

**MINUTES OF THE MEETING OF THE  
SENATE COMMITTEE ON FINANCE  
AND THE ASSEMBLY COMMITTEE ON WAYS AND MEANS**

**Seventy-Eighth Session  
February 16, 2015**

The meeting of the Senate Committee on Finance and the Assembly Committee on Ways and Means was called to order by Chair Ben Kieckhefer at 9:02 a.m. on Monday, February 16, 2015, in Room 4100 of the Legislative Building, Carson City, Nevada. [Exhibit A](#) is the Agenda. [Exhibit B](#) is the Attendance Roster. All exhibits are available and on file in the Research Library of the Legislative Counsel Bureau.

**SENATE COMMITTEE MEMBERS PRESENT:**

Senator Ben Kieckhefer, Chair  
Senator Michael Roberson, Vice Chair  
Senator Pete Goicoechea  
Senator Mark A. Lipparelli  
Senator David R. Parks  
Senator Joyce Woodhouse  
Senator Aaron Ford

**ASSEMBLY COMMITTEE MEMBERS PRESENT:**

Assemblyman D. Paul Anderson, Chair  
Assemblyman Derek W. Armstrong  
Assemblywoman Irene Bustamante Adams  
Assemblywoman Maggie Carlton  
Assemblyman Chris Edwards  
Assemblywoman Marilyn Kirkpatrick  
Assemblyman Randy Kirner  
Assemblyman James Oscarson  
Assemblyman Michael C. Sprinkle  
Assemblywoman Heidi Swank

**ASSEMBLY COMMITTEE MEMBERS ABSENT:**

Assemblyman John Hambrick, Vice Chair (Excused)  
Assemblywoman Teresa Benitez-Thompson (Excused)  
Assemblywoman Jill Dickman (Excused)

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Assemblyman Pat Hickey (Excused)  
Assemblywoman Robin L. Titus, M.D. (Excused)

**STAFF MEMBERS PRESENT:**

Mark Krmptic, Senate Fiscal Analyst  
Cindy Jones, Assembly Fiscal Analyst  
Alex Haartz, Principal Deputy Fiscal Analyst  
Stephanie Day, Principal Deputy Fiscal Analyst  
Brenda Erdoes, Legislative Counsel  
Emily Cervi, Committee Assistant  
Jason Gortari, Committee Secretary  
Cynthia Clampitt, Committee Secretary

**OTHERS PRESENT:**

Fred Voltz  
Crystal Jackson, Executive Director, Public Utilities Commission of Nevada  
Donna Skau, Deputy Director, Public Utilities Commission of Nevada  
Anne-Marie Cuneo, Director of Regulatory Operations, Public Utilities Commission  
of Nevada

**Chair Kieckhefer:**

I will now open the hearing on the Public Utilities Commission of Nevada (PUCN). Is there anyone who wishes to comment?

**Fred Voltz:**

From a public perspective, it is not widely known that the PUCN receives its funding through a mill tax imbedded in electricity, natural gas and other industrial and utility rates. The mill tax is collected but not reflected on billing notices and comprises 100 percent of the PUCN's funding. It is periodically remitted by the utilities at ratepayer expense to the PUCN.

There is a built-in incentive to increase the PUCN funding when establishing electricity and natural gas rates. That is an inherent conflict of interest.

The PUCN also sets the amount investor-owned utilities can earn. That amount was recently decreased from guaranteed 10 percent to 9.7 percent. That rate is

significantly higher than what individuals can earn on bank certificates of deposit or other guaranteed investment options.

Every time an entity installs solar systems, the public pays for them through higher utility rates because of general ratepayer subsidies for those installations. Nationwide, almost \$200 billion has been subsidized to solar installations over the past 5 years, yet the yield is only 0.6 percent of the total electricity generated in 2015.

The [openbudget.nv.gov](http://openbudget.nv.gov) Website gives no justifications or individual components offered to substantiate the summarized line items for various expenses. In a zero-based budget format, the case would be made for renewing each line item rather than assuming previous expenses are appropriate into the future.

The proposed salary increases of between 3.4 percent and 24 percent for 22 of the 96 staff are not justified, when the Legislature has accepted a 2.3 percent salary reduction and many Nevada residents are still struggling with unemployment, diminished incomes and continued fallout from the Great Recession.

The three PUCN commissioners approved 19 percent to 21 percent increases for themselves in April 2014, but have subsequently withdrawn those requests from this budget.

