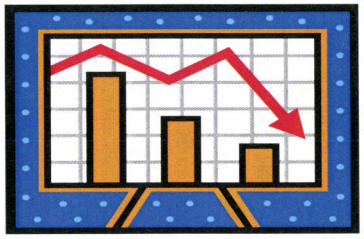
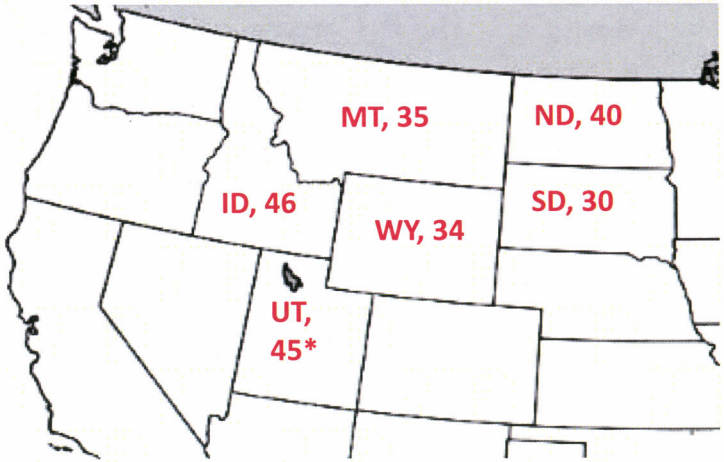
1 ***In 1990, the Montana Public Service Commission had 41 full-time equivalent positions. Today, the PSC has 35 positions.***



2 ## Regional PSC Staffing Levels:



*The Utah PSC employs 16 people and another 29 employees work for the Utah Division of Public Utilities, which makes recommendations to the Utah Public Service Commission for ratemaking purposes, hearings, applications, and other quality-of-service issues. The Division further oversees and investigates consumer complaints and monitors utility operations to ensure compliance with Public Service Commission rules, regulations and orders – all tasks handled under one roof at the **Montana Public Service Commission**.

3 ## Compare two utility taxes:

- The Public Service Commission tax is 0.23% of a utility bill.
- Property taxes are more than 18 percent of a NorthWestern Energy bill.

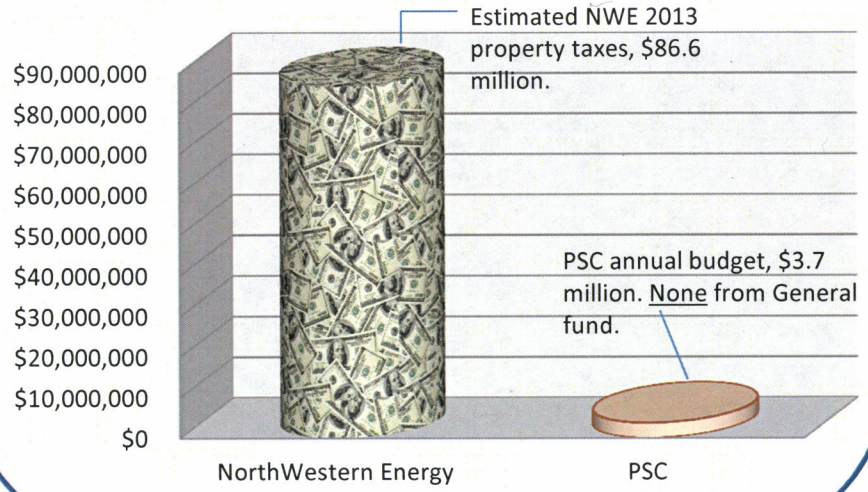


EXHIBIT 2
DATE 01/14/2013
HB Joint Appropos Sub Judicial

4 Montana PSC Staffing levels:

Employee Title	Number of Employees	Average % of Market
Commission Division Admin.	4	N/A
Regulatory Program Manager	3	79.93%
Compliance Specialist	2	77.33%
Business Operations Supervisor	2	97.96%
Utility Rate/Policy Analyst	8	80.72%
Financial Specialist	1	87.66%
Computer Support Specialist	1	85.42%
Computer Systems Analyst	1	76.82%
Utility Engineering Specialist	3	91.56%
Lawyer	3	67.29%
Secretarial, Admin. Support	4	101.26%
Paralegal	1	99.89%
Railroad Inspector	2	91.90%
Total Employees	35	86.48%

5 PSC staff turnover:

The Problem

- Since 2011, twelve employees left the PSC. That's more than 30 percent of the agency's staff.
- Six employees retired. Six others found jobs elsewhere, including one each to federal and state government and four to the private sector.

6 Raise and Ladder:

The Solution

- March 2012: $1-per-hour performance adjustments given to staff. Budget impact is $75,450 for annual salaries.
- March 2012: Career ladder increases given to six staff (attorneys and rate analysts). Career ladder increases approved for new attorney in April and a policy analyst in May. Budget impact on PSC annual salaries = $44,021.