# MINUTES OF THE MEETING BUSINESS AND LABOR COMMITTEE MONTANA STATE HOUSE OF REPRESENTATIVES

March 7, 1985

The meeting of the Business and Labor Committee was called to order by Chairman Bob Pavlovich on March 7, 1985 at 9:00 a.m. in Room 312-2 of the State Capitol.

ROLL CALL: All members were present.

SENATE BILL 95: Hearing commenced on Senate Bill 95. Senator J.D. Lynch, District #34, sponsor of the bill by request of the Department of Labor and Industry, explained that this is a conformity bill. The word contribution is changed to assessment to conform with the federal statute.

Proponent Dave Wanzenried, Commissioner, Department of Labor and Industry, stated this is a requirement of the federal government. In 1983 the legislature gave the department the authority to set aside 1/10 of 1% of contributions to be used for job service funding if needed. This must be called an assessment rather than a contribution. There will be no change in tax liability to employees, added Mr. Wanzenried.

Representative Glaser questioned Dave Wanzenried as to the formula change, based on contributions \$67,000 would be collected and based on taxable wages 2.5 million dollars would be set aside. Mr. Wanzenried referred the question to Harold Kansier of the department. Mr. Kansier explained that the intent in 1983 was to take 1/10 of 1% of taxable wages not contributions.

Representative Glaser then asked Mr. Kansier how the money gets back into the state. Mr. Kansier stated that all money goes to the U.S. Treasury Fund in Washington D.C. When money is needed to pay unemployment benefits, an order is sent to Washington D.C. daily for the amount that is needed. Representative Glaser added that the issue is not money for benefits, but for administrative purposes. Mr. Kansier stated that the money stays in Helena for six months and if it is not needed for administrative purposes it must be used for benefits and is sent to Washington D.C.

Representative Brandewie asked if House Bill 284 is passed, will employers be paying on \$11,800, to which the answer was yes. He then asked Mr. Kansier what the dollar difference will be if Senate Bill 95 is passed. Mr. Kansier explained

Business and Labor Committee March 7, 1985 Page 2

that there will not be a dollar difference, the department has never taxed on 1/10 of 1% of contributions, it was an error in legislation.

Rep. Wallin asked Mr. Kansier what 1/10 of 1% was the figure chosen. Mr. Kansier explained that this figure will enable Montana job service, to keep their 26 offices that are currently in the state.

Rep. Jones asked Dave Wanzenried if the department has been collecting money as interpreted rather than as written in the bill there has been an over collection and the money should be returned. Mr. Wanzenried explained that the money paid in would have been the same figure regardless of how it was interpreted.

Representative Kitselman asked Mr. Kansier if the department attempted to go through the legislative code commissioner, rather than seeking an attorney general opinion. Mr. Kansier stated that they did go through the code commissioner, but Washington D.C. wouldn't consider this unless an attorney generals opinion was rendered.

Representative Kitselman then asked if the attorney general made his decision on the agencies intent, not the legislatures. Mr. Kansier explained that the attorney generals opinion was also based on testimony presented before the house and senate business committees.

Representative Brandewie asked Dave Wanzenried how many times the money has been needed for administrative purposes. Mr. Wanzenried explained that they have never used the money for other than benefits and if they had, the deficit would be greater than it is presently.

Representative Kitselman asked Mr. Kansier if the money held in Helena draws interest and what the interest is used for. Mr. Kansier explained that the interest remains in Helena, currently and that it must be used for job service funding.

Representative Glaser asked Mr. Wanzenried if his figures are correct, Norwest Bank in Helena is holding approximately one quarter of a million dollars. Mr. Wanzenried stated he would provide the committee with the figures.

There being no further discussion by proponents and no opponents present, the hearing was closed on Senate Bill 95.

Business and Labor Committee March 7, 1985
Page 3

SENATE BILL 17: Hearing commenced on Senate Bill 17. Senator Pat Goodover, District #20 by request of the code commissioner is a housekeeping measure, stated Senator Goodover.

Proponent Greg Petesch of legislative council, explained that the word department is substituted for the word commissioner. This section relating to unfair trade practices is administered by the Department of Commerce. The remainder of the bill are housekeeping items, added Mr. Petesch.

There being no further discussion by proponents and no opponents to the bill, both were excused and the hearing on Senate Bill 17 was closed.

SENATE BILL 139: Hearing commenced on Senate Bill 139. Senator Gene Thayer, District #19, sponsor of the bill, explained that this allows the seller in a transaction covered by the federal Truth-in-Lending Act the option of using the disclosure language in the Montana Retail Installment Sales Act. All consumer transactions that are paid off monthly over a period of years are covered. Senate Bill 139 will eliminate the duplication of language required by both federal and state laws. The current Regulation Z is an intimidating, lengthy form, that is impossible to copy, added Senator Thayer.

Proponent Tom Carruthers, past chair, Montana Retail Bankers Association, distributed to committee members Exhibit 1 which is attached hereto. Mr. Carruthers explained that these forms are lengthy and confusing to the average consumer. Contracts are originated at the point ot sale and generally are then sold to a different financial institution to service. If an error is made it is difficult to explain and correct. Senate Bill 139 is trying to simplify dealings for the consumer, stated Mr. Carruthers.

Proponent Les Alke, representing the Montana Bankers Association, explained this measure will reduce paperwork and simplify the process. All dealers will benefit from the passage of Senate Bill 139.

Representative Hansen asked Tom Carruthers if there are any areas that the state covers that the federal does not. Mr. Carruthers explained that the Montana disclosure provides clearer and less confusing information for the consumer.

Business and Labor Committee March 7, 1985 Page 4

In closing, Senator Thayer stated that the same question raised by Representative Hansen entered his mind prior to his agreeing to carry the bill. The regulation Z is more comprehensive, added Senator Thayer.

There bein no further discussion by proponents and no opponents to the bill, all were excused by the chairman and the hearing on Senate Bill 139 was closed.