## COMMERCE AND INDUSTRY

### PUBLIC UTILITIES COMMISSION

#### **Chair Kieckhefer:**

We will now proceed with the hearing on the PUCN budget account (B/A) 224-3920.

PUC - Public Utilities Commission — Budget Page PUC-11 (Volume I)  
Budget Account 224-3920

#### **Crystal Jackson (Executive Director, Public Utilities Commission of Nevada):**

I have provided a document titled, "Public Utilities Commission 2015-2017 Biennium Budget Request (FY 16-17), Budget Account 3920" ([Exhibit C](#)). Page 2 identifies the statutory authority of the PUCN. We are

responsible for regulating public companies engaged in electric, natural gas, telephone, water and wastewater services. We also monitor some propane systems, gas pipelines and railroad safety.

Page 3 of [Exhibit C](#) lists the Agency's mission, vision and philosophy. Page 4 notes the PUCN has three commissioners who are appointed to 4-year staggered terms by the Governor. One commissioner serves as the chair, at the pleasure of the Governor. All of the commissioners have a full caseload. The PUCN is a quasi-judicial agency and operates similarly to a court. The PUCN is divided into the policy and administration areas and the regulatory operations staff. The regulatory staff acts in a law enforcement capacity, performing analyses and appearing before the Commission as expert, credible witnesses in contested cases. The PUCN has 96 full-time equivalent (FTE) positions in its two offices in Carson City and Las Vegas.

Within the Priorities and Performance Based Budget, the core function of the PUCN is business development and services. The five activities under that function are rate- and rule-makings, electric and water resource planning, certificates, licenses and permits, safety programs and consumer complaints, outreach and media activities.

Support activities include general administration, information technology, fiscal, personnel, and payroll duties.

Page 6 of [Exhibit C](#) lists revenues. The PUCN does not receive a General Fund appropriation, nor does it compete for General Fund programs. The PUCN is funded primarily through an annual regulatory assessment or mill assessment. It is assessed on public utilities based on their interstate gross operating revenues. The statutory maximum for the mill assessment is 3.5 mills. For the purposes of B/A 224-3920, the assessment is set at 2.58 mills for the biennium. A mill equals one-tenth of one cent. The PUCN optimum reserve balance is between \$2.4 million and \$2.9 million, or 25 percent of Agency expenditures. The reserve level is projected to be approximately \$2.4 million at the end of fiscal year 2017.

Additional revenue sources are listed on page C7 of [Exhibit C](#). They include the Pipeline Safety Program reimbursement at 80 percent, which is received through a U.S. Department of Transportation (DOT) Pipeline and Hazardous Materials Safety Administration grant. Funding is also received from the DOT's Federal Railroad

Administration for the PUCN's Rail Safety Program inspections, which involve a rail assessment based on tonnages and a portion of hazardous waste disposal fees.

The PUCN also administers the Universal Energy Charge, which funds weatherization and energy assistance for qualified applicants. The PUCN does not administer the Program. The PUCN collects the funds and is allowed to retain 3 percent under the *Nevada Revised Statutes*. However, the PUCN currently retains 0.34 percent, which covers costs of administering the collections.

There are two budget priorities for the PUCN during the 2015-2017 biennium. First is the unclassified salary adjustments budget enhancement totaling \$286,569 over the biennium. That amount includes fringe benefits and the Commission will absorb the costs with no impact to residential ratepayers.

#### E-806 Unclassified Position Salary Increases — Page PUC-15

The second budget item is a request for expert consultants with respect to the Federal Energy Regulatory Commission (FERC) and the Federal Communications Commission (FCC). We are also requesting a certified depreciation expert for electric and telecommunications cases. Those costs will approximate \$225,000 over the biennium.

Page 9 of [Exhibit C](#) provides detailed justification for the unclassified salary adjustments and reclassification of one FTE position. The intent is to bring the positions into parity with similar positions. Our unclassified salaries are not competitive with other State agencies, which results in difficult recruitment and retention. Some of our positions have taken as long as 6 months to fill. The PUCN estimates the training period is 3 to 5 years for an employee to learn to process a complete general rate case. Therefore, our training consists of on-the-job training.

We compete in a national marketplace with regulated industries to attract skilled and experienced regulatory personnel. We continue to lose employees to federal, State and local agencies. Many candidates interested in our positions do not possess adequate experience to perform the job functions.

