

MINUTES

MONTANA HOUSE OF REPRESENTATIVES 52nd LEGISLATURE - 2nd SPECIAL SESSION

COMMITTEE ON STATE ADMINISTRATION

Call to Order: By REP. JAN BROWN, CHAIR, on July 16, 1992, at
1:00 P.M.

ROLL CALL

Members Present:

Jan Brown, Chair (D)
Vicki Cocchiarella, Vice-Chair (D)
Beverly Barnhart (D)
Gary Beck (D)
Ernest Bergsagel (R)
Fred "Fritz" Daily (D)
Ervin Davis (D)
Jane DeBruycker (D)
Roger DeBruycker (R)
Gary Feland (R)
Gary Forrester (D)
Patrick Galvin (D)
Harriet Hayne (R)
Betty Lou Kasten (R)
John Phillips (R)
Richard Simpkins (R)
Jim Southworth (D)
Wilbur Spring (R)
Carolyn Squires (D)

Staff Present: Jo Lahti, Committee Secretary

Please Note: These are summary minutes. Testimony and
discussion are paraphrased and condensed.

Announcements/Discussion: REP. JAN BROWN, CHAIR, announced HB 9,
SB 6 and SB 7 would be heard and executive action taken on
them.

HEARING ON HOUSE BILL 9

Presentation and Opening Statement by Sponsor:

REP. FRANCIS BARDANOUVE, HD 16, Harlem, explained HB 9 is an Act
maintaining legislators' salaries at the current level for the
53rd Legislature, amending Section 5-2-301, MCA, and providing an
effective date of January 1, 1993. People have the wrong
perception of Legislators. Legislative pay is very low in
Montana. This bill has an impact per day of about sixty-three
cents. It freezes Legislators' salaries for this fiscal year.

Proponents: None

Opponents: None

Questions from the Committee:

REP. GALVIN asked for an explanation of lines 2-4 on page 3 regarding remuneration when the Legislature recesses for more than 3 days. REP. BARDANOUE explained that clarifies present rules for pay. When the Legislature recesses for three days services performed are reduced \$50 a day.

Closing by sponsor: REP. BARDANOUE closed.

EXECUTIVE ACTION ON HB 9

Motion: REP. BERGSAGEL moved HB 9 DO PASS.

Discussion:

REP. ROGER DEBRUYCKER thought the bill ineffective.

REP. SOUTHWORTH thought it was an acceptable gesture. He would not serve without being paid.

REP. SIMPKINS mentioned it costs somewhere around \$1500 to process a bill. The savings in HB 9 are not worthwhile although the intentions presented are honorable. Salaries are effectively frozen already. Legislators in Colorado get \$17,500 per year plus \$99 a day when they are in session.

REP. COCCHIARELLA corrected the statement. Salaries were not actually frozen, the increase was a few cents a day. They were the only employees of state government who went back to the grade 8 entry rate level.

Recommendation and Vote: THE DO PASS MOTION FAILED BY VOICE VOTE.

HEARING ON SENATE BILL 6

SEN. TOM TOWE, SD 46, Billings, stated SB 6 was adopted by the Senate by all but one vote. This Special Session is charged with cutting government costs. A big concern is about how much bureaucracy there is in state government. Often a program requires several administrators, and when it expires, those administrators stay on somewhere else, and the FTEs are still there. Consequently government grows and grows. All of the administrative staff may not be critical to the performance of the job agencies are asked to perform. There are some 4400 employees in Helena alone, almost 900 in SRS and Highways has more. SB 6 is an attempt in an innovative way to encourage the directors of each department to do their own cutting. The present

system just doesn't work. This is an Act generally revising the duties of department heads; providing a financial incentive to the director of a department to reduce administrative positions within a department; requiring a department head to prioritize the duties of the department in submitting a budget; amending two sections; and providing an immediate effective date.

Presently, if a department head cuts nonessential staff, he is not rewarded. That goes out of his base, and so the next time appropriations are considered, he has lost that base because he operated without those FTEs. An inefficient administrator who hires extra staff is rewarded with a larger appropriation. The system just doesn't work to encourage people in administrative positions of authority to cut out bureaucracy. It does just the opposite.