HOUSE JOINT RESOLUTION 31: Hearing commenced on House Joint Resolution 31. Representative Jan Brown, District #46, sponsor of the resolution, at the request of the National Federation of Independent Business would request an interim study to look at competition by state and local government with private enterprise, particularly in printing, manufacture of products or rendering of services by state institutions, procurement policies or practices that deny private enterprise the opportunity to bid on government purchases, and purchasing by the state outside the framework of the Montana Procurement Act. Most goods can be produced for less by private enterprise. The resolution would create a public forum where business' can bring concerns to the attention of legislatures and assemble information and made a recommendation to the 50th legislature, added Rep. Brown.

Proponent Riley Johnson, representing the National Federation of Independent Business and State Director, Government Relations/ Montana, supplied written testimony which is attached hereto as Exhibit 2.

Proponent Ben Cohen, Representative District #3 and Vice-President of the Montana Solid Waste Contractors Association, offered his support of the bill as amended. Representative Cohen distributed to committee members Exhibits 3 which is attached hereto.

Proponent George Allen, representing the Montana Retail Association, stated that currently the state must purchase from a central store regardless of the price. A business in the eastern part of the state must purchase from a store in Helena and pay freight charges, etc. A study of the state involvment in private enterprise is needed, stressed Mr. Allen.

Proponent Sue Weingartner, Executive Director, Montana Solid Waste Contractors, supplied written testimony which is attached hereto as Exhibit 4.

Proponent H.S. Hanson, representing the design professions,

Business and Labor Committee March 7, 1985
Page 5

explained that with the highway department, the federal government will not recognize their overhead if the department does there own design. The state will receive more revenue if the work is done outside the department, added Mr. Hanson.

Proponent Bill Schneider, representing Falcon Crest Publishers, a firm that employs ll individuals, explained that he is not officially speaking for the industry but is sure they all support this legislation. Although a company may be more efficient and less expensive, they still will not receive the work, it will go to a state agency. Speaking as an ex-state employee, Mr. Schneider stated the state printing shops are not saving tax payers any money.

Proponent Roger Koopman , Owner/Manager, Career Concepts in Bozeman and President, Montana Association of Career Consultants, explained that the issue over the job service offices is a federal one, but the legislature can set priorities and procedure for job service offices. The assumption is that the cooperation between the private sector and the job service offices is one of few problems. A past meeting with the then Commissioner of Labor, Dave Hunter, resulted in the commissioner stating that by mandate the department is to compete with the private sector and to use everything possible to accomplish this. Local job service offices advertise as the "no fee" employment agency and become angry when an individual is placed in a position by a private agency. department of labor has a hand over the private business, added Mr. Koopman. Exhibit 5 was distributed to committee members.

Proponent Ellen Feaver, Director, Department of Administration, stated the questions raised by the proponents are legitimate. The administration has done their best to make correct decisions but there is always room for improvement. Ms. Feaver explained that the printing area has been studied extensively and she believes future study will result in the same findings.

Representative Ellerd asked Representative Brown, who and how many will serve on the committee, will they be paid and stated that he cannot recall ever having a committee report back to the legislature. Representative Brown stated that the standard for a interim committee is 4 legislative members and 4 members to represent the industry and that the standard per diem would be paid.

Representative Ellerd asked Riley Johnson why and who the

Business and Labor Committee March 7, 1985 Page 6

committee will report back to. Mr. Johnson explained that the legislatures are the voice of the consumer and the gobetween. Our legislatures have the knowledge, and expertise and can allow for measurer to be enacted.

Representative Ellerd stated this resolution is very broad and the time necessary to study each aspect will be phenomenal.

Representative Schultz asked Sue Winegartner is she was familiar with a situation in Lewistown when a private company purchased the solid waste system and an increase between 100 and 200% was apparent. She was familiar with the problem. Representative Schultz added that a private hauler is not always your cheapest resource.

There being no further discussion by proponents and opponents, all were excused by the chairman and the hearing on House Joint Resolution 31 was closed.

ACTION ON SENATE BILL 17: Representative Nisbet moved DO PASS on Senate Bill 17. Second was received, Senate Bill 17 will BE CONCURRED IN by unanimous vote.

ACTION ON SENATE BILL 139: Representative Thomas moved DO PASS on Senate Bill 139. Second was received, Senate Bill 139 will BE CONCURRED IN with all but Representatives Driscoll and Hansen voting yes.

ACTION ON HOUSE JOINT RESOLUTION 31: Representative Brown moved DO PASS. Representative Ellerd expressed his concern with the time element and added that this is very broad for one committee to study such a complex issue. Representative Bachini stated the amendment has already been addressed in a previous bill. Representative Hansen added that the solid waste situation is different than what the bill proposes, they are utilities, not private industries. Representative Kitselman explained that an interim committee is mandated to file a report and a copy may be requested from legislative council. The results of such a committee are seen in the form of bills, added Representative Representative Simon stated the stream access bill is a result of an interim study and stressed the importance of Representative Cohens amendment and moved the same. tative Schultz added that if all small areas are incorporated into the bill the purpose may be defeated. Question being called, the amendment does fail with all but Representative Simon voting no. House Joint Resolution will BE ADOPTED with Representative Driscoll voting no.

Business and Labor Committee March 7, 1985 Page 7

ADJOURN: There being no further business before the committee, the meeting was adjourned at 9:45 a.m.

Rep. Bob. Pavl

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### DAILY ROLL CALL

## BUSINESS AND LABOR COMMITTEE

49th LEGISLATIVE SESSION -- 1985

Date Maid 7,1985

NAME Bob Pavlovich	PRESENT	ABSENT	EXCUSE
Les Kitselman			
Bob Bachini			
Ray Brandewie			
Jan Brown		, , , , , , , , , , , , , , , , , , ,	
Jerry Driscoll	~		
Robert Ellerd			
William Glaser			
Stella Jean Hansen			
Marjorie Hart	V		
Ramona Howe	~		
Tom Jones	V		
Mike Kadas	V		
Vernon Keller	V		
Lloyd McCormich			
Jerry Nisbet	V		
James Schultz			
Bruce Simon			
Fred Thomas	~		
Norm Wallin	V		

### STANDING COMMITTEE REPORT

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### STANDING COMMITTEE REPORT

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Rep. Robert Pavlovich, Chairman.