Approximately 11 key senior employees are eligible for retirement. If they choose to retire, it will leave a serious gap in our institutional knowledge and open the PUCN to a potential loss of program continuity. The PUCN has placed a high

emphasis on succession planning; however, our efforts are complicated due to the issues I have raised. During the economic downturn, we were fortunate to attract individuals who would not normally apply for our positions. It remains to be seen whether we can retain these employees. As the economy continues to improve, I suspect many of those individuals may leave for better paying positions.

Page 11 of [Exhibit C](#) itemizes the positions for which salary enhancements are being requested. There are 11 types of positions and the enhancements would affect 22 FTE positions.

The senior attorney is similar to a commissioner, but is not appointed by the Governor and does not vote.

The policy advisory positions provide the commissioners with technical support and advice. They evaluate and analyze utility data and are typically promoted from the regulatory staff within the PUCN. We are asking for salaries comparable to supervisory engineers.

The water engineer is a supervisory position and a professional engineer (P.E.) license is required. The position is responsible for every water-related docket that comes before the Commission. They must be knowledgeable of engineering principles, practices and methods related to water and sewer utilities. They investigate and perform economic evaluations of utility resources and serve as credible witnesses before the Commission and other parties. The PUCN is asking for a salary comparable to a supervisory P.E. in the classified service.

The next position of senior engineering analyst has similar duties, and a P.E. license is required.

The electrical engineer positions are responsible for every electrical docket. Entry-level engineers do not possess adequate experience to perform these functions. The request is for a salary comparable with the senior engineer in the Bureau of Consumer Protection of the Office of the Attorney General.

The PUCN is requesting the senior gas pipeline engineer be comparable with a professional engineer in the classified service. The position is responsible for inspecting the liquid and natural gas pipeline systems and has supervisory

responsibilities. The gas pipeline engineer has similar duties and the PUCN is requesting a salary comparable position in the classified service.

The position of senior regulatory economist has the title, but not the comparable salary. The request is a 5 percent salary adjustment.

The PUCN is requesting that one financial analyst position be elevated to a senior financial analyst with supervisory duties and a 5 percent salary adjustment.

#### E-811 Unclassified Position Changes — Page PUC-15

The legal case manager position provides legal assistance to the regulatory operations staff. The current salary for this position is approximately \$57,000, slightly more than the pay of an executive assistant. This position requires a juris doctor degree and membership in the Nevada State Bar.

The successful candidates for the requested expert consultants would be outside counsels to assist the Commission with FERC and FCC issues. These counsels are already in Washington, D.C., and practice extensively before these Commissions. Sometimes, it is more economical to utilize an expert consultant rather than PUCN staff traveling on short notice.

We are asking for depreciation consultants for electric cases. We are expecting two cases during the 2015-2017 biennium; one from Sierra Pacific Power Company and one from Nevada Power Company. We do not have expert depreciation witnesses on staff.

The PUCN is also requesting a depreciation consultant for two telecommunication cases anticipated during the coming biennium.

Page 13 of [Exhibit C](#) lists other categorical expenses for the PUCN. The out-of-state travel request of \$49,500 will allow commissioners and staff to attend various conferences. The in-State travel request of \$332,100 for the 2015-2017 biennium covers costs of hearings and consumer sessions held throughout the State and provides for inspections and investigations.

The operating cost of \$2.4 million covers facility leases, court reporting services and other operational costs.

The PUCN has three vehicles with mileage in excess of 100,000 miles used for the Rail Safety Program. Those vehicles will be turned over and replacements will be obtained from State Fleet Services in January 2016.

E-249 Efficient and Responsive State Government — Page PUC-13

The information services request is \$517,000 over the biennium. This will replace computer hardware and software in accordance with the State replacement schedule. The Division of Enterprise Information Technology Services (EITS) has also requested the PUCN to replace certain end-of-life microwave equipment in June 2016.

E-710 Equipment Replacement — Page PUC-14

E-719 Equipment Replacement — Page PUC-15

The PUCN has an aggressive training and development plan at a cost of \$155,000 over the biennium to meet the needs of the diverse and highly technical occupations.

**Chair Kieckhefer:**

Are the expenditures you outlined for expert witnesses and other positions Base Budget expenditures or are they enhancements?

**Ms. Jackson:**

Those are Base Budget items.

**Chair Kieckhefer:**

Salary increase requests are found throughout State government. The requests for 5 percent increases for positions with supervisory duties make sense. Would the other requested changes bring positions within the PUCN aligned with other State agencies?

**Ms. Jackson:**

That is correct. The PUCN is asking for parity with other State agencies with similar job functions.



