

# House Bill 1170

**Presented by:** Jill Kringstad, Commissioner  
Public Service Commission

**Before:** Senate State and Local Government  
The Honorable Kristin Roers, Chair

**Date:** March 14, 2025

## TESTIMONY

Good morning, Chair Roers and Committee Members, thank you for the opportunity to provide comments on HB 1170. For the record my name is Jill Kringstad and I am a Commissioner with the Public Service Commission. The Public Service Commission has carefully reviewed the proposed legislation as amended and appreciates the opportunity to share our perspective.

Like other agencies, the Commission faces challenges in recruiting talented employees. In particular, we have encountered situations where potential hires, other than those employed by the state, raise concerns about or attempt to negotiate leave policies. This has been particularly pointed when recruiting individuals who are already well-established in their careers

The Commission has lost several candidates for hard-to-fill positions, as defined by HRMS, requiring very specific skill sets or certifications due to annual leave not being negotiable upon hire. Specifically, candidates with significant private-sector experience who are earning significant leave in their current positions or already had previous family commitments turned down positions due

to the inability of the state to negotiate leave. The ability to negotiate leave terms would be another valuable recruitment tool.

The Commission believes the legislation holds potential benefits and will help reduce the disparity between the state and private industry.

Thank you again for considering our input on HB 1170. Please feel free to reach out to the Commission if we can provide additional information or assistance.