## Exhibit 1

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### TESTIMONY

Submitted by: Riley Johnson

March 7, 1985

National Federation of Independent Business (NFIB)

By: J. Riley Johnson, State Director Government Relations/Montana

Before: Montana House of Representatives
Business and Labor Committee

Re: House Joint Resolution 31

#### Mr. Chairman:

My name is J. Riley Johnson and I am the State Director for Government Relations in Montana for the National Federation of Independent Business (NFIB). Our association represents some 5,500 small and independent businesses throughout Montana, and I come before your committee today to urge your favorable consideration of HJR 31.

Before I begin, I should note that the question of establishing a review commission on the topic of government competition with private enterprise was put to our membership in the 1985 Montana ballot for NFIB and over 73 percent of the respondents favored such a study committee.

NFIB bases its support for government competition legislation on two fundamental beliefs: 1) contracting out is simply a good business practice, since it affords the most effective and efficient method of providing state and local governments the needed goods and services; and 2) the government's legitimate sphere of operation is to govern, not to engage in commercial or industrial enterp rise. State and local governments should not compete with its citizens through in-house production of any

Page-2 NFIB Testimony HJR 31

goods and services which are readily available at reasonable prices in the for-profit private sector.

in-house production does not arise solely from abstract philosophical considerations, but from personal experience as well. AFIB members can cite case after case of unfair competition by state revernment and local agencies, resulting in a large part from the lack of a sound, consistent and fully implemented policy for procuring public sector goods and services from the private sector.

In the debate over government competition, the question of cost comparisons between in-house production and contracting out its goods and services needs inevitably arises. Certainly, state government desires to obtain its needs at reasonable prices -- the taxpayers should demand no less. It is important to keep in mind, however, that government production costs and private sector production costs are not strictly comparable. For example, state governments do not have to bear the tax, licensing and regulatory burdens imposed on the private sector. Also, take into account that many public employee pension plans are not fully funded, and thus represent a future tax liability often not taken into account in private vs. public cost comparisons.

Page-3 NFIB Testimony HJR 31

NFIB believes that government competition with private enterprise engenders serious concern about the proper role and function of government in a free enterprise economy, and that reliance on the private sector for the provision of public goods and services makes good sense -- both philosophically and economically.

In-house production of goods and services translates into lost income for small business. Lost income means lost tax revenues for state government, both from business itself and from the employees the business would have hired the Additional work generated by government contracts.

Certain examples of state government competition with the private sector result from conscious and deliberate decisions by the legislative or executive branches of state government. In these cases the state has decided that it is in the public interest to provide taxpayers with subsidized services (assisting the unemployed in locating jobs) or that the investment necessary to provide an adequate level of service is too large for the private sector to bear alone (State parks, for example).

In other cases, however, there has been a rather unconscious encroachment here in Montana of the public sector upon the private.

Page-4 NFIB Testimony HJR 31

Regardless of the nature of the decisions leading to government competition with private enterprise, however, it is time for state government, under the direction of its people's representatives, to begin to review the division of responsibility between the public and private sector. Only after such a careful review can the state and its localities make rational decisions about the service areas which should be relinqueshed to the private sector and that which should be done in-house.

Briefly, let me list some of the major areas of government competition which you as legislaters might consider in your deliberations on this issue:

- \* Prison industries
- \* Unemployment and job services
- # Day care centers
- \* University research
- \* Outside consulting by public employees
- \* Audio-visual products and services
- \* Printing, binding and reproduction
- \* Photography
- \* Naintenance of equipment
- \* Bulk purchasing and warehousing goods
- \* Security services

Page-5
NFIB Testimony
HJR 31

- \* Food services
- \* Surveying, architectural and engineering services
- \* Transportation
- \* University book stores
- \* Insurance and bonding
- \* Fublication services
- # Health services
- \* General retailing and warehousing of goods

This is not an exhaustive list, of course, but it does tend to put the government competition question into somewhat better perspective.

And, finally, reliance on the private sector would result in significant cost savings to state and local governments, based on the inescapable conclusion that the private sector is significantly more efficient in delivering needed goods and services than is the public sector.

NFIB urges your favorable consideration of MJR 31. As the bill's sponsor has stated: one of the biggest markets for small business in the State of Montana...is the State of Montana. Help us try and maintain a robust small business climate. Help us pass hJR 31. Thank you.

(Letters from NFIB members)

page 3

#### AMENDMENT TO HJR 31

Line 9:

· requirements of the Montana Procurement Act+;

Add:

(f) local govenment garbage and solid waste disposal practices.

Representative Ben Cohen



Exhibit 4 3/7/85 HJR 31

Submitted by: Sue

Montana Solid Waste Contractors, Incheingar 34 South Last Chance Mall No. 1 • Helena, Montana 59601 • 406-443-11

March 7, 1985

### HOUSE JOINT RESOLUTION 31

For the record, my name is Sue Weingartner. I reside at 4480 Last Straw Drive, Helena, Montana. I am Executive Director of the Montana Solid Waste Contractors.

We support House Joint Resolution 31.

Montana has approximately 50 haulers permitted by the Montana Public Service Commission to haul garbage, who serve our state's communities and their surrounding areas.

These are basically small, family-owned and operated businesses. If our industry were to pinpoint the single, largest problem which is common to most of these haulers, it would be "competing with government." Municipalities and private are not on equal standing in this competition for several reasons.

Most municipalities who provide city garbage services do not give taxpayers an opportunity to choose their service provider—even though a private hauler also serves the area. Most cities have established a practice or policy whereby a resident must use the city garbage service, or if a citizen uses a private carrier, the citizen pays the city assessment in addition to the private carrier's fees.

Another reason for unequal competition standing is addressed in this proposed

Resolution--private enterprise pays taxes and fees from which government entities

are exempt.

In researching fees and taxes from which governments are exempt but which are paid by private industry, I found 10 of these:

Taxes and Fees Paid by Private Enterprise

Taxes Paid by Municipalities

Federal Fuel Taxes

Federal Income Tax

Federal Truck Tax on Trucks over 33,000 lbs.

(12% of cost)

Federal Excise Taxes on Tires

Federal Road Use Taxes (assessed on truck

size by no. of axles)

State Income Taxes State Fuel Taxes

State Fuel Taxes

GVW Fees Licensing Fees

and taxes.