SB 6 purports to change that in a small way. It tells the director of each department that if he cuts out an FTE in an administrative position, he will be rewarded by being allowed to keep half the money he saves on salary costs for a discretionary fund, for which he will be held accountable, to use in any way he sees fit to the advantage of the goals and objectives of the department. HB 6 intends to give directors the incentive to run their own affairs, do the job right and be held accountable. Micromanaging might be a solution. An amendment was inserted on page 6 requiring a list of duties prioritized by the department director reflecting his opinion concerning the importance of the duties assigned the agency by law.

Proponents: None

Opponents: None

Questions from the Committee:

REP. KASTEN asked that SB 6 be compared with **REP. RANEY's** bill to take a deputy director from each department. **SEN. TOWE** thought that was a disastrous approach and would not work.

REP. KASTEN asked if he thought there would be retaliation if a director had this authority. **SEN. TOWE** did not think so. If a department director tried to use this bill to get rid of somebody with no basis for doing so, then that individual has recourse, if he can prove he has a wrongful discharge case, under Montana's Wrongful Discharge Act. He feels a person would be protected from improper action. However, that is a tough thing to prove. He thinks this will balance out.

REP. SPRING asked how this bill addresses the effects of the elimination of more than one position in a short time. **SEN. TOWE** said each director of each of the 19 departments has the responsibility of reducing unnecessary administrative staff, and they ought to be working on that. No matter how many persons they eliminate, they get to keep one-half of the amount of money they

save by doing that. The director has the sole responsibility to select who should be eliminated.

REP. PHILLIPS agreed with this concept of letting people manage. The Legislature should quit micromanaging. Next time this could be carried a step further. **SEN. TOWE** thinks this kind of approach can be tried to see if it works or not. If it works well, something more can be done.

REP. SIMPKINS thought the bill stopped short of department reorganization. This bill would not allow people to be shifted from one position to another. **SEN. TOWE** said that is exactly right. This just cuts out positions. However, page 3 (a) allows transfer of employees between positions within the budget authority. There is a 5% limitation. You cannot move more than 5% of your money from one program to another. That limitation would be lifted for this very specific purpose of using that discretionary money anywhere they wanted in the department. A position has to be physically eliminated out of the base.

REP. COCCHIARELLA asked how agency funding sources are differentiated. Does it make any difference when cutting these positions that are specifically funded, where this money goes to? If the money is not general funds, how is that handled? **SEN. TOWE** answered it applies to any funds from any source.

REP. COCCHIARELLA asked about micromanaging. On page 3 where it talks about goals and objectives and prioritizing, another requirement is being imposed on department heads that would create more work for someone. Is that not micromanaging? **SEN. TOWE** explained the amendment on page 6 says after the list of statutory duties is made, they should be prioritized by the director. The advantage of this is that it gives the legislators an opportunity to see what the director thinks is most important in his department and whether it should be funded as he requests. It is an attempt to give legislators a little better tool on what directors think is important in their own department so they can be better judged on what they are doing.

REP. COCCHIARELLA learned through research there are several departments not identified in the statutes that are referred to but aren't in the statutes. How do you deal with those departments that are not micromanaged by the Legislature and over which it has no influence? They are scot free and left to do what they want to do. They are not identified and not managed. **SEN. TOWE** said every one of the 19 departments is identified in the statutes so they all are statutory. This asks them to eliminate an administrative position within their department. Some are attached for administrative purposes only, such as some of the administrative boards attached to the Departments of Administration and Commerce.

REP. KASTEN said when formal audits are done, they ask the department how they have performed their duties and if they did

so according to statutes in the books, so, in essence, in some cases they are already addressing what **SEN. GROSSFIELD** has put in the amendment. Certain duties have to be performed. **SEN. TOWE** said the legislative auditor does performance audits addressing whether they are doing their statutory duty, however no attempt is made to prioritize one duty over another. SB 6 would give the legislative auditor one more tool to see if priority is given the way it is listed.

Closing by Sponsor:

SEN. TOWE closed. He said this is a good idea, and should be given a chance. Even if it only cuts out one position, there is some benefit to state government. He thinks government will take a new turn.

HEARING ON SENATE BILL 7

SEN. TOM TOWE, SD 46, Billings, explained SB 7 is similar. It is an act requiring that vacancies in state executive and legislative agencies not be filled until 400 positions are eliminated unless a position is declared essential; requiring the governor and the presiding officers of legislative committees responsible for legislative agencies to develop a plan to reduce the office administrative personnel of all state executive and legislative agencies by 15 percent; providing an immediate effective date. It deals with vacancy savings. Presently, if vacancies stay open, they are not eliminated but continue to be funded. SB 7 says that no vacancy shall remain in the base on the books unless the governor signs a letter addressed to the legislative finance committee saying a position is essential. If the letter is not signed by the governor, the position is removed from the base. There are 600 vacancies today SB 7 will address. It is questionable whether letters for that many will be submitted to the governor, also he may not sign them. If 200-300 vacancies are eliminated from the base that is a lot.

