race dis-
- crimination and determined valid by the Commission.
- 4. Demographics of the w lowe residents.
- Percentage of lowa high school seniors who pursue post-secondary education and who enroll at lowa community colleges, four-year colleges and universities.
- The number of graduates of lowal higher education institutions who remain in the state following graduation or return after five to seven years.
- 7. Percentage of lowans who are homeowners.
- 8. Percentage of lowans living in substandard housing

COMMISSIONER OF AGRICULTURE ROGER JOHNSON



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Testimony of Ted Quanrud
Public Information Specialist
North Dakota Department of Agriculture
House Bill 1317
House Government and Veterans Affairs Committee
Fort Union Room
January 26, 2001

Chairman Klein and members of the House Government and Veterans Affairs

Committee: I am Ted Quanrud, public information specialist in the North Dakota

Department of Agriculture. I am here today to speak on HB 1317.

The North Dakota Department of Agriculture has no objection to the bill or its purpose. I am here today to inform the committee that the records of the commissioner of immigration specified in Section 4-01-20 apparently no longer exist.

Historically, the office of Commissioner of Immigration was included in the office of Commissioner of Agriculture and Labor. In 1933, the Legislature abolished the office of Commissioner of Immigration and directed that the records of that office be kept in the Department of Agriculture and Labor.

It is our belief that some time in the past 67 years, those records were either inadvertently or intentionally discarded. A careful search of the Department of Agriculture offices and storage areas has failed locate these records. Employees of the Department, one of whom has been with the Department for 35 years, are unable to recall any such records.

At the request of the Department of Agriculture, the State Historical Society of North Dakota searched its archives but unfortunately did not find the records.

Chairman Klein and committee members. I would be happy to answer any questions you may have.