**Chair Kieckhefer:**

The PUCN vacancy rate is below the State agency average, although you indicate your agency has difficulty in recruitment efforts. Please explain.

**Ms. Jackson:**

We have difficulty filling our positions. Typically, the PUCN settles for something less than what is needed. We regularly hire staff directly after college graduation because that is what the allowable salaries dictate. These graduates do not have regulatory experience and are not expert witnesses because they lack experience. By statute, the PUCN is a deadline-driven agency. Therefore, we cannot leave positions vacant. If deadlines are not met, utility filings become effective because they are deemed as approved. Staff has a 3- to 5-year learning curve before they can complete all tasks related to their position. A number of key staff members are expected to retire during the 2015-2017 biennium.

**Assemblyman Armstrong:**

Your testimony indicated that a juris doctor is advisable for the legal case manager position. Is that something new? It seems curious to recruit for juris doctors at \$57,000.

**Ms. Jackson:**

The juris doctor is required. Nevada Bar membership is desirable.

**Chair Kieckhefer:**

In other words, the candidate must have a juris doctor degree, but need not have passed the Bar. Is that correct?

**Ms. Jackson:**

That is correct. Passage of the Bar is preferable, but at the authorized salary of \$57,000, it is not always possible to attract candidates.

**Assemblyman Sprinkle:**

What has been the turnover rate for the past 5 to 7 years for the positions for which salary increases are being requested?

**Donna Skau (Deputy Director, Public Utilities Commission of Nevada):**

During the Great Recession, we have been fortunate to retain most of the staff we have mentored over the past 3 to 5 years. However, last month one of the staff,

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whom we have mentored over the past 5 years, submitted his resignation to take a position with one of the energy companies. His new position is already being paid more than our managers who have longevity and experience.

**Anne-Marie Cuneo (Director of Regulatory Operations, Public Utilities Commission of Nevada):**

Over the past 5 years, we have lost one of six gas pipeline inspectors to the federal government for a salary increase of approximately 15 percent. One of six of our engineers resigned to join a power company for an approximate 15 percent salary increase.

**Assemblywoman Kirkpatrick:**

If Senate Bill (S.B.) 46 passes, will the Colorado River Commission (CRC) have the same salary range?

**SENATE BILL 46:** Revises provisions relating to the Colorado River Commission of Nevada and the Public Utilities Commission of Nevada. (BDR 31-359)

**Chair Kieckhefer:**

We will hold a conceptual discussion of S.B. 46 once we have completed the budget hearing.

**Assemblywoman Carlton:**

In this competitive world, companies are hiring staff the State trains, yet we are supposed to regulate those companies. The PUCN is up against large companies with good resources at their disposal. If the State does not have the resources, it will be difficult for the PUCN and the Legislature to protect the public. However, why is it necessary to move the positions from classified to unclassified service?

**Ms. Jackson:**

The PUCN currently has classified and unclassified positions. The salary adjustments contained within the budget are specific to unclassified positions. We are making comparisons to other State agencies that have classified positions, receiving higher salaries.

**Chair Kirkpatrick:**

Is there also reclassification of one unclassified position to another unclassified position?

**Ms. Jackson:**

That is correct.

**Assemblyman Edwards:**

There are 22 positions for which the PUCN is requesting salary increases. That represents approximately 25 percent of staff. Is the overall budget increase approximately \$120,000?

**Ms. Jackson:**

Without the fringe benefits, that is correct.

**Assemblyman Edwards:**

Is the current salary expense for the PUCN approximately \$18.9 million?

**Ms. Jackson:**

Current salaries are at \$19.8 million.

**Assemblyman Edwards:**

Are the requested increases miniscule?

**Ms. Jackson:**

These salary increases will not meet every need of the Commission. We are trying to prioritize those positions the PUCN feels are necessary to compete within State government. Our agency positions are currently the jobs of last resort when compared with other State agencies.

The PUCN was cognizant of the need to forego any rate increases to ratepayers and these requests meet that need.

**Assemblyman Sprinkle:**

It appears slightly less than \$400,000 will be reduced in the reserve account. Will this place the reserves at the low end of what is expected for the PUCN? Does the PUCN have plans to rebuild the reserves?

**Ms. Jackson:**

The agreed reserve amount is between the Legislative Counsel Bureau (LCB), Fiscal Analysis Division and the Budget Office of the Department of Administration. The range is between \$2.4 million and \$2.9 million.