This also affects elected officials. They have to write a letter and get it signed or the vacancy is eliminated. It would be acceptable to him to exclude the Legislature. The chairman of the committee would have to write the letter any time there's a vacancy. The Senate felt the Legislature should be included just like any other official department.

Part 2 of the bill is outlined in section 2 paragraph 2, starting on line 17 on page 2. This is simply a reporting requirement. Every agency, including elected officials and the Legislature, as it is now written, would be required to prepare a plan and present that plan to the next session of the Legislature for reducing 15% of their administrative staff. This is a tool to make the Legislature's job a bit easier, so when an agency comes before the appropriation committee, the committee will have this plan which will say how many FTEs they really need.

Proponents: None

Opponents: None

Questions from Committee Members:

REP. SIMPKINS asked if this applies when slots are open for 2-3 months while recruiting for the position is being done. SB 7 says the vacancy has to be eliminated 'immediately'. Could a 60-day period be allowed for filling of the vacancy? **SEN. TOWE** said before it is decided to recruit, it would be better to determine whether the slot is essential. If it is essential, the letter is written. No time limit has been put on that. You may want to say within 30 days the letter must be written.

REP. SIMPKINS thought the two bills worked hand in hand. SB 7 would give an administrator an additional incentive to look at his vacancies, and grab the money from SB 6 for a discretionary fund built by not filling vacancies that occur.

REP. SIMPKINS asked if this is for one time, one year, or will an accounting system be set up to allow a director to maintain this account. **SEN. TOWE** said it only applies to that one budgeting biennium. The rest of the time the Legislature looks at the whole situation and if they want to continue that discretionary program a director has started and has done a good job, they will probably want to continue it, if not, he loses it. They have to be held accountable.

REP. COCCHIARELLA said Montana has 30% or higher turnover rate, and the pay plan is underfunded, therefore agencies are not provided with funding to pay sick leave and vacation benefits. This could create a nightmare in the governor's office. How do they keep track of a 30% turnover in a year. **SEN. TOWE** is most concerned about the fact state agencies in effect have been told to treat vacancies as kind of a slush fund, and therefore some money can be absorbed for the pay plan out of that so-called slush fund. That is a bad approach, but we are in it. If they certify those positions as essential, then they can keep those positions, but they don't have to fill them right away, so they can continue to operate pretty much as they are now. Hopefully, using vacancy savings to solve budget problems, can eventually be eliminated.

Regarding the arbitrary figure of 400 positions being eliminated, the director has to make the determination if the position is essential and make a short memo, send it to the budget office which knows exactly how many vacancies there are and where they are. The budget office would review it, make a recommendation to the governor and the governor would sign off on it. It will take some administrative time to do this. Someone will have to spend some time doing this. You can't just eliminate FTEs without somebody expending some effort somewhere, and that effort is worthwhile expending.

REP. COCCHIARELLA still doesn't think this will work with small agencies. How do you make cuts fairly? In the Department of Health the turnover rate is high, the pay is poor, there are so many problems. You can't recruit in those areas because the pay is not good. Then when you have to have someone justify keeping that vacant position open over and over again recruiting is made even harder. This is so arbitrary and devastating for all of the agencies with market recruitment problems. **SEN. TOWE** said they have to justify it, but nobody is making a decision on that justification. The Legislature can't rule, your justification is good enough, or it isn't. It is just a reporting, the governor has to submit the reason to the Legislature and it is open to the public to decide whether the governor acted properly. Most will never be reviewed by more than two or three people in the LFA office. It shouldn't be an onerous burden to state definite needs for keeping the position open.

