

**FISCAL NOTE**  
**Requested by Legislative Council**  
**01/19/2017**

Amendment to: SB 2054

- 1 A. **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.*

	2015-2017 Biennium		2017-2019 Biennium		2019-2021 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
<b>Revenues</b>				\$(2,000,000)		\$(2,000,000)
<b>Expenditures</b>						
<b>Appropriations</b>						

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

	2015-2017 Biennium	2017-2019 Biennium	2019-2021 Biennium
<b>Counties</b>			
<b>Cities</b>			
<b>School Districts</b>			
<b>Townships</b>			

- 2 A. **Bill and fiscal impact summary:** *Provide a brief summary of the measure, including description of the provisions having fiscal impact (limited to 300 characters).*

SB2054, as amended, provides a 25% tuition and fees waiver at a state institution of higher education for peace officers licensed per NDCC chapter 12-63 with at least two years employment experience. Tuition waivers are capped at \$1.0 million per year.

- B. **Fiscal impact sections:** *Identify and provide a brief description of the sections of the measure which have fiscal impact. Include any assumptions and comments relevant to the analysis.*

The bill, as amended, provides for a 25% tuition and fees waiver for licensed peace officers attending state institutions of higher education in pursuit of an associates or baccalaureate degree. Officers must have a minimum of two years employment experience. Officers must maintain satisfactory performance with their employer while attending the institution. Eligibility extends for five years from receipt of the first waiver. The waiver applies to tuition and fees remaining after deducting federal financial aid and state scholarships/grants.

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.*

Tuition and fee revenue for the university system would decrease by approximately \$2,000,000 per biennium as a result of this bill. The financial impact per institution would vary depending on where the peace officer was enrolled.

According to the Office of the Attorney General, there are currently 1,050 licensed peace officers with two years of employment experience and a post-secondary education level below a baccalaureate degree. The potential impact of this waiver is approximately \$3.0 million per biennium; however, the engrossed version of the bill caps waivers at \$2.0 million per biennium.

The following assumptions were used in the calculation:

1. All qualified peace officers would participate in the program and would pursue a baccalaureate degree. Therefore, 2016-17 tuition and fee rates from the ND four-year, non-research institutions were utilized.
2. Section 1, subsection 1(a) requires peace officers to maintain satisfactory performance with their law enforcement

agency. As a result, part-time tuition rates rather than full-time tuition rates were used. Enrollment was estimated at 11 credits per semester for two semesters per year.

3. We are not able to estimate the impact of federal or state financial aid without having specific peace officer financial and statistical data.

Note: The actual financial impact will vary depending the number of peace officers enrolled, institution attended and the number of credits taken.

- 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.*

None

- C. **Appropriations:** *Explain the appropriation amounts. Provide detail, when appropriate, for each agency and fund affected. Explain the relationship between the amounts shown for expenditures and appropriations. Indicate whether the appropriation or a part of the appropriation is included in the executive budget or relates to a continuing appropriation.*

The executive budget does not include an appropriation to offset the revenue loss from this bill.

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**Agency:** ND University System

**Telephone:** 328-4116

**Date Prepared:** 01/19/2017

**FISCAL NOTE**  
**Requested by Legislative Council**  
**12/22/2016**

Bill/Resolution No.: SB 2054

- 1 A. **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.*

	2015-2017 Biennium		2017-2019 Biennium		2019-2021 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
<b>Revenues</b>				\$(14,163,654)		\$(14,163,654)
<b>Expenditures</b>						
<b>Appropriations</b>						

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

	2015-2017 Biennium	2017-2019 Biennium	2019-2021 Biennium
<b>Counties</b>			
<b>Cities</b>			
<b>School Districts</b>			
<b>Townships</b>			

- 2 A. **Bill and fiscal impact summary:** *Provide a brief summary of the measure, including description of the provisions having fiscal impact (limited to 300 characters).*

SB2054 provides a tuition and fees waiver at a state institution of higher education for peace officers licensed per NDCC chapter 12-63.

- B. **Fiscal impact sections:** *Identify and provide a brief description of the sections of the measure which have fiscal impact. Include any assumptions and comments relevant to the analysis.*

The bill provides for a full tuition and fees waiver for licensed peace officers attending state institutions of higher education in pursuit of an associates or baccalaureate degree, Officers must maintain satisfactory performance with their employer while attending the institution. Eligibility extends for five years from receipt of the first waiver. The waiver applies to tuition and fees remaining after deducting federal financial aid and state scholarships/grants.

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.*

Tuition and fee revenue for the university system would decrease by approximately \$14,163,654 per biennium as a result of this tuition waiver. The financial impact per institution would vary depending on where the peace officer was enrolled.

According to the Office of the Attorney General, there are currently 1,221 licensed peace officers that have a post-secondary education level below a baccalaureate degree and would qualify for this program. The \$14,163,654 decrease in tuition and fee revenue was calculated with the following assumptions:

1. All qualified peace officers would participate in the program and would pursue a baccalaureate degree. Therefore, 2016-17 tuition and fee rates from the ND four-year, non-research institutions were utilized.
2. Section 1, subsection 1(b) requires peace officers to maintain satisfactory performance with their law enforcement agency. As a result, part-time tuition rates rather than full-time tuition rates were used. Enrollment was estimated at 11 credits per semester for two semesters per year.

3. We are not able to estimate the impact of federal or state financial aid without having specific peace officer financial and statistical data.

Note: The actual financial impact will vary depending the number of peace officers enrolled, institution attended and the number of credits taken.

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.*

None

C. **Appropriations:** *Explain the appropriation amounts. Provide detail, when appropriate, for each agency and fund affected. Explain the relationship between the amounts shown for expenditures and appropriations. Indicate whether the appropriation or a part of the appropriation is included in the executive budget or relates to a continuing appropriation.*

The executive budget does not include an appropriation to offset the revenue loss from this bill.

**Name:** Tammy Dolan

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**Date Prepared:** 01/09/2017



**2017 SENATE EDUCATION**

**SB 2054**

# 2017 SENATE STANDING COMMITTEE MINUTES

Education Committee  
Sheyenne River Room, State Capitol

SB 2054  
1/10/2017  
Job Number 26722

- Subcommittee  
 Conference Committee

Committee Clerk Signature

*Sandy Baumgartner*

## Explanation or reason for introduction of bill/resolution:

Relating to higher education tuition and fees waivers for law enforcement officers

## Minutes:

#1 (p.1-3) #2 (1-2) #3 (1-2)

**Chairman Schaible:** Committee will come to order.

The roll: All members present except Senator Davison.

**Chairman Schaible:** With that we will open the hearing for SB 2054 and welcome to Senator Larson.

Senator Larson: See testimony #1 (p.1-3) Any questions?

**Chairman Schaible:** Best guess for what you consider a fiscal note would be a million, ½ million?

Senator Larson: My best guess would be ½ million.

**Chairman Schaible:** Would that be for a 25% waiver?

Senator Larson: That would probably be at less than a full waiver. If the committee feels that it needs to save this bill and idea, we need to also change that percentage. I would be open to that. We need to get started with some ability to recruit and retain officers.

**Chairman Schaible:** What would we say to institutions of higher education that come in and says they have to eat that cost.

Senator Larson: I went to a social event with a president of a college and I asked, "What do you do with the National Guard?" They have a 25% waiver. He said, "We just absorb the cost and are proud to do it." I would hope that the board of Higher Ed. would see the same amount of value in our police officers that defend them every day.

**Chairman Schaible:** Any other questions?

Senator Oban: I am curious why you decided to go with a waiver instead of a loan reimbursement, if they go into law enforcement. Wouldn't this almost for some, and not for all, to entice people to go to school and out of law enforcement.

Senator Larson: I decided to go with a waiver because frankly law enforcement personnel don't earn great sums of money and I think some it might be an obstacle to come up with the money to qualify for the loans up front. They have to have the permission of their supervisor and that continues to be monitored. If they have already been working at that place for 2 years, hopefully their supervisor has a good sense of what their career goals are going to be and that's what they choose to do.

Senator Kannianen: You mentioned that the HP already reimburses tuition, so as far as helping with recruitment and retention, has that just started or has that been going on since 2013?

Senator Larson: I don't know. I didn't ask them about that portion. Just talking with HP officers in the building they said "Thank you, that would really help us". I don't know if everyone is aware if it is

available for them or how it is administered. I have had difficulty just understanding the various systems of rural enforcement agencies in our state. That is why I have difficulty coming up with a fiscal note.

Senator Kannianen: The data isn't there as far as the HP has been doing. There isn't any way to tell if it helped with retention and recruitment.

Senator Larson: I don't know and I can find that out for you. I would be happy to do that.

Senator Rust: They could just take any classes or does it have to be toward a degree?

Senator Larson: That is why we would have the supervisor really involved in the process. They would make sure it would be something that would benefit their department.

Senator Rust: It doesn't address that. Should it be toward some program?

Senator Larson: The last line of the bill on 2<sup>nd</sup> page is "the attorney general shall adopt the rules necessary to implement in this section". It is under his section of law. It is under the attorney general's office. In speaking with the attorney general he felt we didn't need to fill everything into the bill. That those kinds of details could be taken care in administrated rules.

Senator Rust: I would feel more comfortable to have a 2 year in the bill.

Senator Larson: I would be fine with that because that would be my intent.

Randy Zeigler: Deputy Chief Field Services of the Bismarck Police Department. See Testimony #2 (p. 1-2). Any questions?

**Chairman Schaible:** Currently your department pays for continuing ed. now?

Mr. Ziegler: The city of Bismarck does, that is a common practice.

