Second Regular Session Sixty-ninth General Assembly STATE OF COLORADO

REENGROSSED

This Version Includes All Amendments Adopted in the House of Introduction SENATE BILL 14-153

LLS NO. 14-0918.01 Sharon Eubanks x4336

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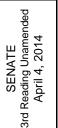
A BILL FOR AN ACT

101	CONCERNING COMPENSATION OF MEMBERS OF THE GENERAL
102	ASSEMBLY APPOINTED TO AND SERVING ON STATE ENTITIES,
103	AND, IN CONNECTION THEREWITH, MAKING AND REDUCING
104	APPROPRIATIONS.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <u>http://www.leg.state.co.us/billsummaries.</u>)

The bill establishes uniform payments of per diem and the reimbursement of expenses to current members of the general assembly



Amended 2nd Reading April 3, 2014

SENATE

who are appointed to serve on state entities created or authorized by statute on which members of the general assembly are statutorily required to be appointed to serve. When the general assembly is in session and legislative members attend meetings of a state entity to which they are appointed, legislative members will only receive the per diem lodging and expense allowances and travel expenses that they receive as legislative members. When the general assembly is not in session or is in recess for more than 3 days and legislative members attend meetings of a state entity to which they are appointed, legislative members will receive the same per diem and travel and subsistence expenses received by legislative members for necessary attendance at meetings or functions or to legislative matters during the legislative recess or interim.

1	Be it enacted by the General Assembly of the State of Colorado:
2	SECTION 1. In Colorado Revised Statutes, add 2-2-326 as
3	follows:
4	2-2-326. Compensation and expenses for members appointed
5	to and serving on state entities - definition. (1) NOTWITHSTANDING
6	ANY LAW TO THE CONTRARY:
7	(a) While appointed to any state entity and serving on any
8	STATE ENTITY DURING REGULAR AND SPECIAL SESSIONS OF THE GENERAL
9	ASSEMBLY, IN ADDITION TO THE BASE COMPENSATION SPECIFIED IN
10	SECTION $2-2-307(1)$, CURRENT MEMBERS OF THE GENERAL ASSEMBLY ARE
11	ENTITLED TO RECEIVE ONLY THE PER DIEM LODGING AND EXPENSE
12	ALLOWANCES AND THE TRAVEL EXPENSES AUTHORIZED BY SECTION
13	2-2-317; and
14	(b) WHILE APPOINTED TO AND SERVING ON ANY STATE ENTITY
15	WHEN THE GENERAL ASSEMBLY IS IN RECESS FOR MORE THAN THREE DAYS
16	OR IS NOT IN SESSION, IN ADDITION TO THE BASE COMPENSATION SPECIFIED
17	IN SECTION 2-2-307 (1), CURRENT MEMBERS OF THE GENERAL ASSEMBLY
18	ARE ENTITLED TO RECEIVE THE AMOUNT SPECIFIED IN SECTION $2-2-307(3)$
19	(a) FOR NECESSARY ATTENDANCE AT MEETINGS OF THE STATE ENTITY AND

REIMBURSEMENT FOR ALL ACTUAL AND NECESSARY TRAVEL AND
 SUBSISTENCE EXPENSES INCURRED IN CONNECTION WITH ATTENDANCE AT
 MEETINGS OF THE STATE ENTITY. MILEAGE RATES SHALL NOT EXCEED
 THOSE AUTHORIZED FOR THE EXECUTIVE DEPARTMENT. ALL
 COMPENSATION PAID AND REIMBURSEMENTS MADE PURSUANT TO THIS
 PARAGRAPH (b) SHALL BE PAID FROM APPROPRIATIONS MADE TO THE
 LEGISLATIVE DEPARTMENT.

8 (2) FOR PURPOSES OF THIS SECTION, "STATE ENTITY" MEANS ANY 9 BOARD, COMMISSION, COMMITTEE, TASK FORCE, AUTHORITY, ENTERPRISE, 10 COUNCIL, WORKING GROUP, REVIEW TEAM, OR OTHER ENTITY CREATED OR 11 AUTHORIZED BY STATUTE ON WHICH CURRENT MEMBERS OF THE GENERAL 12 ASSEMBLY ARE STATUTORILY REQUIRED TO BE APPOINTED TO SERVE; 13 EXCEPT THAT "STATE ENTITY" DOES NOT INCLUDE THE COLORADO 14 COMMISSION ON UNIFORM STATE LAWS CREATED IN SECTION 2-3-601 (1) 15 OR THE EDUCATION COMMISSION OF THE STATES CREATED PURSUANT TO 16 SECTION 24-60-1201, C.R.S.