REP. BECK said in talking about micromanagement and abuse of managers, as legislators we might be trying to 'get' somebody. The same element is in here because administrative people are making these decisions. Some people come to testify on some very controversial things who work for the state. To reduce their force they can make any reason in the world for eliminating a position and it might hold up. The checks and balances are worrisome. He agrees with what this bill tries to do, and is very frustrated about how to cut state government. Expansion of government is also frustrating. He is afraid somebody might be eliminated because of unwarranted charges. **SEN. TOWE** said SB 7 deals with vacancies, not with people who are already working. This is only when someone leaves a position and the position comes open, then that position has to be certified as essential. Nobody does get hurt when it is a vacancy. There is a lot of administrative turnover, but there are probably more service personnel vacancies. More letters will have to be written on those. SB 6 pertains to the administrative staff. Some progress and some savings can be made when there are fewer vacancies in the base which is the critical thing the legislative finance committee looks at.

REP. KASTEN asked if the letter has to contain the justification. **SEN. TOWE** said the governor is ultimately responsible for what happens in the executive branch over which he has control. He will rely on his people to make those decisions, and most likely he will ask the department director to first make a recommendation, the budget office will review that director's recommendation, then the governor will sign off on that.

Delores Colberg, Commissioner of Political Practices, was asked to comment on the impact this would make on the small agencies in state government. Hers is the smallest in state government. She wholeheartedly supports the intent of these bills. As a former State Superintendent of Public Instruction she has also had one of the largest agencies. She asked that the managers of agencies be given the tools to do their jobs, let them do it, then hold

them accountable, and keep out of their managing of their business. At one time she reduced her FTE base because she did not need them then. Later circumstances changed and she needed the 2.5 FTEs in order to get her work done. When she proved she needed them she was given that base back. She trusts the legislative process in that if she does her job as manager in making her case, either through the budget office or the governor, she will get a fair hearing. This is a management tool in making a case through the administrative process.

REP. BROWN asked on page 2, lines 17-23, where it reads "(2) The governor, an appropriate elected official, and the presiding officer of each legislative committee responsible for a legislative agency shall, within existing budget restraints, develop a plan to reduce the office administrative personnel...by 15%" does this mean they would all sit down together to develop this plan. If this passed would a technical amendment be needed for clarification. **SEN. TOWE** said that is not what is intended to be accomplished. Better to say that "shall 'each', within existing budget restraints ...".

Closing by Sponsor: **SEN. TOWE** closed.

EXECUTIVE ACTION ON HB 9

REP. BROWN explained previous action on HB 9 could lead to floor discussion. She asked for reconsideration of the Do Not Pass vote.

Motion/Vote: **REP. COCCHIARELLA** moved to reconsider action on the Do Not Pass recommendation for HB 9. Motion carried unanimously.

Motion/Vote: **REP. SIMPKINS** moved HB 9 BE TABLED. Motion carried unanimously.

EXECUTIVE ACTION ON SB 6

Motion/Vote: **REP. KASTEN** moved SB 6 BE CONCURRED IN. Motion carried. **REP. PHILLIPS** will carry SB 6 on the House floor.

EXECUTIVE ACTION ON SB 7

Motion: **REP. SPRING** moved SB 7 BE CONCURRED IN.

Amendments, Discussion, and Votes:

The suggested amendment would be adopted on the floor. No Legislative Council adviser was present.

REP. COCCHIARELLA spoke against this bill because the sponsor had not thought about circumstances where it is essential to fill

positions immediately, and there is no element for a timely decision making process. Some of those situations are emergency situations that can't wait to go through this process. With the 30% turnover rate, what happens in agencies that have federal funds resources? If secretarial positions are not filled, the social workers have to do their work and they end up working overtime. Money can be lost through this process. Federal money could be cut automatically. There are mechanisms in place to do that.

The Legislature is macromanaging government by doing this. If managers in government are good managers, they are already doing these kinds of reviews and looking at their budgets have already been prepared to do this. They have gone through the cuts from the last sessions. Most good managers have already done this just to survive in their agencies.

Most state agencies are not overstaffed. A vacancy comes up and that person who has been there for 15 years deserves sick leave and vacation payoff. That position may have to be left vacant for up to two months for the agency to be able to pay off that much benefit through the savings to the department. As soon as the pay plan is funded at 100%, then it makes sense to impose something like this with the restrictions in SB 6. By doing this arbitrarily, functions of government are being destroyed that are essential. It could be the prison, it could be probation officers, it could be anywhere in state government. We have to have people, and this process does not allow for a vacancy to be filled in timely manner.

REP. SIMPKINS agreed. The word 'essential' even contradicts the way we fund the pay plan. That has not been addressed in any legislative session in years. How can an essential position be kept open for 2-4 months just to see that money is there to enable payment of sick and vacation benefits for someone leaving. This needs to be passed to cover everybody. Funding should be done according to the need for money rather than making the agencies overstaff just because someone is going to retire. SB 7 is a good start.