Real Estate Taxes

Personal Property Taxes

Several years ago, Columbia University Graduate School of Business conducted a study and surveyed 2,060 communities, reviewing refuse collection practices. According to the study, municipal collection was 29% more costly than private contract collection, even though municipalities pay less for trucks, fuel, parts and other expenses because they are exempt from income and other taxes. They also found that a private firm rebates about 15% of its revenues through payment of taxes and fees.

A more recent study entitled, "Comparative Study of Municipal Service Delivery" finalized in 1984 by Ecodata, Inc., a New York City research firm working under a contract from the Department of HUD, concluded that private refuse contractors can perform residential refuse removal services at the same level and quality as municipally-employed forces for 28% to 42% fewer dollars.

Refuse collection is a big job and a vital community service. It is estimated that by the year 1990, our daily waste volume in this country will have doubled from the 1978 volume. Private firms can offer public official faced with and shrinking budgets an opportunity to trim costs/maintain quality service while at the same time contributing to government revenues through payment of fees

Refuse collection can be a highly effective partnership of local government, who is responsible for public health and safety, and private industry, who can develop and operate a collection plan tailored to a community's needs.

We feel this is a most appropriate study for an interim legislative committee and urge your support of HJR 31.

# Private Collection Cheaper In New HUD-funded Study

Private collection is up to 42% cheaper than municipally provided service, a study concludes. Included: how cities can improve.

federally funded study concludes that private refuse contractors can perform residential refuse removal services at the same level and quality as municipally employed forces for from 28% to 42% fewer dollars.

In general, the private refuse contractors included in the study were found to obtain more work from their crews—who had less absenteeism and went home earlier than city-employed crews—in less time.

Contractors also were seen as paying more attention to standardization of their refuse truck fleet and maintaining it—thus netting less downtime.

In addition, contractors manage their companies more actively, the study found, with fewer layers of management.

#### Eight services studied

The "Comparative Study of Municipal Service Delivery" was finalized earlier this year by Ecodata, Inc., a New York City research firm working under a contract from the Department of Housing and Urban Development.

Barbara J. Stevens, editor of the Ecodata study, was also a principal in the 1974 Columbia University study of private versus municipal refuse collection costs.

In the more recent study, Stevens and her Ecodata colleagues studied eight types of services which cities can contract out—from traffic signal, turf and street tree maintenance to street sweeping.

In the spring of 1983, they studied 20 cities in the Los Angeles area, matching 10 cities that provided their own services with 10 cit-

ies of similar size which contracted out services.

The result: for seven of the eight services, private contractors were from 37% to 96% more efficient than city-employed forces.

Results of this study and of one released last year in Canada provide updated information to back up the conclusions of the 1974 Columbia University study.

42% more costly than refuse collection by a private contractor."

(Editor's note: the Ecodata figures include in the cost of private contracting the cost of city administration of such contracts).

"This finding is the result of statistical analysis where the effect of quantity of refuse collected, refuse generation per stop, frequency and location of pickup, route density

Study methodology included sending field personnel to each city to identify actual city records—payroll statements, fringe benefits paid, expenditures on parts and labor for capital equipment, etc.

Taken together, the three indepth studies indicate that cities can save money without losing service quality by contracting out refuse removal, street sweeping and other services.

The rest of this article is devoted to refuse removal conclusions of the Ecodata study. Two short articles accompany it: one details the findings of the Ecodata study as they relate to street sweeping; and the other presents the main conclusions of a 1983 Canadian study on the subject.

#### Main findings

The main findings of the Ecodata study as they apply to refuse removal, as presented in the report's executive summary, are:

1. On average, refuse collection by a municipal agency is 28% to

and the quality of service provided are held constant.

2. Quality of refuse collection service varied from 11.05 (best) to 92.7 (worst), with an average value of 34.3 for municipal cities and 38.2 for contract cities.

Thus, the average quality of service provided by contractors and municipal agencies is almost identical.

- **3.** In comparison to municipal agencies, contractors:
- are able to achieve lower absentee rates (7.9% versus 13.4%);
- are able to achieve lower downtime ratios (6.2% of the contractor vehicles versus 16.2% of the municipal agency vehicles are in the garage, for repair, at any time);
- are more likely to operate a one-brand fleet:
  - and have contract workers

who are more likely to make two loads per shift than are municipal workers.

- **4.** Of the 10 low-cost cities (of 20 surveyed in depth), eight are contract cities. Management factors that distinguished low-cost (efficient) cities from high-cost (inefficient) cities include:
- number of loads—crews in low-cost cities are more likely to make two loads per truck shift than are high-cost cities;
- absentee rates—low-cost cities experience lower absentee rates than high-cost cities (absenteeism includes sick days, personal days, holidays and vacation days);
- vehicle downtime—a smaller percentage of low-cost city vehicles are non-functional and in the ga-

rage for repair at any one time than in high-cost cities; and

 incentive systems—low-cost cities are more likely than high-cost cities to have their workers on a 'go home when route is finished' incentive system.

### Ideas for cities

"Policy guidelines" were recommended by the Ecodata researchers for cities, based on the research. Inthe residential refuse removal area, these guidelines included:

 Longer shifts and incentive systems are associated with higher productivity and efficiency. Cities on a five-day, eight-hour-day schedule. for example, should consider a four-day, 10-hour-day format.

A program allowing crews to go

home when their route is completed should also be consid-

 Low costs are associated with keeping collection vehicles in good operating condition. Cities should structure and implement comprehensive maintenance programs. Further, responsibility for equipment maintenance should be located within the department responsible for service delivery.

Should the scale of the residential refuse collection operation not be sufficiently large to justify a fullscale, in-house maintenance facility for all repairs, service agencies should consider: retaining in-house mechanics for minor maintenance and preventive maintenance and/or assigning central garage mechanics

(Continued on page 27)

## Canadian Study Comes To Same Conclusions

Exclusive public sector (refuse) collection is 50.9% more expensive per household than purely private collection." 

That's the key finding of the study, "Residential Solid Waste Collection Services in Canadian Municipalities,' by Dr. James McDavid of the University of Victoria's School of Public Administration.