**Chairman Schaible:** If this would turn into a percentage waiver, then would the department pick up the rest of the balance?

Mr. Ziegler: Basically it is limited. In the city of Bismarck, we have a pool of monies. If you are going for a degree you have to apply for it. There is a set amount of money, so this would absolutely help.

**Chairman Schaible:** How do other departments work?

Mr. Ziegler: I don't know.

**Chairman Schaible:** Other questions?

Senator Vedaa: Do you have a student loan repayment to attract educated officers or is that something that doesn't exist in Bismarck or ND for that matter?

Mr. Ziegler: We do not have that in Bismarck, but I cannot speak for the other agencies in ND.

Senator Rust: I did read that you do have to take classes to achieve an associate or bachelor degree.

How many people are taking advantage of your program with the Bismarck Police Department?

Mr. Ziegler: I don't know. It is a small percentage. The monies are limited and that may be the reason for some of our small turnout on that.

Senator Rust: Do you know the amount of money and if it is spent each year?

Mr. Ziegler: Chief Donlin is here and maybe he knows the answer.

Senator Oban: I am wondering if this is enticing people out of the profession. Are you worried that they won't come back if they get a degree?

Mr. Ziegler: I don't see that as a problem. It is better for promotions to be more professional and giving the officers more tools to better handle situations they encounter on the streets.

Senator Oban: How would you feel if it was specific to obtaining a degree in law enforcement field?

Mr. Ziegler: I would not like to see it that way. Because what I am seeing in modern day law enforcement is that the law enforcement degree is not the only degree that can help our officers. In the Bismarck Police we have officers with varied degrees. I would not say that having a degree in law enforcement is really an advantage. It is nice to have, but we also see others with degrees in other fields that are also advantageous to our officers. I would not like to limit it to law enforcement, just for those reasons.



Senator Oban: I represent a district right here in middle of Bismarck. I grew up in Ray and I think about how this could potentially impact retention and recruiting in smaller communities that are likely struggling to get officers in those areas. It might be pretty enticing for somebody who is living in Bismarck to be able to go to BSC or the University. What about someone in Tioga where they would have to move to larger community to get that degree. So there are on-line options. Obviously you represent Bismarck, much like I do. I was thinking about other communities that are also struggling with retention and recruitment.

Mr. Ziegler: I think it would make it a little more difficult for some of the officers in smaller communities. The on-line courses could alleviate that somewhat. I think we do have an advantage if we live in a major city just because of the availability of the schools. It is something that Senator Larson and I have not spoken about.

Senator Vedaa: I joined the National Guard specifically for the student loan repayment and tuition waiver. If we look at recruitment, wouldn't it be better to look at student loan repayment instead of the tuition waiver? If I can go back to Senator Larson's comment. She said that most of those working full-time in law enforcement are not interested in going to school as a full-time student. Do we also believe that all in law enforcement will even choose to pursue a degree? If you are looking for recruitment, is it hard to recruit people with those 4 and 2 year degrees?

Mr. Ziegler: It does seem that it is getting more difficult to recruit just good law enforcement personnel in general. What I am seeing with the practices with hiring in the Bismarck Police Dept., I can only speak about the Bismarck Police Dept. It appears that we are getting a more educated candidate than in the past. In our department, you have to have a minimum of 60 semester hours or an associate degree. We have created that ourselves, but it does appear that we are getting a lot more candidates having those 4 year degrees as well. A degree in itself, does not mean you are going to get a perfect officer or a better officer. I do think it does help with the coping skills, out in the street, as far as the decision making. We have had officers with 2 year degrees, and we have had officers with 4 year degrees. Some are good and some are bad, depending on. Again, I really believe the education piece is important in modern day law enforcement. Hopefully I answered your question.

Senator Rust: I want to thank you for your service.

Mr. Ziegler: We are hoping this will entice people to come into the law enforcement profession. Right now it is not the best profession to come into now. We have a lot of issues that we need to work on. I think this is one mechanism that we could put into place and get young people to come into this profession.

**Chairman Schaible:** Other testimony in favor of?

Dan Donlin: I am Chief of Police for the Bismarck Police Dept. I was born and raised in Bismarck, educated here as well. Deputy Ziegler hit on quite a few things. I just going to hand out Dallas, Fort Worth based departments recruiting efforts and utilizing Star Wars. That is what they have used to resort to recruit.

Testimony and explanation #3 (p.1-2). In some of our recruitment that we are seeing, they are coming in as older that average, changing careers. We have people with degrees in music, petroleum engineer degrees and different things. I am not saying we need to get that degree and go off into a different industry. To me, being a law officer is a calling. If you don't have a calling or passion you will not last long. There is increased danger in law enforcement. We are seeing the highest level of deaths in the country. Also there is shown a lot of hatred for law enforcement. I believe this bill would help in recruitment. In BPD, you used to have to have 60 semester hours. We had to change that and open it up. If a candidate has 4 years of active military we will consider them. So for that high school grad that goes into the military, we are going to waive the 60 semester hours. We want that experience. With four years in the military, they are coming out street wise. We also recognize 3 years of field experience. In Mandan Police Dept., the requirement is a high school diploma. So when they get their 3 years'



experience in Mandan, I am all over them to get them to come to Bismarck. So there are different levels of education requirements from one agency to the next. Where the degree would come into, to entice individuals into our department is now at the promotional level. To be promoted without a degree in our department, you have to work for 4 years to promote and test for sergeant. With a 4-year degree, it is 3 years you have to wait. To be promoted to lieutenant, you have to have a 4-year degree. This also is not about the degree, but it shows that the individual is willing to do some hard work. Especially when they are working a full-time job and probably has a family and has the initiative to go back to school and get the degree. I think a recruitment, much like the national guard, would really help us out. About questions you had about the money, we are not giving money for a line item in education. We have to find that in our general budget. Basically we give a thousand dollars. It is a case by case basis on how many individuals put in for it for the year. But the reimbursement, I don't know exactly the perimeters, but I know it is only covering a portion or one class per quarter or semester. That's what they get reimbursed from the BPD. For the 4-year degree, it would be just that one class or a portion of it. I remember seeing bills that come in about \$1,700.00. That is about what we would pay back. We have a lieutenant that is working on his second master's degree. He is not going anywhere. He is self-motivated and wants to keep going. Any questions? Thank you for your support.

**Chairman Schaible:** Chief, is there a wage benefit for their education? A bonus, obviously, in rank there would be. Is there an educational increment for their salary?

Dan Donlon: A degree will give them a higher level of pay. It also helps with their pension at the end of their career. They get pension based on years of service, and the average wage of their last 3 years of service.

Senator Veda: When you see recruits come in, are you seeing 2-4 year degrees?

Dan Donlon: Across the board, we see people with 4-year degrees. We are seeing some with 2-year degrees or not having a degree, but have the semester credit hours. They just never completed the course required work. We have also seen the exceptions of some who have gone into the military for 4 years. I hope it answers your question. It is across the board at this point.

**Chairman Schaible:** Other questions? Other testimony if favor of?

Donnell Preskey: Good morning, I am Donnell Preskey with the North Dakota Association of Counties. We just want to show our support for this bill. It is likely that few officers will participate, but it will show that North Dakota is sending a message that we support our law enforcement. The recruitment and retention is very difficult for our counties, especially in the rural areas. This could help. We would really hate to see this bill be one of those that fail under the category of "death by fiscal note".

Is there any way to pool a certain amount of money and have that to start as a launch for this program or try to have that number capped at a certain level? You can't grant everyone that tuition waiver, but possibly a few that might be interested. Hopefully North Dakota will grow in revenues and as a program maybe this will grow as well.

**Chairman Schaible:** Do you see that as a potential for losing recruits, especially in the rural areas, as they become more attractive to other departments? It is never bad to better themselves, but can you see that as creating more transition away from rural?

Donnell Preskey: I think that a lot of our officers that serve in the rural areas are there for a reason? Maybe that's where their roots are or they want that rural life style. This is just another level to help them stay there. There are so many opportunities with distant learning and programs on-line. I do know that one of our sheriffs from Billings County is here and maybe he can better address the question.

Senator Veda: Would a student loan reimbursement payment be more attractive than a tuition waiver?

Donnell Preskey: I can't answer that question at this time. I would rather have those that have better experience answer that question.

**Chairman Schaible:** Any other questions? Thank you. Do we have someone from rural come up?



Pat Rummel: I am Pat Rummel, the sheriff of Billings County from Medora. As far as the questions brought up, it is always a risk to lose from the smaller communities to the major communities. We do have officers that have attended class on-line. Looking at this, I see it as a benefit to them. I don't think they are going anywhere because they like the small communities. It is just a gamble. But the bottom line, to increase their knowledge, I think is beneficial. I would like to see the waiver instead of a reimbursement for the fact that is just a better option for them.

**Chairman Schaible:** It is definitely easier but, then what do you say to the institution of higher ed. that has to eat it? They are getting 15% cuts right now and then asked to make exceptions for that. I don't think any of us question the need or use of using the waivers, but what do we tell them about making up those funds?

Senator Rust: I am curious, during the oil boom, did you lose people from your department who would go into working security in the oil fields, because at that point in time, you would have a pretty good pay jump and benefits and maybe more attractive hours. Did you experience that in your small community?

Pat Rummel: We were very fortunate that we did not. We have a very small department of only 6 people. Our retention is very good. I have been there 28 years, and we have probably lost 4 people. Communities around us probably have a better salary and benefits package. Smaller agencies have definitely lost to the oil industry or even to the bigger departments because of the pay difference between law enforcement and private sector. For myself, I have not. But the surrounding area, definitely.