The salary adjustments place the PUCN at the low end of its reserve balance. However, that does not consider salary savings. We strive for administrative efficiencies and our revenues are typically slightly more than our projections. The Agency is comfortable with its ability to absorb these salary adjustment costs.

**Ms. Skau:**

We are requesting salary adjustments for six gas pipeline engineers. The positions qualify for 80 percent reimbursement under our current federal grant.

**Chair Kieckhefer:**

In conjunction with the CRC, the PUCN has submitted S.B. 46, which is currently under the jurisdiction of the Senate Committee on Government Affairs. If the policy decision were approved, it would have significant impacts on B/A 224-3920.

**Senator Goicoechea:**

The bill is scheduled for hearing on February 23. The funding formulas of the PUCN and the CRC are different so the bill might have been better presented by only one of the agencies.

My other concern is whether all these positions should be changed from classified to unclassified service. There are clearly positions that should be funded at a better salary rate, but if all staff members are moved outside the State Budget Act, I have concerns. This Body and the Governor would not have oversight of your salaries. Is that correct?

**Chair Kieckhefer:**

Provide a high-level overview of what is being requested in S.B. 46 as you answer that question.

**Ms. Jackson:**

Currently, the PUCN approves its budget in an open public meeting, differently than other State agencies where the agency head submits its budget to the Governor's Office. The commissioners are cognizant of ratepayer impacts and they report to the Governor, who appoints them. It is an open and transparent process. Removal from the State Budget Act would remove the Budget Office's authority to approve the PUCN budget. However, the PUCN would still be assigned a budget analyst who would make technical adjustments to this budget. The PUCN would continue

to utilize the electronic elements of the State budget system and the Legislature would still approve this budget.

The PUCN would no longer be subject to the Interim Finance Committee (IFC). However, the PUCN seldom comes before the IFC because we generally operate within our budget categories.

We are currently working on a Memorandum of Understanding with the Budget Office addressing our agency's responsibilities. We will share that information with the LCB Fiscal Analysis Division. We would still adhere to our reserve ranges.

With respect to the positions, the PUCN is attempting to treat all our employees equally. The Commission would develop and approve a compensation plan in a public meeting. That compensation plan would establish minimum and maximum salaries based on the market and structured similarly to other agencies that are in the unclassified service. If an employee wants to transfer from the PUCN to a position in the classified service, they would have reemployment rights for 1 year. Our employees all appear to be in agreement with this proposal.

**Senator Goicoechea:**

This is not a hearing on S.B. 46, but it provides some background for the upcoming hearing.

**Assemblywoman Kirkpatrick:**

The PUCN and the CRC are two quite different agencies with different functions. One agency's purpose is to protect the public and one works with entities to utilize their services. We must be mindful of the associated costs and what, or who, will absorb those costs if S.B. 46 moves forward.

**Assemblywoman Carlton:**

I am concerned with the potential lack of oversight of the PUCN. This agency is the stopgap for all our constituents. The fact the PUCN has not been before the IFC is not a factor. The fact they will have the ability to make significant changes without appearing before this Body is concerning. When my constituents flip the light switch, it needs to come on.

**Ms. Jackson:**

I omitted an explanation. For any item that would normally come before the IFC, the Executive Director would take it before the Commission in a public meeting. The Commission would make their decision based on that request. It would still be a transparent process and the information would be supplied to the LCB Fiscal staff.

**Assemblywoman Carlton:**

It is nice to have a discussion. However, if I do not have a vote, my constituents do not have a vote. For example, a person recently appeared before an Audit Subcommittee and stated they were going to do what they wanted to do. I will not abdicate my responsibilities to my constituents on such an important issue.

**Assemblyman Sprinkle:**

I echo the sentiments of my colleague. Why is there a need to avoid the IFC process? Your justification was that the decision would be discussed in an open meeting. Why not allow the Legislators, as elected officials, to have that meeting?

**Ms. Jackson:**

It is my understanding that the deletion of access to IFC is a part of the removal from the provisions of the State Budget Act. We cannot remove the Budget Office approval of the PUCN budget without removing the IFC component.

**Assemblyman Sprinkle:**

I have concerns with that provision.

**Chair Kieckhefer:**

It is a package deal, "You're either in, or you're out." One of my concerns is the statutory cap related to salaries and what percentage they are compared to the Governor's salary. There are issues with highly skilled and highly trained employees throughout State service. Do you envision any of these positions being paid at a salary higher than that of the Governor?