For the study, released last year, McDavid included 126 Canadian cities with populations of more than 10,000 outside of Quebec. Funding was provided by the unierskirk lidd dit far

Of the 126-city sample, 20% had municipal collection only, 42% private contractors only, with the balance having a mixed arrangement. This means that residential collection in 80% of Canada's cities is performed, to some extent, ... by private contractors.

Example of the con-

### Private edge

Private companies were four times as likely as cities to use the 32-yard rearloading truck, the largest in the survey, and generally were more likely to use rear loaders than were cities.

Interestingly, the average crew size for private-only rear loader-using systems (2.2 persons) was much lower than that for publiconly systems (2.9 persons). Private companies' vehicles were newer-averaging 3.48 years of age, compared to 4.47 for cities' trucks.

Using "regression analysis" to eliminate the affect of variables—including the advantages private firms have in using larger trucks, smaller crews, younger equipment, etc.—McDavid still found that exclusive public collection is \$10.34 per household more expensive than exclusive private collection.

Where did the big private edge come from? McDavid suggests competition:

'Although less tangible, the element of competition may be the most critical factor in inducing increased efficiency," the study says.

"Private sector firms tend to compete with each other for municipal contracts to collect solid waste. This would be expected to keep costs down.

"Interestingly, in mixed settings, municipal producers are consistently closer to private-only systems in terms of cost per household than are public-only systems.

"It may be that even where municipal producers dominate, but do not control all the residential collecefits from competition.'

### Other data

Other interesting d from the study included:

- "Private collection crews are 95% more productive than their public counterparts . . . 60% more productive than public crews in mixed settings." 🚁
- Crews in private-only systems collect 1.25 tons per hour ... double the figure (0.64) of crews in public only systems.
- Salaries: \$17,441 on average for workers in the private sector, compared to \$19,272 for those in public only cities.

  • Private firms were
- about three times as likely to offer productivity incentives as were cities."
- Cost per household for solid waste collection by re gion ranged from a high of \$48.30 in the Maritim tion, there will still be ben-Provinces to a \$25.54 low in Ontario.

ices were municipal employees found to be as efficient as private contractors.

Refuse collection was the largest city service studied, in terms of percentage of municipal budgets; it averaged 4.2% of the typical Southern California city's annual outlays. Street sweeping represented %10ths of 1% of the average budget; the other six services together totalled 5.7%.

All of the cities studied provided once-a-week curbside pickup service.

As noted above, for the contract cities studied, the total cost of contracted-out services included all municipal expenditures for contract monitoring, contracting leading and payments to the contractor for contract service delivery.

Study methodology included sending field personnel to each city to identify actual city records—payroll statements, fringe benefits paid, expenditures on parts and labor for capital equipment, etc.

### Other refuse data

Other refuse industry-oriented

data generated by the survey included the following:

- Households per crew per shift in the study ranged from a minimum of 250 to a maximum of 719. In considering these figures, remember that climate and other local differences were factored out of this study. The mean was 445 households per crew per shift.
- Cost of refuse collection per ton varied from a low of \$12.48 to a high of \$43.62, with a mean of \$28.10.
- The average monthly wage of "laborers" in the study was \$1,237 for private refuse collectors, \$1,418 for city-employed workers. Labor and fringe benefits represented 39% of the total cost of privately provided service, 50% of city-provided refuse removal.
- For the 20 cities in the study, the "predicted average cost" of refuse removal services was \$21.16/ ton for private contractors and \$29.97 ton for city-provided services. This assumes once-a-week curbside pickup of 27,390 tons of refuse per year from 20,520 house-holds.

• For the 10 contract cities, the average percentage of total refuse removal cost attributed to payments to the contractor(s) was 95.6%; municipal monitoring costs accounted for the balance.

la:

- The Ecodata study noted that its refuse removal conclusions, on the basis of studying 20 cities in a limited geographical area, "are in agreement" with the 1974 study of 315 United States cities.
- The study also noted that "the capital intensity of refuse collection has increased over the past decade." Refuse collection costs have increased 33% since the 1974 study—the rate of increase of the Consumer Price Index—while salaries paid to refuse collectors have increased 90% over that time.
- The difference in wage rates goes a long way toward explaining the difference in costs, the study said—but added: "As all cities are in the same market area, the fact that municipalities pay higher wages is a choice; contractors in the same market are able to employ workers at lower wages who deliver the same quality service."

Exhibit 5 3/7/85 HJR 31

Submitted by:

Roger Koopman

### PRIVATE EMPLOYMENT AGENCIES AN INDUSTRY AT THE CROSSROADS

### Roger Koopman **Bozeman Career Concepts**

#### INTRODUCTION

In America today there are approximately 12,000 privately owned employment agencies. They range in size from one person operations to firms with staffs of considerable size. Some agencies specialize in one area of the job market; others are more general, handling all fields and all levels. Some offices are national and international in scope; others concentrate on the local market in their own communities. Perhaps the typical agency falls somewhere in between these distinctions. All together, they comprise an industry that places some four and one-half million Americans in productive jobs annually.

Private employment agencies are a tremendous resource to both the job seeker and the employer. A good agency will normally devote many hours of hard work to finding each applicant a lasting and rewarding position. Where people's livelihoods are concerned, there can be no substitute for this kind of personalized service. Genuine career placement is a process that has no shortcuts. To be done right, it must be done thoroughly, exhaustively and professionally, and only the private agency is in a position to offer that kind of service. Indeed, to the serious her seeker or career changer, professional assistance of that type is

only logical way to go.

As with all private sector professionals, private employment consultants operate under the incentives of the American Free Enterprise System. The free market dictates that their rewards will be directly proportional to the success of their efforts, and their success will be directly proportional to their hard work and professionalism. The job seeker or the employer agrees to pay a placement fee when, and only when the consultant has secured appropriate employment for that applicant.

#### THE PRIVATE AGENCY: ENEMY OF THE STATE?

Unfortunately, the private employment industry, since the passage of the Wagner-Peyser Act in 1933 has found itself in the "unique" position of facing direct, head to head competition from an agency of the federal government in virtually every aspect of its activities. Originally estabished as a means of assisting the handicapped, disadvantaged and chronically unemployed in finding jobs, the United States Employment Service, better known as the "Job Service" has, in recent years, greatly expanded its scope to include the placing of engineers, accountants, executives - in short, anyone and everyone who desires to find or change employment.