SECTION 2. In Colorado Revised Statutes, 1-1-115, amend (3)
(b) (III) as follows:

19 1-1-115. Colorado voter access and modernized elections
20 commission - creation - composition - terms - duties - report 21 definition - repeal. (3) (b) (III) EXCEPT AS OTHERWISE PROVIDED IN
22 SECTION 2-2-326, C.R.S., members of the commission serve without
23 compensation, but are entitled to receive reimbursement for reasonable
24 expenses to be paid out of the department of state cash fund created in
25 section 24-21-104 (3) (b), C.R.S.

26 SECTION 3. In Colorado Revised Statutes, 2-3-1503, amend (3)
27 as follows:

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2-3-1503. Legislative emergency preparedness, response, and
 recovery committee - creation - membership - duties. (3) EXCEPT AS
 OTHERWISE PROVIDED IN SECTION 2-2-326, the members of the legislative
 committee shall serve without compensation. but the senators and
 representatives serving on the legislative committee shall be entitled to
 reimbursement of expenses incurred in serving on the legislative
 committee.

8 SECTION 4. In Colorado Revised Statutes, 10-8-505, amend (8)
9 as follows:

10 **10-8-505.** CoverColorado board of directors. (8) Members of 11 the board shall serve without compensation EXCEPT AS OTHERWISE 12 PROVIDED IN SECTION 2-2-326, C.R.S., AND except that they shall be 13 reimbursed for any actual and necessary expenses incurred in the 14 performance of their duties under this part 5, with mileage rates not to 15 exceed those authorized for the executive department.

SECTION 5. In Colorado Revised Statutes, 11-59-105, amend
(1) (a) as follows:

18 11-59-105. Colorado municipal bond supervision advisory 19 **board - creation.** (1) (a) There is hereby created the Colorado municipal 20 bond supervision advisory board, to be composed of three members of the 21 general assembly, one municipal securities broker-dealer representative, 22 one representative of a county, one representative of a municipality, one 23 representative of a special district, one representative of banks that act as 24 indenture trustees for municipal bond offerings, one bond counsel 25 representative, one real estate developer representative, three members of 26 the general public with experience in municipal financing as investors who are not associated with any of the other members or interests, and 27

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1 four owners of residential real property located in special districts who 2 are not associated with any of the other members or interests. Except for 3 the legislative members, members of the board shall be appointed by the 4 governor, who shall take into account the extent to which the board represents the geographic areas, population concentrations, and ethnic 5 6 communities of this state. Appointments by the governor shall be for a 7 period of four years. The three members of the general assembly shall be 8 appointed one each by the governor, the speaker of the house of 9 representatives, and the president of the senate. No more than two of said 10 legislative members may be from the same major political party, and, 11 except as provided in paragraph (b) of this subsection (1), each such 12 legislative member shall be appointed for a term of two years or for the 13 same term to which they were elected, whichever is less. Successors shall 14 be appointed in the same manner as the original members. Vacancies of 15 all other members shall be filled by appointment by the governor for 16 unexpired terms. In the case of a vacancy, the remaining members of the 17 board shall exercise all the powers and authority of the board until such 18 vacancy is filled. The board shall choose its own chairperson by majority 19 vote of the quorum present at a meeting called for the purpose of electing 20 a chairperson. The board shall meet not less than annually. EXCEPT AS 21 OTHERWISE PROVIDED IN SECTION 2-2-326, C.R.S., members of the board 22 shall receive no compensation but shall be reimbursed for all actual and 23 necessary expenses incurred in the performance of their duties, AND such 24 expenses shall be paid from the appropriations from the division of 25 securities cash fund created in section 11-51-707. A majority of the board 26 shall constitute a quorum to transact business and for the exercise of any 27 of the powers or authority conferred.

SECTION 6. In Colorado Revised Statutes, 12-47.1-1602, add
 (4) as follows:

12-47.1-1602. Local government limited gaming impact
advisory committee - creation - duties. (4) THE MEMBERS OF THE
COMMITTEE APPOINTED PURSUANT TO PARAGRAPHS (f) AND (g) OF
SUBSECTION (1) OF THIS SECTION ARE ENTITLED TO RECEIVE
COMPENSATION AND REIMBURSEMENT OF EXPENSES AS PROVIDED IN
SECTION 2-2-326, C.R.S.