**Ms. Jackson:**

Pay levels for the PUCN positions are far below the 95 percent statutory pay cap. I do not envision that. The highest-paid position is currently at \$123,000. The adjustments being requested would be made over time within the limits of the approved budget.

**Chair Kieckhefer:**

Is there any further public comment to come before the Committee?

**Mr. Voltz:**

The mill assessment on page C6 of [Exhibit C](#) is not paid by the utilities. It is paid by the ratepayers. Those charges are passed on directly to ratepayers by the utilities. The utility companies are businesses.

Regarding the PUCN reserve, 25 percent of their expenses in reserve seems excessive. Carson City has nearly no reserves and there has been no requirement that they rebuild those reserves. The revenue received by the PUCN does not leave a question of funding. The \$2.3 million reserve should be reduced to \$1 million, which is approximately 9 percent of their annual operating budget. That savings could be allocated to education, the General Fund or rebated to consumers.

Page 8 of [Exhibit C](#) states the PUCN absorbs the salary increases. All the funds in the reserves and revenues of the Commission come from ratepayers. That money needs to be spent prudently.

Compared to the private sector, an individual who works for the State in a 100 percent FTE position has a generous pension and a certain level of job security compared to Social Security retirees.

Regarding the consulting expense requests, the PUCN has approximately 20 attorneys and 9 financial analysts on staff. Why would the State need to hire external attorneys and accountants if their staff has those skills?

The general counsel for the Commission told me in conversation that all of her people are trained to represent the Commission before FERC and other federal agencies. In addition, the FERC has videoconferencing capabilities that preclude the need to travel to Washington, D.C.

As of February 11, 2015, the PUCN Website indicates that out of the 96 positions, only 3 are presently unfilled. That debunks the assertion they have a recruitment issue.

The PUCN assesses fines against utilities when they do not comply with statute or the *Nevada Administrative Code*. Approximately \$1.3 million in fines have been

assessed. However, over the past year they have had a 20 percent, or \$263,000, delinquency rate in collection of fines. That revenue is supposed to be directed to the General Fund for a variety of programs.

Each of the three PUCN commissioners has a personal attorney. Two of those commissioners are active attorneys. Why do attorneys need attorneys to do work better suited to paralegals or administrative assistants?

There are five policy analyst positions, yet the three serving commissioners have a combined 50 years of PUC experience and know the policy issues and implications before taking any actions.

Five other staff members are located in the general counsel's office which directly supplements the commissioners and ten additional staff counsel in the regulatory operations area.

What sustained efforts has the PUCN made in reducing staffing levels and compensation expenses, given the economic hardships faced by many Nevadans? Why is there a need for a deputy director when there are five existing director-level positions and seven manager-level positions?

The technology proposal appears to replace 96 computers and the videoconferencing equipment. The EITS standards are 3 years of heavy use and 5 years of light or medium usage before replacement. If the computers are currently functioning properly and the employees are doing their jobs, why would we replace that equipment?

Is the PUCN generating unnecessary workloads that could have been abated when they were first informed of problems by the public? Because of the quasi-judicial status they assigned to themselves, they dismiss any input received from the public as being anecdotal and not evidentiary in nature.

From December 2011 forward, there have been ongoing complaints of fires associated with the meter replacement program pursued by NV Energy. NV Energy spent approximately \$300 million of public money for the project. Both the staff attorneys and the regulatory operations staff completely ignored the public comments. There has now been one death in Reno and numerous fires in northern



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Nevada. Quebec and Saskatchewan have removed the meters because of concerns over health, safety and privacy.

Inherently, every job, no matter how qualified an individual might be, has expertise that is gained through on-the-job experience.

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**Chair Kieckhefer:**

Seeing no further business or public comment before the Committees, we are adjourned at 9:56 a.m.

RESPECTFULLY SUBMITTED:

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Cynthia Clampitt,  
Committee Secretary

APPROVED BY:

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Senator Ben Kieckhefer, Chair

DATE: \_\_\_\_\_

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Assemblyman Paul Anderson, Chair

DATE: \_\_\_\_\_

<b>EXHIBIT SUMMARY</b>				
<b>Bill</b>	<b>Exhibit</b>		<b>Witness or Agency</b>	<b>Description</b>
	A	2		Agenda
	B	2		Attendance Roster
	C	15	Crystal Jackson	Public Utilities Commission, 2015-2017 Biennium Budget Request (FY16-17) Budget Account 3920