Along with its shift in priorities has come an increasingly aggressive philosophy on the part of Job Service toward competition with private employment agencies. In almost every community, the attitude of Job Service has evolved to the point where it is not nearly as concerned about people becoming employed as it is about Job Service taking credit for the placements. Rather than welcoming the service provided by the private sector and showing a willingness to cooperate with it, they seem to harbor a feeling of animosity and wage a constant battle to brainwash the public against the private agency.

### JOB SERVICE: A BUREAUCRACY GONE WILD

Why, in recent years, has the U.S. Employment Service (Job Service) assumed such an actively hostile posture toward the nation's privately rated employment agencies? Why do we now see such an intensive t on the part of Job Service to compete with private services over jobs, applicants and placements? If we assume that their whole reason for being is to facilitate greater employment across America, then shouldn't Job Service regard private agencies as allies rather than enemies? Indeed, why should Job Service care who succeeds in finding some individual a job, as long as that person is now employed?

These are reasonable questions that beg for rational answers. One might begin by pointing to the general trend our country has exp rienced toward a bigger, more powerful and more aggressive centre government. Such government has a natural self-interest to perpetuate and indeed to expand its dominion over the private sector wherever possible. No doubt this process is at work where Job Service is co cerned. And yet, the encroachment of government in the privaemployment industry has been so flagrant and so seemingly illogical that the situation demands a deeper understanding of the process at

Why has Job Service become a ruthless competitor to the prival agency, bent upon "boxing out" the private service from every place ment it possibly can? The answer is found in the funding formula that the U.S.E.S. has designed for the local Job Service offices -- a formula that forces these offices into constant, head to head competition will the private agencies and precludes any possibility of cooperation between the two sectors. Federal policy dictates that the annua budgets of the local offices be largely determined by the number of job placements each office takes credit for in the previous fiscal year. The placements are in fact weighted, with high-skill, high-salary placements being assigned a higher value than lower level jobs.

The results of that policy have been all too predictable. What we have is a perfect set-up for bureaucratic empire-building at the expense of private enterprise. What we see is local Job Service offices using eve unethical practice and untair competitive advantage at their disposal beat out the private services on specific placements. To do this, Jo Service offices have largely turned away from their traditional role of helping the disadvantaged, unskilled and longterm unemployed and a now skimming the cream" so to speak, by concentrating on placing the easily placeable. It is a classic case of government nest-feathering at the expense of the taxpayer and at the expense of economic freedom.

#### A CASE STUDY IN UNFAIR COMPETITION

What are some of the unethical practices and unfair competitive edges that Job Service employs in its war against the private entrepri neur: Here are some of the more obvious ones:

1. No Fees Charged. As one would expect, Job Service plays its so-called "free" service to the hilt. In its advertising and promotions, Jo Service draws the distinction between itself and the private services t repeatedly stating "no fees charged." The impression they try to leave with the general public is that there is something wrong about charging. someone to find them a job.

Job Service, of course, is not a "free" service at all. The difference simply in the way private and public services are funded. Private ageing cies are supported through voluntary patronage, the Job Service is supported inrough mandatory taxation. One system rests on the princu ple of free choice; the other on compulsion

This cost, of course, is hidden to the applicant who registers with Jo Service. To him, the service appears to indeed be free, since the cost is passed on to the employer through the Unemployment Security Tax, thence to the consumer. Payment for the service is indirect and ther fore not perceived. This places the private agency, which (rightfull) charges the user directly, at a terrific competitive disadvantage. The private agency is in fact penalized for operating under fronest ecours. The Job Service operates under dishonest economics, where one knows who is paying for what. It is a blatant example of burear cratic sleight of hand through the power to tax. It is consumer fraud; an Job Service is rewarded for it. One is reminded of the saying, "Govern ment is that great myth by which everyone believes they are living at the expense of everyone else2. Mandatory Listings. Job Service benefits enormously from federal mandatory listing regulations that force all companies that do any business with the government or that bid on federal contracts to list all of their job openings with J.S. Again, we see the principle of government compulsion triumphing over the voluntarism of the marketplace. Wiously, private employment agencies have no such "free rides" to ry them. They must depend upon the willing acceptance of their services by local employers to get their job openings.

What can be the justification for these mandatory listing requirements with Job Service? Do these regulations create any new jobs? Do they cause even one more person to become employed who otherwise wouldn't? Absolutely not. Mandatory listing regs represent only one thing — a value judgment on the part of government that says it is better for an American to find a job through Job Service than through a private agency (or other means). Its effect is to create a very significant competitive advantage for Job Service over the private operation by creating an automatic file of job orders for Job Service whether their performance justifies it or not.

3. Employer Exclusives. In addition to the enforcement of mandatory listing requirements. Job Service offices pursue a very agggressive policy of establishing exclusive accounts with major employers in every community. In other words, Job Service goes to great lengths to lock out private agencies and their applicants from as many local jobs as possible by coming to agreements with employers to supply them with job applicants on an exclusive basis.

This policy not only has a devastating effect on the private agency, but it has a disastrous impact upon the private agency applicant who finds the employment door slammed in his face thanks to Job Service.

Even in the case of companies that are already required through mandatory listing regulations to list all of their jobs with Job Service, they still press for exclusives. Job Service likes to refer to their exclusives as "avoiding duplication of effort." That is bureaucratic dialectic for "eliminating the competition." What Job Service seeks most is to become a monopoly, totally insulated from any competition from the private sector. Again we must ask the question: Where is the justification?

4. Statutory Exclusives. Job Service already has a great many built-in exclusives, either through statute or regulation. All federal openings, for apple, are "off limits" to the private employment agency. Usually the applies to all state positions and all openings at state universities. Tublic utilities are oftentimes the exclusive property of Job Service as well. Again, we would simply ask: Why?

Is it not ironic that most all of these employers print boldly across their lationery, "Equal Opportunity Employer?" They should add one line: unless you are represented by a private agency." apparently that must taint you in some way, making you less suitable for employment with these institutions.

It should be noted that, as a government agency, Job Service benefits om many other exclusives or near-exclusives in the private sector. Wany of the large chain stores, for example, instruct their local managers to hire through Job Service. This is particularly true in the case of new store openings, where Job Service is usually given exclusive rights all placements. Private agency applicants are frequently turned away ithout even an interview.