REP. BECK said it is difficult to address the essential positions which are difficult to fill at times. Sometimes when it takes several weeks to fill a position, some people are working overtime and the directors are working many extra hours. He really wants to see state government cut but it should be done in a rational manner.

REP. COCCHIARELLA proposed an amendment which would refund state funds for sick and annual leave to an agency, then provide 100% funding under the pay plan which would include sick and annual leave pay benefits. This is the only way you can address the problems created by this bill instead of leaving positions vacant and having to justify them as essential. If managers are doing their job, don't get rid of them but if they are doing their job

this should already be happening. Managers are not allowed to fill positions because they do not have the money. She would propose an amendment that the money to cover sick and vacation payoffs be appropriated 100%, fund the pay plan 100%, so they can make logical decisions and never have a vacancy of an essential position.

REP. SIMPKINS understood and agreed with her statements. The way 'essential' is defined it leaves that variable. It is necessary to look at the essentials. If he were a manager, he would write a letter saying 'this position vacancy is essential because I have to pay the person and I need the money'. They are under a mandate to provide those funds. The sick and leave pay cannot be cut off, therefore the manager's justification would be covered. He can also say as soon as this is paid off for six months, I can eliminate this position and want the credit under SB 6. The employee has to be paid, which makes it an essential position. In time 100% funding would eliminate vacancies.

REP. DAVIS asked what is the magic 400 number? **REP. COCCHIARELLA** reminded **SEN. TOWE** said there are about 600 vacant positions right now. There is about a one-third turnover in state government all the time. Those positions are changing and being refilled all the time. SB 7 is so arbitrary the way it approaches this problem it will be almost unworkable for any agency. This bill provides no time limit nor how long it takes to justify what is essential. How long will it be before essential positions can be filled? If there are 600 vacant positions, and it is assumed only 200 are considered essential, every department head is going to have to have a letter on the governor's desk by Monday so the positions can be covered. It is unworkable.

REP. KASTEN asked about all the money that has to be paid out. There are at least 15,000 state employees, and 400 positions are being talked about. The low salary and constant turnover are

what is worrisome. Those positions are in risk of being eliminated. They don't have a lot of money accumulated in sick and vacation benefits. Savings are being estimated. If there were a handle on the number of people who have to be paid, then that money could be in the pay plan. **REP. COCCHIARELLA** said she didn't talk about low paying positions. In the Department of Health there are some positions for which they cannot hire and they have been vacant for over a year because no one will come to the State of Montana at the rate of pay offered. Vacancy savings is very well defined in the appropriations process. It is not a nebulous figure. The pay plan is underfunded. Also, state government knows exactly how many people there are and how many years service they have. Every month sick and vacation pay is accounted for, so the department will know how much annual and sick leave a person has earned which has to be paid if he leaves. If several people quit all at once it might take several months of vacancy credit to cover the payoffs. The pay plan provides for no sick or annual leave for payoffs.

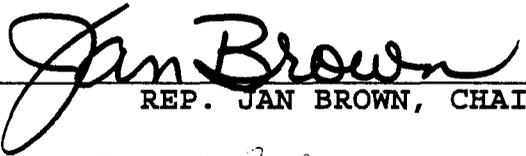
REP. KASTEN said the money has already been paid for a vacancy that is out there for a year. As far as being nebulous in the budget, the last time the budget came out, a certain percent of vacancy savings was increased. The Legislature does all kinds of funny things with vacancy savings in the budget. It is not well defined until the final thing is there, then whatever is in is in. She does not see agencies getting behind by having to keep vacant positions open to finance positions that have been vacant for years. That is a different thing to address. She doesn't see how 400 positions out of the 600, if they would ever get down to the 400, would make a difference.

Motion: **REP. COCCHIARELLA** moved SB 7 BE TABLED. Motion failed by roll call vote #1. EXHIBIT 1. 7-11. **REP. JANE DEBRUYCKER** was absent.

Vote: BE CONCURRED IN motion carried 11-7 by roll call vote #2 EXHIBIT 2. **REP. KASTEN** will carry SB 7 on the floor.

ADJOURNMENT

Adjournment: Meeting adjourned at 2:35 p.m.