Senator Oban: Do you have any programs in your department in Billings County specific for retention? BPD has their own. You have been there 28 years and only lost 4 people. That is pretty impressive. But that might be just a rare case or a good deal you got going on.

Pat Rummel: We do not. Other than the fact that they attend classes if it works for them. But we do not have retention programs.

**Chairman Schaible:** Another testimony in favor of?

David Todd: My name is David Todd. I am the Chief of Police of the Fargo Police Dept. I have 29 years with the police dept. When I first started, we had 3 vacancies and we had 400 applicants. Now, I will have anywhere from 5 to 10 vacancies at a time and only have 30-40 to sign up to go through the process. Maybe 1/2 of those will show up for the process. Two-thirds of them might make it through the process and another 1/3 to 1/2 get washed out in the process. So I get 5-6 viable candidates to hire from. We have seen quite a lot of change in the dynamics of people wanting to get into law enforcement in the last 29 years. We have done what we can to make law enforcement an attractive career. I like to call it a profession and not a job. When we do hire people with a 2-year degree, I encourage them to get their 4-year degree and if they have a 4-year degree I encourage them to get their master degree. We expect a lot of our officers, to know the state, constitutional, federal law, municipal code plus policy book that is about 4 inches thick, along with a training manual. We expect them to apply them out in the streets every day without making mistakes. We encourage our officers to be educated and well-rounded. We like degrees in education, accounting, computer science because we are investigating white collar crime, cybercrime, crimes against children, child pornography, and others. Each of my lieutenants is responsible for the policing of a district in the city. They are in charge of personnel, budget, training, policing, leadership and crime in the district. A lot of responsibility is put on command officers. Having that education makes them more rounded, a better writer, speaker. They are expected to meet with the neighborhood groups to do problem solving along with other city departments. I expect a lot out of our officers and I think continued education brings that out of them.

Senator Vedaa. A great testimony. When you have new recruits in front of you what questions do they have for what you offer them?

David Todd: I try to offer them the best starting pay in the area. We try to offer them the best equipment, the best training, and a positive leadership environment. In the city we did have a



reimbursement program based on their grades. You get a certain percentage per grade, but the city only funds that to a certain extent. Often that funds run out of money and is not available throughout the year. My officers answered 91,000 calls for service this last year. Which is about 250 service calls per day. Again, I am asking a lot of them. I have 168 sworn positions.

**Chairman Schaible:** Other testimony in favor of?

Jason Ziegler: I am Chief Jason Ziegler of the Mandan Police Department. I came from Florida and have seen the value of education. I took it upon myself to get a master's degree in Public Administration with concentration on Public Management. We had to budget for my family and for my education because I saw something greater in the future. It took me 10 years, but it was an accomplishment. I took pride in achieving it and not owing anything. But now days with the stress of law enforcement, 1,871 is a number I want to put in your head. That is the number of law enforcers that have died in the past 10 years. The sacrifice that we do. Not only do we have to manage our families, our budgets, now we have to look at education. Sergeants are required to have a 2-year degree; lieutenants are required to have 4-year degree. We have a young department. Turnover is high. Within the next few months we will be at full staff. Cost of turnover is high. I do have an education reimbursement program, but it is based upon my training dollars, so I have to make a decision for officers to learn to deal with active shooters or take classes. Do I get them educated for school resource program or do I pay for their college education? Officers would probably go to the training even though they know there is a benefit on getting a degree. Dollars are tight. Everything comes up to me for approving. When you're considering, we know dollars are tight. Anything you guys can do to help would be appreciated. Thank you.

**Chairman Schaible:** Other testimony in favor of? Seeing none, we will move to opposition against.

Tammy Dolan: I am Tammy Dolan, Chief Financial Officer with ND University System. The board has not taken a position on this bill. I am here just to answer questions.

**Chairman Schaible:** Why don't you go over the fiscal note.

Tammy Dolan: The fiscal note is on the bill as it is written today. It would be the upper end of the cost. I will explain the fiscal note. Explanation on the note was given.

**Chairman Schaible:** If we put an amount up to this and not over, how would you manage that?

Tammy Dolan: If you are talking about limiting it as mentioned, to a 25% waiver rather than a 100%, that would be easier to administer. Each one of the institutions would administer individually the program. It would be difficult to administer a total dollar amount.

**Chairman Schaible:** Say we put out a million dollars for this program at a 25% match. That is kind of the figure we were looking at. How would you do that with the individual institutions?

Tammy Dolan: We would have to work with the institutions to develop the method to do that. It would vary with the institution.

Senator Rust: I am assuming that we have a number of waivers for people to go to college for one reason or another. How many programs do we have that grant waivers and how many dollars are associated with those waivers in a year for ND universities?

Tammy Dolan: I don't have those numbers right off my head. There are a number of waivers. There are institutional waivers, statutory waivers, national guard waivers, serving members of firefighters or peace officers for their children if they are killed in the line of duty. There is a number of waivers and I can provide this to the committee. It is a large number that is provided.

Senator Rust: I am not trying to eliminate this program, but it would be interesting to know that.

Anything we do, we are asking the colleges to assume a cost. And there is a cost. After a period of time, 25 or 30 percent of the people are in college and are not paying toward the institution. Someone has to pick up that bill. It will be interesting to see the different kinds of waivers and the number of students involved.

Tammy Dolan: We will certainly supply that information to you. We have an annual tuition report that just came to me yesterday in the final format. We will release that to you soon.

Senator Rust: I hope that we don't use that as a determination for whether or not to give a Do Pass to this bill.

Senator Kannianen: A comment, the intent is to have it apply to law enforcement who have worked for at least 2 years in the state and so the number given us through BCI would be about 1/3 of the total of 447. So that reduces the fiscal note as well.

Tammy Dolan: You are exactly right. We didn't have that number. We were working with the total. Any limitations put onto the bill would reduce the fiscal impact.

Senator Oban: When you give us the information on the other waivers that exist, see if fees are included in those as well. Because this is a waiver and fee. College makes up a lot of money in fees.

Tammy Dolan: Yes, we can do that.

Senator Kannianen: Is there a distinction between on-line courses with the waivers or is it different?

Tammy Dolan: There are some differences between on-line and not on-line. When the waiver is written it would apply to both.

Senator Oban: Also in that report, does it specify if they are state granted waivers versus institutional? NDSU versus UND?

Tammy Dolan: Yes, it does break down by the types of waiver and institutions.

**Chairman Schaible:** Any other testimony on this bill? I would also like to express my appreciation to the law enforcement in North Dakota. Thank you. With that I will close the hearing.



# 2017 SENATE STANDING COMMITTEE MINUTES

Education Committee  
Sheyenne River Room, State Capitol

SB 2054  
1/16/2017  
Job Number 26897

- Subcommittee  
 Conference Committee

Committee Clerk Signature

*Sandra Baumgartner*

## Explanation or reason for introduction of bill/resolution:

Relating to higher education tuition and fees waivers for law enforcement officers

## Minutes:

#1 (p.1-2),

SB 2054-2

Chairman Schaible passed out proposed amendments for SB 2054, #1 (p.1-2) and explained them to committee. The cap would be at one million dollars. This would mark it at 25%.

Senator Oban: Would that mean the first to apply until we get to the million mark? Would it be a first-come, first-serve?

**Chairman Schaible:** Yes, in talking to Higher Ed., that is how they work. This gives them the option to cut it off. Does it mean they have to be employed for 2 years?

Senator Oban: Do they have to be employed currently? They could have been in law enforcement for 2 years and now are not, or should it be currently employed?

**Chairman Schaible:** My interpretation is to be employed at least 2 years and still be employed.

Senator Oban: This amendment would no longer require that they are still employed.

**Chairman Schaible:** I agree. But I think the intent is that they have to be employed with the agency for a minimum of 2 years and still employed. I would be happy with that.

Senator Rust: Could we look at this amendment and replace it with "an individual who is employed with a minimum of 2 years of employment as a full time law officer".

**Chairman Schaible:** With that agency or just minimum of 2 years' employment?

Senator Rust: I am not too sure that the 2 years has to be with a particular agency. I think it could be if they are still employed and have 2 years' employment, even if it is with different agencies.

**Chairman Schaible:** Jeff, is there a creative way of fixing that?

Intern Jeff Diemert: Yes, I will request a document after you vote on it and I have them change that.

Senator Oban: Just to make this a little bit cleaner after our discussion. I would prefer it to say "an individual who is employed as a full-time law enforcement officer in this state, has a minimum of 2 years' employment, and who is licensed under chapter 1263. I think it summarizes that we want them currently employed, as well in the state.

Senator Vedaa: I think a lot of people get the job and don't have any experience, and then they go to Devils Lake for training. Does this pay for this training?

**Chairman Schaible:** No, I don't think this will apply. The employer has to pay for that. I think the section already says, if they are receiving waivers or scholarships from somewhere else this does not apply. So they can't "double-dip".

Senator Rust: The training in Devils lake is not part of the higher ed. system. It says it is a waiver of fees at "any institution of higher ed.". Is the training at Devils Lake under the training of the state board of higher education?

Jeff Diemert: I will do research on that.

Senator Veda: I was thinking, could this open up something like a county was going to send someone up there and would they be able to get 25% reimbursement? That is not our intention for this.

Senator Oban: I am not sure of what kind of a training they get to become a law officer, but does that qualify as an associate degree. If not, we don't have to worry about that.