5. Unemployment Insurance. Since it is also the administrator of nemployment benefits, Job Service has an enormous, ready-made inplicant pool. Unemployment insurance recipients are compelled to gister with the Job Service "placement services" whether they wish to or not. Indeed a prerequisite to using any of the services of Job Service is to first be registered in their applicant file.

Job Service certainly uses this requirement to their advantage. Local Solfices have been known, for example, to encourage private agencies to send down their applicants for courtesy typing tests. Later, the agency would find out that Job Service required the applicants to first agency with them before taking the tests.

gister with them before taking the tests.
In addition to unemployment insurance, there are numerous other
deral programs that automatically feed applicants to Job Service. The

deral programs that automatically feed applicants to Job Service. The so-called CETA program, which Job Service administers, is perhaps the test known of these. Although CETA officials claim otherwise, it is clear at most CETA jobs are either completely frivolous or are positions that elemployer would have hired and paid for anyway. In reality, CETA is more than the businessman's welfare, which has the effect of: a) ently displacing permanent, productive employees from their non-cidized jobs, and b) enticing employers to jump on the Job Service ravy train."

6 Federal Regulations. The Job Service also benefits substantially from the myriad of federal hiring regulations, tax incentives, etc., on ₹ such employers adomatically turn to Job Service for guidance. If, for

example, an employer is concerned about Affirmative Action compliance, he is not likely to call a private agency for advice. He will go to the source, so to speak, by contacting the local Job Service office. In the process, he will probably become so confused and so fearful, that he will agree to do all his hiring through Job Service to cover himself. In this way, one branch of the federal government intimidates the businessman into working with another branch of the government — to the exclusion of private enterprise.

Much of the problem rests in the fact that the federal government seems to regard the Job Service as the only appropriate repository for information on federal regulations and tax policies. Absolutely no attempt is made by the federal government to keep licensed private agencies informed on these crucial matters. Moreover, when the private employment service attempts to gather this information on its own initiative, it finds the process to be a circuitous and time-consuming one indeed. Why? Does not the private placement service have just as much business knowing these things as Job Service?

7. Extensive Advertising. Job Serivce has an enormous advertising budget that private agencies cannot begin to match. In addition to the traditional newspaper and Yellow Pages ads, Job Service does extensive advertising over radio and television. Implicit in all of these ads is the idea that Job Service replaces the work of private agencies — at no cost, of course — and that the applicant will receive the same degree of personal attention and service at the Job Service office as anywhere else. This is pure deception, and causes many people to never consider the private agency alternative.

Along with the massive paid advertising campaign, Job Service is also the fortunate recipient of a huge amount of free "public service" advertising, to include daily radio reports, etc. None of this free time or space is ever made available to the private placement services. Not only do these ads increase the tremendous exposure that Job Service already receives, but they act as a kind of endorsement of Job Service as the "official" employment agency in the community.

- 8. Tax Supported. The enormous operating budget, staff and office facilities that the government Job Service possesses in each town once again eclipses that which a private agency can normally afford. To the private service, the bottom line is profitability. If it cannot show a profit, it ceases to exist. Job Service, on the other hand, has no such restrictions to worry about. It cannot go out of business, no matter how much money it spends and no matter how poor a job it might be doing. After all, it has the entire U.S. Treasury behind it!
- 9 State Regulations. In virtually every state, private services are very strictly regulated by state law, indeed, there are few if any industries that are regulated more. They are literally told everything they can't do. In about half the states they are even told exactly what fees they all must charge.

Job Service, by comparison, operates totally outside of the framework of employment agency regulation in the various states. In other words, all the rules and regulations that private agencies are forced to comply with. Job Service can (and does) summarily ignore. They do as they please.

10. Policy of Hostility. Time and time again, Job Service has demonstrated throughout the country, a total unwillingness to assist or cooperate with private agencies in any way. Instead, Job Service offices invariably assume a highly antagonistic posture toward the private sector, allowing their employees to openly criticize and downgrade the private employment service industry. Indeed, these employees seem to go out of their way to make private agencies look had whenever possible. In many cases, their tactics are extremely ruthless and highly unethical. The unofficial policy seems to be "no holds barred" when competing with a private employment agency over placements. Clearly, the perpetuation and expansion of the Job Service burseaucracy has become an end in itself, and Job Service has become rather like a steamroller in its relationship with the nation's private agencies.

### THE U.S. CONGRESS: A TIME TO ACT

In recent years it has become increasingly clear that the American private employment industry is in a fight for its very life. Government competition with the private agency has become so intensive and so far-reaching that the private placement service has literally become an endangered species. Many fine offices are already on the casualty list offices that were literally driven out of the market by the activities of Job Service.

Will the private employment agency survive, or will it become an impressive trophy in the den of Big Government? Ultimately, Congress will decide In 1933 Congress created a monster in its infancy. Through the gradual evolution of administrative taw, the monster grew up Clearly, it is the responsibility of Congress to now do something about

### DON HULETT EAST VALLEY TRUCKING

P. O. Box 4508 -:- Helena, MT 59604 (406) 443-3060

I WOULD LIKE TO LEND MY SUPPORT FOR H.J. R # 31'S APPROVAU. I HAVE TRUCKS SITTING WITH ALL TAXES AND LICENSES PAID WANTING WORK, WHEN I SEE TRUC STATE OWNED FREIGHTLINERS HAULING OUT OF SELT CREEKS WAREHOUSE GOING ALL AROUND THE STATE THESE TRUEKS ARE TRX EXEMPT, NO MARKINGS ON THE DEORS, AND ARE BEING PAID FOR BY OUR TAXES. I HAVE TO PAY. GUW, PSC, IRS, WHEMPLOYEEMENT, AND ALSO HAVE TO HAVE MY DOORS MARKED. WE STOP AT ALL SOALES, AND THEY DONT. IF THIS ISN'T PREFEREND TREATMENT I DONT KNOW WHAT IS

THANK YOU FOR LISTENING

TOWY VERISEN

Tel. 406-222-0750

R. D. Petersen, R. Ph.

Riley Johnson, NFTB 9 North Last Chance Gulsh Helena, Montana 59601

### Dear Riley:

I am writing concerning HJR31 which addresses government competition with private enterprise and particularly small business. This occurs directly most often in the areas of Veterans benefits and retired military persented who have access to VA Hospital prescription services and PX stores.