REP. JAN BROWN, CHAIR



Jo Lahti, Secretary

JB/jl

HOUSE OF REPRESENTATIVES

STATE ADMINISTRATION COMMITTEE

ROLL CALL

DATE July 16, 1992

NAME	PRESENT	ABSENT	EXCUSED
REP. VICKI COCCHIARELLA, VICE-C.	✓		
REP. BEVERLY BARNHART	✓		
REP. GARY BECK	✓		
REP. ERNEST BERGSAGEL	✓		
REP. FRED "FRITZ" DAILY	✓		
REP. ERVIN DAVIS	✓		
REP. JANE DEBRUYCKER	✓		
REP. ROGER DEBRUYCKER	✓		
REP. GARY FELAND	✓		
REP. GARY FORRESTER	✓		
REP. PATRICK GALVIN	✓		
REP. HARRIET HAYNE	✓		
REP. BETTY LOU KASTEN	✓		
REP. JOHN PHILLIPS	✓		
REP. RICHARD SIMPKINS	✓		
REP. JIM SOUTHWORTH	✓		
REP. WILBUR SPRING	✓		
REP. CAROLYN SQUIRES	✓		
REP. JAN BROWN, CHAIR	✓		

TABLED BILL

SEVENTH ANNUAL SESSION _____
Name of Committee _____ Date _____, 1992

The following bill _____
was TABLED, by motion, on _____, 1992

Do not file
For the Committee _____
For the Chief Clerk _____

Time _____

Date _____

CS-04
1991

11692

Jo Felt

HOUSE STANDING COMMITTEE REPORT

July 16, 1992

Page 1 of 1

Mr. Speaker: We, the committee on State Administration report
that SB 6 (first reading copy -- blue) be concurred in.

Signed: *[Signature]*
Jan Brown, Chairman

John Lahti

HOUSE STANDING COMMITTEE REPORT

July 16, 1992

Page 1 of 1

Mr. Speaker: We, the committee on State Administration report
that SB 7 (first reading copy -- blue) be concurred in.

Signed: *Jan Brown*
Jan Brown, Chairman

HOUSE OF REPRESENTATIVES
 STATE ADMINISTRATION COMMITTEE

ROLL CALL VOTE

DATE July 16, 1992 AGENCY _____ NUMBER 1

MOTION: To Table & B7

Fails 7-11

NAME	PRESENT	ABSENT
REP. VICKI COCCHIARELLA, VICE-CHAIR	✓	
REP. BEVERLY BARNHART	✓	
REP. GARY BECK		✓
REP. ERNEST BERGSAGEL		✓
REP. FRED "FRITZ" DAILY	✓	
REP. ERVIN DAVIS	✓	
REP. JANE DEBRUYCKER		
REP. ROGER DEBRUYCKER		✓
REP. GARY FELAND		✓
REP. GARY FORRESTER		✓
REP. PATRICK GALVIN	✓	
REP. HARRIET HAYNE		✓
REP. BETTY LOU KASTEN		✓
REP. JOHN PHILLIPS		✓
REP. RICHARD SIMPKINS		✓
REP. JIM SOUTHWORTH	✓	
REP. WILBUR SPRING		✓
REP. CAROLYN SQUIRES	✓	
REP. JAN BROWN, CHAIR		
TOTALS	7	✓

HOUSE OF REPRESENTATIVES
 STATE ADMINISTRATION COMMITTEE

ROLL CALL VOTE

DATE July 16, 1992 AGENCY _____ NUMBER 2

MOTION: Be Concurred in SB7
11-8 - Motion carried

NAME	PRESENT	ABSENT
REP. VICKI COCCHIARELLA, VICE-CHAIR		✓
REP. BEVERLY BARNHART		✓
REP. GARY BECK	✓	
REP. ERNEST BERGSAGEL	✓	
REP. FRED "FRITZ" DAILY		✓
REP. ERVIN DAVIS		✓
REP. JANE DEBRUYCKER	✓	
REP. ROGER DEBRUYCKER	✓	
REP. GARY FELAND	✓	
REP. GARY FORRESTER	✓	
REP. PATRICK GALVIN		✓
REP. HARRIET HAYNE	✓	
REP. BETTY LOU KASTEN	✓	
REP. JOHN PHILLIPS	✓	
REP. RICHARD SIMPKINS	✓	
REP. JIM SOUTHWORTH		✓
REP. WILBUR SPRING	✓	
REP. CAROLYN SQUIRES		✓
REP. JAN BROWN, CHAIR		
TOTALS	11	8