**Chairman Schaible:** Jeff is looking it up for us. While is looking it up, does anyone want to make a motion on 02001, 25% cap?

Senator Oban: I move that amendment

Senator Rust: Second

**Chairman Schaible:** We have a motion and a second for a **Do Pass** on amendment 02001 that allows for 25% of tuition and fees with a total cap of one million dollars. Is there any other discussion?

Senator Rust: I am afraid without the cap; I think with it going to the Senate it would get shot down. I think it is a good amendment.

**Chairman Schaible:** No other discussion, clerk take roll on amendment 02001.

Vote taken: 5 Yeas, 0 Nays 1 absent.

**Chairman Schaible:** Are we in for some more information on amendment 02002? We will come back to that one.



# 2017 SENATE STANDING COMMITTEE MINUTES

**Education Committee**  
Sheyenne River Room, State Capitol

SB 2054

1/16/2017

Job Number 26905

Subcommittee

Conference Committee

Committee Clerk Signature

*Andra Baumgartner*

## Explanation or reason for introduction of bill/resolution:

Relating to higher education tuition and fees waivers for law enforcement officers

## Minutes:

**Chairman Schaible:** We had questions on whether the Devils Lake System is part of the higher ed. system and we have some answers.

Jeff Diemert: It is a part of the police accreditation certificate. It is not a part or form of an associate degree, so it would not fall under that.

**Chairman Schaible:** So our legal internist suggested it is not part of the associate degree, so it would not be included in the bill we are discussing. Are you suggesting an amendment for the language for the 2 year?

Jeff Diemert: What I have after you mentioned that was, I was going to apply to line 7. I could change that to "an individual who is currently employed as a full-time law enforcement officer, and has the minimum of 2 years of employment in this state." I want to double check that "in the state" covers that they are currently employed in the state. I was concerned by that.

Senator Oban: I believe we want the comma to come after "in the state". We want them to be currently employed has a full-time officer here. And, we care less about the fact, if they obtained 2 years of experience elsewhere.

Senator Rust: The way I saw it, who is currently employed as full-time law enforcement officer in the state, and has a minimum of 2 years' of employment, and who is licensed. I like how you reworded my idea.

**Chairman Schaible:** Is someone going to offer that as an amendment?

Senator Rust: So move.

**Chairman Schaible:** Is there a second?

Senator Kannianen: Second

**Chairman Schaible:** Can you read back the amendment?

Jeff Diemert: An individual who is currently employed as a full-time law enforcement officer in this state, has a minimum of 2 years' employment, and who is licensed under chapter.

**Chairman Schaible:** Does everyone understand the amendment? Is there any discussion on the amendment? If not, we will take the roll.

Roll taken. 5 yeas, 0 nays, 1 absent

**Chairman Schaible:** Will that amendment be a different number then?

Jeff Diemert: Yes, it will be. What will happen, I will message Andrea right now and tell her I have an amendment. She will forward it here, because these two are already prepared by legislative council. So what I will go through, it will be 2003.

Chairman Schaible: Okay. Before us, we have amended bill of SB 2054, with the 2 amendments that are on that. Are there any suggestions on that bill?

Senator Oban: Just for discussion. This is one of those bills, where you can't hardly win. You vote against it; it looks like you are against law enforcement. I think all of us around this table can agree that this is not the case. My rub comes where, we are struggling to recruit and maintain all public sector positions, including teachers, and that's where a lot of our focus tends to be. In no way does that diminish my appreciation or desire for law enforcement officers to get further training. I just wonder where we end with people that we really need in fields that protect and provide for a better society for everybody.

**Chairman Schaible:** Yes, I agree. It is dilemma of hurting our higher education system by draining more money from them and helping our law enforcement and is this enough to make the difference in the shortages that we are going to have? Are we getting a return of our investment of 25 %, or these million dollars in new and more well-trained officers? That is the question we have with everything. I guess that is how we have to vote on it. I guess I will vote for it. I don't think we will spend a million dollars. I think it will \$500,000. Looking at it that way, even at 25%, they are still getting 75%.

Without the 25%, I would not be for it, but with it, I guess I am. Each one of us has to decide.

Senator Oban: They discussed the other waivers, like the National Guard. It has a partnership.

**Chairman Schaible:** I believe we have asked for information on total number of waivers and what they are for. The return on our investment isn't as good as we thought it was. So some of these we have to take a look at. Any other discussion? If not someone have a motion either way?

Senator Rusk: I do pass as amended.

Senator Vedaa: I second

Chairman Schaible: We have a second as amended version of SB 2054. Is there any discussion? Seeing none.

Roll taken: 5 yeas, 0 nays, 1 absent

Chairman Schaible: Do we have a carrier?

Senator Rust: I will carry this.



# 2017 SENATE STANDING COMMITTEE MINUTES

Education Committee  
Sheyenne River Room, State Capitol

SB 2054  
1/17/2017  
Job Number 26995

- Subcommittee  
 Conference Committee

Committee Clerk Signature

*Sandy Baumgartner*

## Explanation or reason for introduction of bill/resolution:

Relating to higher education tuition and fees waivers for law enforcement officers

## Minutes:

#1 (p.1)

**Chairman Schaible:** Opened committee. SB 2054, we have to bring this back. Discussion was held on the attachment #1 (p.1) and original 2003 version provided by the intern.

**Chairman Schaible:** Other discussion and explanations were given on bill amendment.

Senator Rust explained what was needed to be included in the amended bill for him to take it to the floor and why it needs to be reconsidered. What was missing is the following: The way it was did not have in section 3, 25%. Section 5, did not have the cap of one million dollars. It did have the "currently employed" and who has a "minimum of 2 years' employment.

Senator Rusk: I move that we reconsider SB 2054.

Senator Vedaa: I second.

**Chairman Schaible:** Call Roll:

5 yeas, 0 nays 1 absent

Discussion was held on the change in the amendment, for the addition to the million dollar cap and 25% needed to be included in bill.

Senator Rust: Moved to adopt the amendment 2004

Senator Vedaa: Seconded.

**Chairman Schaible:** Call roll:

5 yeas, 0 nays, 1 absent

More clarification was held on the amendment. It is to include the cap of one million dollars and only a 25% waiver, along with the minimum of 2 years' employment and currently employed with the law enforcement agency.

Senator Rust: Moved for a Do Pass on SB 2054 as amended

Senator Vedaa: Seconded

**Chairman Schaible:** Call for roll.

Roll Taken: 5 yeas, 0 nays, 1 absent

Senator Rust will be the carrier.

PROPOSED AMENDMENTS TO SENATE BILL NO. 2054

Page 1, line 7, replace "An" with "To the extent the annual cap under this section has not been met, an"

Page 1, line 8, after "of" insert "twenty-five percent of"

Page 1, line 18, remove "tuition and fees"

Page 1, line 21, after "waive" insert "twenty-five percent of"

Page 2, after line 4, insert:

5. The total amount of waivers granted each year by institutions under the control of the state board of higher education may not exceed one million dollars."

Page 2, line 5, replace "5." with "6."

Renumber accordingly

17.0112.02003  
Title.03000

Adopted by the Education Committee

January 16, 2017

Done  
1/16/17  
LSD

PROPOSED AMENDMENTS TO SENATE BILL NO. 2054

Page 1, line 7, after "is" insert "currently"

Page 1, line 7, after "state" insert ", who has a minimum of two years of employment."

Renumber accordingly

January 17, 2017

ET  
1-17-17  
R lot 1

PROPOSED AMENDMENTS TO SENATE BILL NO. 2054

Page 1, line 7, replace "An" with "To the extent the annual cap under this section has not been met, an"

Page 1, line 7, after "state" insert ", who has a minimum of two years of employment."

Page 1, line 8, after "of" insert "twenty-five percent of"

Page 1, line 18, remove "tuition and fees"

Page 1, line 21, after "waive" insert "twenty-five percent of"

Page 2, line 5, after "5." insert "The total amount of waivers granted each year by institutions under the control of the state board of higher education may not exceed one million dollars."

6."

Renumber accordingly



Date: 1-16-17  
Roll Call Vote #: /

2017 SENATE STANDING COMMITTEE  
ROLL CALL VOTES  
BILL/RESOLUTION NO. 2054

Senate Education Committee

Subcommittee

Amendment LC# or Description: 170112.02001

Recommendation:  Adopt Amendment  
 Do Pass     Do Not Pass     Without Committee Recommendation  
 As Amended     Rerefer to Appropriations  
 Place on Consent Calendar  
Other Actions:  Reconsider     \_\_\_\_\_

Motion Made By Sen. Oban    Seconded By Sen. Rust

Senators	Yes	No	Senators	Yes	No
Chairman Schaible	✓		Senator Oban	✓	
Vice-Chairman Rust	✓				
Senator Davison	ab				
Senator Kannianen	✓				
Senator Vedaa	✓				

Total (Yes) 5    No 0

Absent 1

Floor Assignment N/A

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

Date: 1-16-17  
Roll Call Vote #: 1

2017 SENATE STANDING COMMITTEE  
ROLL CALL VOTES  
BILL/RESOLUTION NO. 2054

Senate Education Committee

Subcommittee

Amendment LC# or Description: 25% and million dollar cap

- Recommendation:
- Adopt Amendment
  - Do Pass     Do Not Pass     Without Committee Recommendation
  - As Amended     Rerefer to Appropriations
  - Place on Consent Calendar
- Other Actions:     Reconsider     \_\_\_\_\_