Perhaps more devastating, however, is the grownig number of Medicaid recipients. These prescriptions are paid for via a system of fixed fees and Maximum Allowable costs(MAC) which does not take into consideration the escalating fixed costs/of doing business or the rising cost of prescription merchandise.

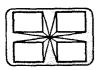
If HJR31 can accomplish anything in the way of relieving these problems, it would ease the burden of government competition from the shoulders of small business.

Silled the sold

CITY DRUG

R.D. Peterson, R.Ph.

Prop.



### Thompson Media Productions

(406) 587-3180

609 West Mendenhall Box 401 Bozeman, Montana 59715

March 5, 1985

Riley Johnson NFIB 9 Last Chance Gulch Helena, MT 59601

Dear Mr. Johnson:

SUBJECT: Comments supporting HJR 31

I support the idea of initiating a review to discover those areas of state government services that are duplicated or in direct competition with business in the private sector.

As a Montana businessman-taxpayer, employer, I believe the cost of government needs to be reduced whenever possible. I firmly believe an excellent way to accomplish cost reductions while boosting employment and Montana's tax base is to eliminate unnecessary duplication and competition between state government and private enterprise.

\_Sincerely,

Richard E. Thompson

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THOMPSON MEDIA PRODUCTIONS

 Davidson Kühr
 401 Davidson Building
 Telephone
 David S Davidson ↑ John W Armstrong

 Architects PC
 Post Office Box 3064
 408 761 2277
 William H Kühr
 Kenneth R Sievert

 Great Falls Montana
 Gordon W Whirry

4 March 1985

Mr. Riley Johnson National Federation of Independent Business 9 North Last Chance Gulch Helena, Montana 59601

Dear Mr. Johnson:

I am writing in support of House Joint Resolution 31, which would create and fund an interim study commission to study areas where state and local governments are operating in direct competition with the private sector.

Such competition has been prevalent in the architectural and engineering professions for as long as I can remember at federal, state and local levels. Examples in Montana include the Highway Department, Department of Fish, Wildlife and Parks, and to a lesser extent the Department of Administration and local Public Works Departments.

The argument always used is that such services are more economical when performed by in-house agencies. The facts of the matter are that study after study have proven that private sector design services are less expensive when all costs are taken into account.

At a time when governmental deficits are a major problem at all levels, a study such as that proposed by HJR31 could have a noticeable impact on future governmental budgeting requirements.

Sincerely yours,

David S. Davidson

S. Dandson

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### REALTORS • 910 Central Avenue, Great Falls, Montana 59401 • [406]761-4520

March 4, 1985

Mr. Riley Johnson NFIB 9 Last Chance Gulch Helena, Mt. 59601

re Government competition with private enterprise.

Mr. Johnson:

My son and I have a small business mowing weeds on vacant lots in Great Falls. This came about due to the city's agressive involvement in an ordanance against noxious weed control, and my involvement in the subdivision of residential lots in the city. Over the past seven years, mainly through word of mouth, we have built up a good clientel which helps with my son's college education.

At first, we would call the city and tell them that we were doing a certain clients mowing, tell them the lot and block and they would leave it alone. Now, they have a full time city employee driving the streets 8 hours per day all summer long looking for lots to mow. As a taxpayer, I pay his wages, pay for his tractor, and mower. Now, if we call in a customer, the city seems to get the job done the next day. When we call them about it, "it was just a coincidence". It seems to take the city all summer to do the parks and other city property, but the revenue producing jobs which they can bill the person on their taxes, they seem to get done before we can get the tractor out to the job.

The city charges about 4 times what we do, but the client can't do anything about it as they have police power in the ordanance, and they are very well aware of it!

est Regards

Don Blumfield

### NORCO PRODUCTS

A MILL WOOD SYSTEMS COMPANY

March 5, 1985

Riley Johnson National Federation of Independent Business 9 North Last Chance Gulch Helena, Montana 59601

Mc Sonald

Dear Riley:

Doing business in Montana is very difficult. Ninety-eight percent (98%) of our business is done outside the State. I believe this is due to a preception problem within our own State. State Purchasing, the University System and other Government Agencies find it hard to believe that Montana has these assets. They find it easier to do business outside the State, or create a prison industries program.

This letter is in support of House Joint Resolution #31. I am very concern about the private sectors well being in relation to Prison Industries or any other public sector enity that eats tax payers dollars at the expense of the private sector and the taxpayers.

The bureaucrats believe that sponsoring a prison industry program will help lower costs. This is not true, because for every 100 basic industry jobs lost to Prison Industries we lose another 67 jobs in the services and retail sector. We cannot afford this kind of competition. Let us work together, getting Montana the public sector out of the private sector and support more Montana business.

Thank you.

James M. McDonald

President

JMM/ds

### BIDLAKE AGENCY, INC.

145 GRAND AVENUE

P. O. BOX 1172

**BILLINGS, MONTANA 59103** 

3-05-85

Mr. Riley Johnson N.F.I.B. 9 North Last Chance Gulch Helena, MT. 59601

Dear Riley,

We are writing in regard to House Joint Resolution 31, which would provide for an interim committee to study the areas and degree to which state and federal government competes with private enterprise.

We wish it to be known that we lend our full support to this joint resolution.

Sincerely,

BIDLAKE AGENCY, INC.

Rita Bidlake Anderson

President

John J. Bidlake

Vice-President

Douglas L Bidlake

Longla & Bidloha

Sec.-Tres.

	HOUSE BUSINESS AND LABOR	COMMI'	TTEE	
BILL	Senate Bill 95	DATE_	March 7, 1985	
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IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR LONGER FORM.
WHEN TESTIFYING PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

FORM CC-33

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FORM CC 33

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WHEN TESTIFYING PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

FODM CC 22

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BILL House Joint Resolution 31			DATE_	March 7, 1985	
SPONSOR Representative Jan Brown					

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IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR LONGER FORM.
WHEN TESTIFYING PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

FORM OF 32