Motion Made By Sen Rust    Seconded By Sen Kannianen

Senators	Yes	No	Senators	Yes	No
Chairman Schaible	✓		Senator Oban	✓	
Vice-Chairman Rust	✓				
Senator Davison	ab				
Senator Kannianen	✓				
Senator Vedaa	✓				

Total (Yes) 5    No 0

Absent 1

Floor Assignment N/A

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

Date: 1-16-17  
Roll Call Vote #: 2

2017 SENATE STANDING COMMITTEE  
ROLL CALL VOTES  
BILL/RESOLUTION NO. 2054

Senate Education Committee

Subcommittee

Amendment LC# or Description: \_\_\_\_\_

Recommendation:  Adopt Amendment  
 Do Pass  Do Not Pass  Without Committee Recommendation  
 As Amended  Rerefer to Appropriations  
 Place on Consent Calendar  
Other Actions:  Reconsider  \_\_\_\_\_

Motion Made By Sen Rust Seconded By Sen Vedaa

Senators	Yes	No	Senators	Yes	No
Chairman Schaible	✓		Senator Oban	✓	
Vice-Chairman Rust	✓				
Senator Davison	ab				
Senator Kannianen	✓				
Senator Vedaa	✓				

Total (Yes) 5 No 0

Absent 1

Floor Assignment Sen. Rust

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

Date: 1-17-17  
Roll Call Vote #: 1

2017 SENATE STANDING COMMITTEE  
ROLL CALL VOTES  
BILL/RESOLUTION NO. 2054

Senate Education Committee

Subcommittee

Amendment LC# or Description: \_\_\_\_\_

- Recommendation:  Adopt Amendment  
 Do Pass  Do Not Pass  Without Committee Recommendation  
 As Amended  Rerefer to Appropriations  
 Place on Consent Calendar
- Other Actions:  Reconsider  \_\_\_\_\_

Motion Made By Rust Seconded By Vedaa

Senators	Yes	No	Senators	Yes	No
Chairman Schaible	✓		Senator Oban	✓	
Vice-Chairman Rust	✓				
Senator Davison	ad				
Senator Kannianen	✓				
Senator Vedaa	✓				

Total (Yes) 5 No 0

Absent 1

Floor Assignment N/A

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

Date: 1-17-17  
Roll Call Vote #: 2

2017 SENATE STANDING COMMITTEE  
ROLL CALL VOTES  
BILL/RESOLUTION NO. 2054

Senate Education Committee

Subcommittee

Amendment LC# or Description: 17.0112.02004

Recommendation:  Adopt Amendment  
 Do Pass     Do Not Pass     Without Committee Recommendation  
 As Amended     Rerefer to Appropriations  
 Place on Consent Calendar  
Other Actions:  Reconsider     \_\_\_\_\_

Motion Made By Sen Rust    Seconded By Sen Vedaa

Senators	Yes	No	Senators	Yes	No
Chairman Schaible	✓		Senator Oban	✓	
Vice-Chairman Rust	✓				
Senator Davison	ab				
Senator Kannianen	✓				
Senator Vedaa	✓				

Total (Yes) 5 No 0

Absent 1

Floor Assignment N/A

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



Date: 1-17-17  
Roll Call Vote #: 3

2017 SENATE STANDING COMMITTEE  
ROLL CALL VOTES  
BILL/RESOLUTION NO. 2054

Senate Education Committee

Subcommittee

Amendment LC# or Description: 17.6112.02004 title .04000

Recommendation:  Adopt Amendment  
 Do Pass  Do Not Pass  Without Committee Recommendation  
 As Amended  Rerefer to Appropriations  
 Place on Consent Calendar  
Other Actions:  Reconsider  \_\_\_\_\_

Motion Made By Sen Rust Seconded By Sen: Vedaa

Senators	Yes	No	Senators	Yes	No
Chairman Schaible	✓		Senator Oban	✓	
Vice-Chairman Rust	✓				
Senator Davison					
Senator Kannianen	✓				
Senator Vedaa	✓				

Total (Yes) 5 No 0

Absent 1

Floor Assignment Senator Rust

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

**REPORT OF STANDING COMMITTEE**

**SB 2054: Education Committee (Sen. Schaible, Chairman)** recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (5 YEAS, 0 NAYS, 1 ABSENT AND NOT VOTING). SB 2054 was placed on the Sixth order on the calendar.

Page 1, line 7, replace "An" with "To the extent the annual cap under this section has not been met, an"

Page 1, line 7, after "state" insert ", who has a minimum of two years of employment,"

Page 1, line 8, after "of" insert "twenty-five percent of"

Page 1, line 18, remove "tuition and fees"

Page 1, line 21, after "waive" insert "twenty-five percent of"

Page 2, line 5, after "5." insert "The total amount of waivers granted each year by institutions under the control of the state board of higher education may not exceed one million dollars."

6."

Renumber accordingly

**2017 HOUSE APPROPRIATIONS**

**SB 2054**



# 2017 HOUSE STANDING COMMITTEE MINUTES

## Appropriations Committee - Education and Environment Division Roughrider Room, State Capitol

SB 2054  
3/14/2017  
29130

- Subcommittee  
 Conference Committee

*Virginia L Mock*

### Explanation or reason for introduction of bill/resolution:

To create and enact a new section to chapter 54-12 of the North Dakota Century Code, relating to higher education tuition and fees waivers for law enforcement officers.

### Minutes:

1

**Chairman Monson:** called the meeting to order on SB 2054 relating to a higher ed tuition waiver for law enforcement.

**Diane Larson Senator District 30:** (attachment 1) 1:00-7:42

**Chairman Monson:** 7:43 How many highway patrolmen are there compared to the other departments?

**Senator Larson:** I had a hard time getting all this information. I don't have a total number. Your fiscal note has a total of all that are in law enforcement and that does include the highway patrolmen, but not the National Guard. There are 1050 that have 2 years of employment and would be eligible for a bachelor's degree. I think this will be used judiciously as not everyone will go and smaller departments can't let them all go at the same time. We had more people willing to go into the National Guard when they offered college.

**Chairman Monson:** So it includes Highway Dept., sheriff's dept., and city police. This is 25% of tuition and fees that will be waived. I noticed there is no revenue associated with this on the fiscal note.

**Rep Martinson:** You want a 25% waiver and if the college waives the 25% there will be no money involved?

**Senator Larson:** Correct, the college would waive 25% and they would get 75%. They will absorb it and be happy to do it.

**Chairman Monson:** These would be added students that the college probably wouldn't have and they will get formula money for them.

**Rep Martinson:** Define Law enforcement, who does it include? Does it include game wardens?

**Senator Larson:** Highway patrol, sheriff, police, and game wardens.

**Rep Boe:** How many schools are going to provide this service or is one college going to have to eat this?

**Chairman Monson:** This would be all the state colleges, but not the private ones like U of Mary? Do the private colleges get state reimbursement?

**Senator Larson:** That would include an appropriation from the legislature, but the ones I have talked to asked the colleges and they have all granted the 25% waiver. They don't get money from the state to reimburse that, but they do get the formula money per student.

**Deputy Chief Randy Ziegler of the Bismarck Police Department:** Testified in favor of the bill to help with recruitment and retention. He said they want and need well rounded applicants. They need computer skills to operate the equipment and computers in their cars. In 2017 they had 8 openings and 26 applicants. In contrast when he started in 1992. They had 5 openings. At that time, they tested once a year and that testing produced 100 officers. To date, all officers that obtained a bachelor's degree through the tuition reimbursement program are still with the department with the exception of one that retired in 2007. The biggest point to be made is that it seems the ones with the most education turn out to be the best when they are promoted. To hold higher positions, you are required to have an associate or bachelor's degree and at least 2 years as a police sergeant. Recruitment has never been as challenging as it is today in ND. We need every advantage we can entertain to recruit

**Chairman Monson:** Would these recruits get their education then move on to different less dangerous opportunities?

**Deputy Ziegler:** That could happen, but I see the better they are educated the better chance we have at retaining them. This is not just law enforcement degrees, but all kinds of degrees.

**Senator Larson:** I'd like to clarify that this bill only covers an associate or a bachelor's degree.

**Chairman Monson:** So if they already held a bachelor's degree they would not be eligible.

**Rep Schatz:** If they have a bachelor degree in history and wanted a degree in criminal justice, could they do that?

**Senator Larson:** The attorney general will define that and develop rules.

Chairman Monson: No other testimony then we will close the hearing on SB 2054. 25:40




# 2017 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee - Education and Environment Division  
Roughrider Room, State Capitol

SB 2054  
3/16/2017  
29291

- Subcommittee  
 Conference Committee



## Explanation or reason for introduction of bill/resolution:

Relating to higher education tuition and fees waivers for law enforcement officers.

## Minutes:

**Chairman Monson:** This is the law enforcement bill

**Vice Chairman Streyle:** I like the concept but where do you draw the line for this deal? Is it EMT? Fire? Who's next, they're all in the same type. Maybe if we cut it down but I don't think I would vote for this at this time.

**Rep Schatz:** There was a statement made that the waivers where absorbed by a college, I don't think anything is ever absorbed by a college, I think it ultimately comes back to us.

**Chairman Monson:** This won't cost us anything this time, but if they do get more people to go back to school it will increase their credits that they offer and it will increase what they are entitled to in the formula. It will impact the general fund in that manner. The implication is that the students won't pay for it but the taxpayers will in 2 years when the formula kicks in.

**Rep Schmidt:** If a university gives a waiver to a student, and then the student is calculated in the formula, is there more money in the formula for the student then there is in the waiver for the tuition?

**Chairman Monson:** You could figure that 1/2 of the tuition would be lost, how does that compare to the income they would gain through the formula?

**Vice Chairman Streyle:** It depends on what classes they take because of the weighing factors, in simple math no. You could say 90 dollars' times 3 credits, it's less at UND more at the two years.

**Rep Martinson:** If we pay by credit hour completed, if I'm pay full tuition and Sanford has 75% tuition we're losing money on Sanford. We should have that formula say that if you are on a tuition waiver your credit hours are only 75% of what a normal credit hour would be.

They are getting full funding b credit hour but they're only getting 75% of the money but we are reimbursing 100% of the credit.

**Vice Chairman Streyle:** I like where you are going on this. We could say we will pay 100% of 160 credit hours completed but anything over that, if it's not going to a separate degree, we could discount it by 50% or something. That would encourage these schools to try to get these students out in 5 years or less.

**Rep Martinson:** If somebody is on a scholarship and has a full ride, we are reimbursing those credit hours at 100% not receiving a dime for them.

**Chairman Monson:** You don't think they should get credit for the scholarship ones? They're getting the tuition though; somebody is paying the tuition the scholarship is paying the tuition. If you have scholarship somebody donated the money for you, could be the state but somebody is paying.

**Vice Chairman Streyle:** If we are to do that on the waiver piece I guarantee those waivers are going to drop down substantially. There's our fix, good job Rep Martinson.

**Chairman Monson:** We've talked about waivers forever and we always let them go. I think we need a study to see what it does cost.

**Vice Chairman Streyle:** I think we should do a study on a specific waiver, international, diversity, whatever. There's a list of them, maybe we include a pilot were on that waiver they don't get state money

**Chairman Monson:** These people deserve a waiver and they put their lives on the line, but I'm not ready to expand it.

**Rep Boe:** In a lot of communities you can get the continuing education and you could probably get it cheaper then what you would with the 25% waiver.

**Chairman Monson:** Let's set this one aside unless someone has an idea.

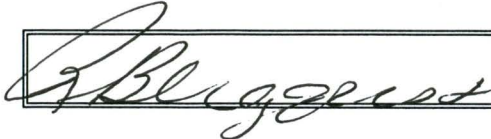


# 2017 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee - Education and Environment Division  
Roughrider Room, State Capitol

SB 2054  
3/20/2017  
29458

- Subcommittee  
 Conference Committee



## Explanation or reason for introduction of bill/resolution:

Relating to higher education tuition and fees waivers for law enforcement officers.

## Minutes:

**Chairman Monson:** Called the meeting to order on SB 2054, the law enforcement tuition waiver bill, I asked Tami to come down so we could talk about his. She put some numbers together for us. If all 11 took advantage of it, it would cost around \$4 million in the formula. The colleges would be eating on the tuition somewhere around a million and a half, plus we would be paying through the formula probably \$2 million. Does the cost of the education outweigh the benefits?

**Rep Boe:** Would the colleges be as anxious to eat the 25% if we didn't give them the full credit back in the formula.

**Chairman Monson:** If we do it that way we should be doing it for all waivers.

**4:30 Rep Sanford:** Tami, I believe the higher Ed board had a study on waivers, could you update us.

**Tami Dolan Director of Higher Ed:** Yes, we have a task force that is looking at the whole revenue side, not just waivers. We are trying to get some more consistency in the tuition rates. They've adopted a tuition model; we've adopted some additional waiver reporting. At that point we will be looking at more detail at all the waivers, everything from how many are there, why are they there? Should there be limits? Once July 1<sup>st</sup> kicks in we will have the new reporting structure.

**Chairman Monson:** Is the board looking into whether we would fund the formula for a full credit or 75%?

**Mrs. Dolan:** That did not come up.

**Rep Sanford:** What in your estimate is the top reasons for giving a waiver.

**Mrs. Dolan:** Research is one, graduate student waivers is another to attract quality graduate students. One of the biggest components right now is to stated rate for international student at maybe 267% of the base rate. That is a discounted rate down to a more realistic rate.

**Rep Sanford:** What is the cost of the institutions now relative to the waivers that are already in law? Staff members, children of staff members, that type of thing?

**Rep Sanford:** My question is related to that waiver report; is the amount of money related to the required ones and then what is the nature of those required one?

**Mrs. Dolan:** For the 15-16 academic year there was about 860 thousand dollars spent on statutory required waivers. Which include the national guard waiver, a 25% waiver. The POW MIA and veteran dependent waiver.

**Rep Sanford:** Does that include the children of faculty and spouses and that type of thing, are those required?

**Mrs. Dolan:** Those aren't statutory required they are board policy required, those are about 1.8 million. Out of the total was about 31 million dollars. Of the 31 million dollars 14 million went to grad assistant waivers. The next biggest would be the campus discretionary waivers. That could be international, cultural diversity waivers, could be WICHE or other institutional type.

**Chairman Monson:** Some of those, the WICHE ones, those are required.

**Mrs. Dolan:** WICHE is only 237 thousand dollars and that's only at UND. I believe it relate to students in the medical.

**Chairman Monson:** I have a problem with the board can grant waivers or require waivers and then we are supposed to pay for them. Do we want to add more waivers? It's a good cause. The bottom line is that it cost money. We don't have any.

**Rep Schatz:** How many of those would be qualified by being a veteran or National Guard?

**Chairman Monson:** So there's some duplication in some ways it is costing us either way. There is no pressure to kick this out right now. Vice Chairman Streyle talked about a study on waivers, but Tami says they are doing a study already

If there's no further discussion; we will close this for now.



# 2017 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee – Education and Environment Division  
Roughrider Room, State Capitol

SB 2054  
3/24/2017  
29682

- Subcommittee  
 Conference Committee

*Virginia L Moch*

## Explanation or reason for introduction of bill/resolution:

To create and enact a new section to chapter 54-12 of the North Dakota Century Code, relating to higher education tuition and fees waivers for law enforcement officers

## Minutes:

**Chairman Monson:** called the EE division of Appropriations back to order. We had talked about doing a study on SB 2054, the law enforcement tuition waiver, Senator Larson's bill. Looking at that, we've found that there have been tuition waiver studies in the past, not on this particular issue but.....

**Rep Martinson:** Mr. Chairman, you aren't giving this a quick execution like I asked you to. Don't put me...

**Chairman Monson:** Do we have a motion?

**Representative Boe made a motion to Do Not Pass on SB 2054, Seconded by Rep Sanford. Chairman Monson asks if there is any other discussion and hearing none a roll call vote was taken. Yea: 6 Nay: 0 Absent: 1 Motion carries.**

**Chairman Monson:** Representative Sanford, would you like to carry it since you are carrying the other 2003 bills? Put me down. Oh, good idea: put Streyle down. That'll teach him to be gone. We still have 2119, we will take that up next Monday afternoon. Challenge Grants, 2036, we gave a Do Not Pass.

**Alex Cronquist LC:** Yes, Mr. Chairman, on the 16<sup>th</sup>.

**Rep Sanford:** On higher ed I think you got a notice of a property sale and Alex was going to look at the procedure to do that.

**Chairman Monson:** Do we want to save 2036 as a vehicle to put Rep Streyle's idea for a tax incentive on donations to higher ed? That way it goes up and down, it's clean. If they kill it the whole idea of challenge grants won't die.

**Rep Sanford:** I thought we were just going to put the language in?

**Chairman Monson:** That was the original idea. Rep Streyle came up with a whole new idea. If you want to try to incorporate that in 2003, we can do it either way. If Streyle's idea is controversial, rather than out it in 2003 and give people a reason to vote no on 2003, that we just keep 2036 as a vehicle for it. I see people nodding in agreement. It's a new way of funding challenge grants so it is certainly germane to the bill. We will discuss that again Monday, so think how you want to do that. I think we can send 2035 to full committee unless we don't want to put it in 2003.

**Rep Sanford:** 9:05 Is there a time we might have a resolution to some of these bills. (conference committees)?

**Chairman Monson:** No. If we want to talk about 2020 we'll gavel out and let our clerk get on that.



**2017 HOUSE STANDING COMMITTEE MINUTES**

**Appropriations Committee**  
Roughrider Room, State Capitol

SB 2054  
3/29/2017  
29811

- Subcommittee
- Conference Committee

*Bergquist*

**Explanation or reason for introduction of bill/resolution:**

Relating to higher education tuition and fees waivers for law enforcement officers

**Minutes:**

[Empty rectangular box]

**Chairman Delzer:** This relates to the tuition and fees waivers for law enforcement officers. Quarter of tuition for any law enforcement, would cost the college about 2 million dollars.

**Representative Monson:** We tried a lot of different things with this. Cut in in half, then it would be 12.5%. Talked about doing a study but we've already done studies on all the waivers. We did our best to see if we could reduce the fiscal note or if it was accurate, we think it is accurate. Worthy cause but we just don't have the money to start a new program like this right now. Committee gave it a Do Not Pass 6-0-1

**Representative Monson: Move a Do Not Pass.**

**Representative Schatz: Second**

**Chairman Delzer:** Discussion?

**A Roll Call vote was taken. Yea: 17    Nay: 2    Absent: 2**

**Motion Carries**

**Representative Monson will carry the bill**

Date: 3-24-2017  
 Roll Call Vote #: 1

**2017 HOUSE STANDING COMMITTEE  
 ROLL CALL VOTES  
 BILL/RESOLUTION NO. 2054**

House Appropriations - Education and Environment Division Committee

Subcommittee

Amendment LC# or Description: \_\_\_\_\_

- Recommendation:  Adopt Amendment  
 Do Pass  Do Not Pass  Without Committee Recommendation  
 As Amended  Rerefer to Appropriations  
 Place on Consent Calendar  
 Other Actions:  Reconsider  \_\_\_\_\_

Motion Made By Representative Boe Seconded By Representative Sanford

Representatives	Yes	No	Representatives	Yes	No
Chairman Monson	✓		Rep Boe	✓	
Vice Chairman Streyle	AB				
Rep Martinson	✓				
Rep Sanford	✓				
Rep Schatz	✓				
Rep Schmidt	✓				

Total (Yes) 6 No 0

Absent 1

Floor Assignment Representative Streyle

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

Motion Carries

Date: 3/29/2017  
Roll Call Vote #: 1

**2017 HOUSE STANDING COMMITTEE  
ROLL CALL VOTES  
BILL/RESOLUTION NO. SB 2054**

House Appropriations Committee

Subcommittee

Amendment LC# or Description: \_\_\_\_\_

Recommendation:  Adopt Amendment  
 Do Pass  Do Not Pass  Without Committee Recommendation  
 As Amended  Rerefer to Appropriations  
 Place on Consent Calendar  
Other Actions:  Reconsider  \_\_\_\_\_

Motion Made By Representative Monson Seconded By Representative Schatz

Representatives	Yes	No	Representatives	Yes	No
Chairman Delzer	X				
Representative Kempenich	X		Representative Streyle	X	
Representative: Boehning	X		Representative Vigesaa	X	
Representative: Brabandt	X				
Representative Brandenburg	X				
Representative Kading	A		Representative Boe	X	
Representative Kreidt	X		Representative Delmore		X
Representative Martinson	X		Representative Holman	X	
Representative Meier	A				
Representative Monson	X				
Representative Nathe		X			
Representative J. Nelson	X				
Representative Pollert	X				
Representative Sanford	X				
Representative Schatz	X				
Representative Schmidt	X				

Total (Yes) 17 No 2

Absent 2

Floor Assignment Representative Monson

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

**Motion Carries**



**REPORT OF STANDING COMMITTEE**

**SB 2054, as engrossed: Appropriations Committee (Rep. Delzer, Chairman)**  
recommends **DO NOT PASS** (17 YEAS, 2 NAYS, 2 ABSENT AND NOT VOTING).  
Engrossed SB 2054 was placed on the Fourteenth order on the calendar.

**2017 TESTIMONY**

**SB 2054**

SB 2054  
# 1  
P. 1  
1-10-17

Mr. Chairman and members of the committee. For the record, I am Diane Larson, Senator from District 30 in Bismarck. Senate Bill 2054 was brought to me at the request of Deputy Chief Ziegler from the Bismarck Police Department. It provides a waiver of tuition and fees for Law Enforcement to any institution under the control of the board of higher education. Deputy Chief Ziegler will go through the particulars of the bill, but I would like to speak to the reasons that I was pleased to sponsor this bill.

In these times with law Enforcement being targeted and some have even been killed, maligned by the media, spit on and slandered, we need to give Law Enforcement the ability to have something to help with recruitment and retention of law enforcement officers.

These men and women are called to confront the worst issues and continue to deliver the highest professionalism and demeanor in even the most stressful situations. They must have the ability to go to a scene involving a traffic death and from there to a domestic dispute where people are violent and combative and then to finding a lost child and reassuring them that they will find their mommy then to writing a traffic ticket, all in a day's work. The demands that we place on them with the standards that we expect from them is a very high bar to reach. Even so, they do meet that standard on a consistent basis.

We all benefit from a well-educated group of law enforcement professionals.

I spoke to the person in charge of the tuition reimbursement for the National Guard who told me that the promise of college tuition is the best recruitment tool they have. They have tried bonuses and other incentives but nothing is as effective as offering college to the recruits.

When someone chooses to go into Law Enforcement, it is a calling to serve others. It's a desire to make their community safe. The pay isn't going to make them rich, but it is an honorable calling. It is a career that when they choose to enter that profession and spend time in that family of Law Enforcement, many stay. The difficulty is recruiting the right people with the right skills in light of our current social climate.



It hurts to see people of honor mistreated, and I think there needs to be incentive for parents to want to encourage their child to go into that career. This is a very good step for us as a state to take in support of those who serve and protect us.

As a reference:

The **National Guard** has a 25% tuition waiver and they cover the other 75% is covered by the National Guard. During the 2014-2015 school year \$370,404 was provided in tuition waivers to 357 students. The National Guard also covers tuition waivers for graduate school. This represents an average per person waiver of \$1,037.

*This bill does not provide for graduate school tuition waiver and there is a requirement that the person must be employed for 2 years before they are eligible for this waiver.*

The **Highway Patrol** does reimburse tuition including out of state tuition at 50% not to exceed the rate of half of the in-state tuition costs.

In 2013 3 officers received tuition reimbursement for a total of \$3,751

In 2014 4 officers received tuition reimbursement for a total of \$2,122

In 2015 None

In 2016 1 officer received tuition reimbursement for \$399

The **Sheriff's Departments** have 648 employees in ND and 206 of them fall under the criteria of being employed for 2 years and not yet holding a bachelor's degree.

*Most of those working full time in Law Enforcement are not interested in going to school as a full time student. We also believe that not all in Law enforcement will even choose to pursue a degree.*

SB 2054 #1 p. 3

Senator Larson

BCI numbers of all ND officers that have been licensed 2 years

1-10-17

JAN 9, 2017 01:55PM

Peace Officer Standards & Training Board  
Employee Education Level Statistics  
Education of Licensed Officers

Page: 1

Education Level	Male	Female	Unknown	Total	Percent
1 Year College	53	4		57	7.7
1 Year Graduate School	3			3	0.4
2 Years College	64	7		71	9.6
2 Years Graduate School		1		1	0.1
3 Years College	27	1	1	29	3.9
3+ Years Graduate School	2			2	0.3
4 Years College	35	5		40	5.4
5+ Years College	4	2		6	0.8
Associate of Arts	129	19		148	20.1
BA/BS Criminal Justice	79	17		96	13.0
Bachelor of Arts	39	6	2	47	6.4
Bachelor of Science	70	16		86	11.7
GED	10	1		11	1.5
High School Graduate	76	4		80	10.8
Law Degree	1			1	0.1
MA/MS Criminal Justice	2			2	0.3
Master of Arts	2	2		4	0.5
Master of Science	5	2		7	0.9
Voc Ed Program Certificate	10	1		11	1.5
Blank / Not Specified	29	5	2	36	4.9
<b>Report Total:</b>	<b>640</b>	<b>93</b>	<b>5</b>	<b>738</b>	<b>100.0</b>

- 291  
447

SB 2054 #1 p. 3

SB 2054  
test # 2  
p 1  
1-16-2017

Mr. Chairman and members of the committee. For the record, I am Randy Ziegler, Deputy Chief Field Services Bismarck Police Department.

Senate Bill 2054 relates to higher education tuition and fee waivers for law enforcement officers.

As Senator Larson said, these are tough times for law enforcement as far as recruitment and retention. We are seeing a national trend as many agencies are struggling to recruit and retain well qualified personnel. I agree wholeheartedly with the statement that, "all of society benefits from a well-educated group of law enforcement professionals."

Senate Bill 2054 would only be available for full-time law enforcement officers who maintain a satisfactory performance level with their current agency. An application for the tuition waiver shall include a verification of the law enforcement officer's satisfactory performance as a law enforcement officer. It shall be the responsibility of the officer to obtain a certificate of verification from his or her superior who can attest to such officer's satisfactory performance.

An officer must also meet all the admission requirements of their institution of choice as long as the officer pursues an associate or baccalaureate degree. We are only speaking about undergraduate degrees not advanced degrees.

Our goal would be that the officer pursues studies leading to a degree that helps them grow and promote in their career in law enforcement. Research studies show police officers who have earned a college degree demonstrate better overall job performance and have greater advancement opportunities than their colleagues without a college degree.

Senate Bill 2054 would allow an officer to receive a tuition waiver for up to five years if he or she otherwise continues to be eligible for participation.

A study by Jason Rydberg and Dr. William Terrill from Michigan State University provides evidence that having a college degree significantly reduces the likelihood that officers will use force as their first option to gain compliance. The study also



SB 2054  
test 42  
p.2  
1-10-17

discovered evidence of educated officers demonstrating greater levels of creativity and problem-solving skills.

Currently the State of Nebraska passed a legislative bill, LB 906 that deals with Law enforcement waiver of tuition. This bill was passed March 30, 2016.

Only a few innovative and progressive states have instituted tuition fee waivers for officers despite the evidence that these states and the agencies within have reported getting a better pool of police candidates, increased professionalism, stronger community relations, and independent problem-solving skills. I believe this bill would go a long ways in helping with all these areas for law enforcement personnel in North Dakota.

1-10-17  
#3 p.1  
SB 2054

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The force is weak

# Police departments struggle to recruit enough officers

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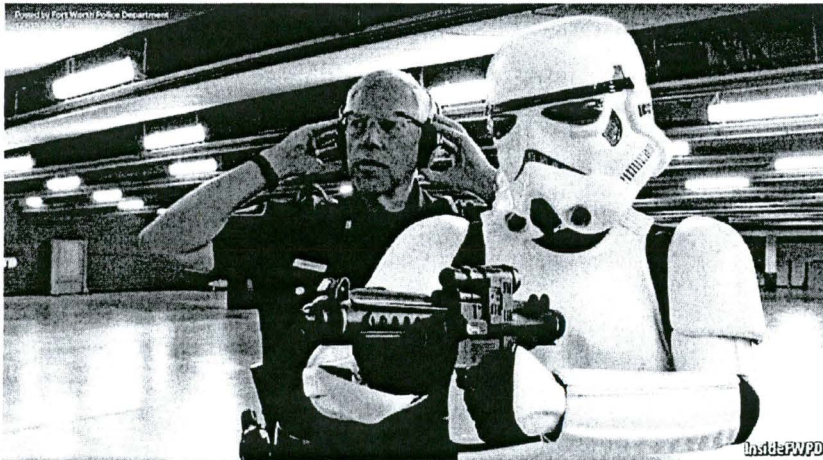
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STAR WARS can be used to sell almost anything, from Lego to a career in policing. Fort Worth's police department released a recruitment video on its Facebook page in December featuring an officer at target practice with a stormtrooper. The white-clad soldiers are notoriously poor shots, and the video shows the galactic GI missing every attempt he makes until he creeps so far forward that his goggles are very nearly touching his target. When the exasperated officer asks "who referred you to us?" Darth Vader peeks out from the back of the room, shaking his helmeted head in disgust. The scrolling text at the end of the video, which has garnered 17m views thus far, urges: "Join our Force! If you have what it takes to be a Fort Worth Police Officer and are a better aim than a Stormtrooper." The advert underscores a serious problem affecting police forces

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#3 p.2  
SB 2054

nationwide. Economic and social changes have made it harder for police departments to keep their forces fully staffed, and lead to increasingly desperate recruitment.

The Los Angeles Police Department was short of nearly 100 officers as of mid-December—only 1% of its total workforce, but still enough to be felt on the ground, says Captain Alan Hamilton, who runs recruitment for the department. Philadelphia had 350 vacancies, largely due to a spate of retirements. Last spring, Dallas cancelled two academy classes for lack of applicants; its preliminary applications dropped by over 30% between 2010 and 2015. In 2012, the ratio of police officers to population hit its lowest level since 1997, according to Uniform Crime Reporting Programme data published by the FBI.

The dynamics underpinning the shortages vary by department, but there are national trends making it harder for police forces to attract applicants. The first is a strong economy. Nelson Lim, a researcher at the RAND Corporation, a think-tank, says this is nothing new. When plenty of jobs are available, people are usually less motivated to enter dangerous professions. Police forces as well as the armed forces tend to field less interest in boom times.

The second is the perception of increased danger associated with policing: 135 officers were killed in the line of duty between January 1st 2016 and December 28th 2016—a 10% increase from 2015 but fewer than the 192 killed in 2007. Shooting deaths increased from 41 to 64. Several of them were high profile and gruesome, such as the assassination of five Dallas police officers in July 2016. "When you look around the nation and you see the acts of violence directed at police officers—it makes people reluctant to join. Many people join the profession when they're 22 or 23 when parents still have a heavy influence," says Scott Walton, deputy chief in Dallas, though sympathy can also boost recruitment. Dallas has seen an uptick in applications since its officers were attacked.

The last is the image of policing. The deaths of several unarmed black men at the hands of police officers and the ensuing backlash seem to have made police work less appealing. "We have a situation where law enforcement is being scrutinised more heavily," says Mr Hamilton of the

LAPD. According to Gallup, a polling organisation, trust in law enforcement generally has remained fairly stable since it began surveying the topic in 1993. But according to data collected by Harris, another polling group, the share of both whites and blacks who believe that African Americans are discriminated against by the police has risen markedly between 1969 and 2014.

Baltimore Police Department's officer shortage led it to Puerto Rico in search of fresh faces. The department also mulled relaxing its stance on past marijuana use. Chicago has cut its minimum age requirement for its police academy from 25 to 21. Several departments have lowered educational requirements for recruits. If President-elect Trump follows through on his promises to beef up military and infrastructure spending, the plight of police departments might worsen, worries Mr Lim. The armed and police forces tend to compete for applicants. If more jobs become available in industry and construction, putting on a badge might become even less appealing to young workers.

\* This article appeared in the United States section of the print edition under the headline "The force is weak"

In this section

Inequality or middle incomes: which matters more?

Republican congressmen retreat from an attempt to gut the Office of Congressional Ethics

Police departments struggle to recruit enough officers

A study by the Journal of the American Medical Association suggests stand-your-ground laws result in more fatal shootings

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17.0112.02002  
Title.

Prepared by the Legislative Council staff for  
Senator D. Larson

January 12, 2017

2054-  
1-16-17  
# 1. p1

PROPOSED AMENDMENTS TO SENATE BILL NO. 2054

Page 1, line 7, replace "is employed" with "has a minimum of two years of employment"

Renumber accordingly

17.0112.02001  
Title.

Prepared by the Legislative Council staff for  
Senator D. Larson

January 12, 2017

2054-  
1-16-17  
#1. p. 2

PROPOSED AMENDMENTS TO SENATE BILL NO. 2054

Page 1, line 7, replace "An" with "To the extent the annual cap under this section has not been met, an"

Page 1, line 8, after "of" insert "twenty-five percent of"

Page 1, line 18, remove "tuition and fees"

Page 1, line 21, after "waive" insert "twenty-five percent of"

Page 2, after line 4, insert:

"5. The total amount of waivers granted each year by institutions under the control of the state board of higher education may not exceed one million dollars."

Page 2, line 5, replace "5." with "6."

Renumber accordingly

1-17-17  
SB 2054  
# 1 p. 1

SB: 2054

**Law enforcement officer tuition and fees waiver.**

1. To the extent the annual cap under this section has not been met, an individual who is currently employed as a full - time law enforcement officer in this state, who has a minimum of two years of employment, and who is licensed under chapter 12 - 63 is entitled to a waiver of twenty-five percent of resident tuition and fees of any institution of higher education under the control of the state board of higher education if the law enforcement officer:

- a. Maintains satisfactory performance with the officer's law enforcement agency;
- b. Obtains authorization to participate in the waiver program and a certificate of verification from the law enforcement officer's superior officer which attests to the officer's satisfactory performance;
- c. Meets all admission requirements of the institution; and
- d. Pursues studies leading to a degree from an associate degree program or a baccalaureate degree program.

2. The law enforcement officer may receive the **tuition and fees** waiver for up to five years from the date the law enforcement officer first receives a waiver under this section.

3. The institution of higher education shall waive **twenty-five percent** of the officer's tuition and fees after subtracting awarded federal financial aid grants and state scholarships and grants for an eligible law enforcement officer during the time the officer is enrolled. To remain eligible for the waiver, the officer shall comply with all requirements of the institution for continued attendance and award of an associate degree or a baccalaureate degree.

4. The law enforcement officer shall include the certificate of verification when applying for enrollment to the institution of higher education.

5. The total amount of waivers granted each year by institutions under the control of the state board of higher education may not exceed one million dollars

6. The attorney general shall adopt the rules necessary to implement this section.



Mr. Chairman and members of the committee. For the record, I am Diane Larson, Senator from District 30 in Bismarck. Senate Bill 2054 provides a waiver of tuition and fees for Law Enforcement to any institution under the control of the board of higher education. This was amended in the Senate to provide a 25% waiver.

In these times with law Enforcement being targeted and some have even been killed, maligned by the media, spit on and slandered, we need to give Law Enforcement the ability to have something to help with recruitment and retention of law enforcement officers.

These men and women are called to confront the worst issues and continue to deliver the highest professionalism and demeanor in even the most stressful situations. They must have the ability to go to a scene involving a traffic death and from there to a domestic dispute where people are violent and combative and then to finding a lost child and reassuring them that they will find their mommy then to writing a traffic ticket, all in a day's work. The demands that we place on them with the standards that we expect from them is a very high bar to reach. Even so, they do meet that standard on a consistent basis.

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It hurts to see people of honor mistreated, and I think there needs to be incentive for parents to want to encourage their child to go into that career. This is a very good step for us as a state to take in support of those who serve and protect us.

As a reference:

The **National Guard** has a 25% tuition waiver and they cover the other 75% is covered by the National Guard. During the 2014-2015 school year \$370,404 was provided in tuition waivers to 357 students. The National Guard also covers tuition waivers for graduate school. This represents an average per person waiver of \$1,037. *This bill does not provide for graduate school tuition waiver and there is a requirement that the person must be employed for 2 years before they are eligible for this waiver.*

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In 2013 3 officers received tuition reimbursement for a total of \$3,751

In 2014 4 officers received tuition reimbursement for a total of \$2,122

In 2015 None

**In 2016 1 officer received tuition reimbursement for \$399**

*Since this is ½ tuition waiver, it is clear that those officers are not full time students. Working full time will not likely result in many being able to attend school full time.*

The **Sheriff's Departments** have 648 employees in ND and 206 of them fall under the criteria of being employed for 2 years and not yet holding a bachelor's degree. Not all eligible will choose to go to college. This demonstrates that less than 1/3 have taken advantage of the tuition waiver last year.

*Most of those working full time in Law Enforcement are not interested in going to school as a full time student so full time student tuition will likely used. We also believe that not all in Law enforcement will even choose to pursue a degree as demonstrated in the numbers that were provided to me by the Sheriff's offices. The cap was put on the tuition waiver to ensure that the amount would not exceed \$1,000,000 per year, but I don't think that we will even come close to using that amount of a waiver. It should also be noted that the 25% waiver means that the student or other entity will still pay 75% of the tuition.*

Mr. Chairman and committee, I believe this is a good bill that will assist our valued law enforcement agencies recruit and retain the best applicants.