9 SECTION 7. In Colorado Revised Statutes, 14-10-115, amend
10 (16) (d) as follows:

11 14-10-115. Child support guidelines - purpose - definitions -12 determination of income - schedule of basic child support obligations 13 - adjustments to basic child support - additional guidelines - child 14 support commission. (16) Child support commission. (d) Members 15 of the child support commission shall not be compensated for their 16 services on the commission except AS OTHERWISE PROVIDED IN SECTION 17 2-2-326, C.R.S., AND EXCEPT that members shall be reimbursed for actual 18 and necessary expenses for travel and mileage incurred in connection 19 with their duties. The child support commission is authorized, subject to 20 appropriation, to incur expenses related to its work, including the costs 21 associated with public hearings, printing, travel, and research.

SECTION 8. In Colorado Revised Statutes, 16-11.3-102, amend
(4) (b) as follows:

16-11.3-102. Colorado commission on criminal and juvenile
justice - creation - membership - operation. (4) (b) The members of
the commission shall serve without compensation EXCEPT AS OTHERWISE
PROVIDED IN SECTION 2-2-326, C.R.S., AND except that the members of

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the commission may be reimbursed for any actual and necessary travel
 expenses incurred in the performance of their duties under this article.

3 SECTION 9. In Colorado Revised Statutes, 17-24-104, amend
4 (2) (b) as follows:

5 17-24-104. Creation of division of correctional industries and 6 advisory committee - enterprise status of division - duties of 7 **committee - sunset review of committee - rules.** (2) (b) Each member 8 shall hold office for his OR HER term and until his OR HER successor is 9 appointed and qualified. Any member shall be eligible for reappointment, 10 but he OR SHE shall not be eligible to serve more than two consecutive full 11 terms. EXCEPT AS OTHERWISE PROVIDED IN SECTION 2-2-326, C.R.S., 12 members of the advisory committee shall receive no compensation for 13 such services but may be reimbursed for their necessary expenses while 14 serving as members of the board. Any vacancy shall be filled in the same 15 manner as for an original appointment and shall be for the unexpired 16 term. The chairman shall be elected by the voting members of the 17 advisory committee from among the appointed members of the general 18 assembly.

19 SECTION 10. In Colorado Revised Statutes, 18-18.5-103,
20 amend (7) as follows:

18-18.5-103. State substance abuse trend and response task
force - creation - membership - duties. (7) (a) Except as otherwise
provided in paragraph (b) of this subsection (7) SECTION 2-2-326, C.R.S.,
members of the task force shall serve without compensation.

(b) Notwithstanding the provisions of section 2-2-307, C.R.S.,
 legislative members of the task force may receive payment of per diem
 and reimbursement for actual and necessary expenses authorized pursuant

1 to said section and any other direct or indirect costs associated with the 2 duties of the legislative members of the task force set forth in this article 3 only from moneys appropriated from the methamphetamine abuse 4 prevention, intervention, and treatment cash fund, created in section 5 18-18.5-105. 6 SECTION 11. In Colorado Revised Statutes, 22-58-104, amend 7 (2) (b) as follows: 8 22-58-104. Advisory council - created - duties - reporting -9 funding. (2) (b) EXCEPT AS OTHERWISE PROVIDED IN SECTION 2-2-326, 10 C.R.S.: 11 (I) The members of the advisory council shall serve without 12 compensation; AND 13 (II) The members of the advisory council shall also serve without 14 reimbursement for expenses; except that the advisory council may receive 15 reimbursement if the advisory council receives moneys pursuant to 16 subsection (5) of this section in an amount sufficient to reimburse the 17 members' expenses. 18 SECTION 12. In Colorado Revised Statutes, 23-1-103, amend

20 23-1-103. Advisory committee to the Colorado commission on 21 higher education. (2) Legislative and other MEMBERS OF THE ADVISORY 22 COMMITTEE SHALL RECEIVE COMPENSATION AND REIMBURSEMENT OF 23 EXPENSES AS PROVIDED IN SECTION 2-2-326, C.R.S. Members of the 24 advisory committee not otherwise compensated by the state or a public 25 educational institution shall receive thirty dollars per diem for attendance 26 at official meetings plus reimbursement for actual and necessary expenses 27 incurred in the conduct of official business.

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(2) as follows:

SECTION 13. In Colorado Revised Statutes, 24-18-113, add (1)
 (c) as follows:

3 24-18-113. Board of ethics for the general assembly - created 4 - duties. (1) (c) THE MEMBERS OF THE BOARD OF ETHICS FOR THE 5 GENERAL ASSEMBLY ARE ENTITLED TO RECEIVE COMPENSATION AND 6 REIMBURSEMENT OF EXPENSES AS PROVIDED IN SECTION 2-2-326, C.R.S. 7 SECTION 14. In Colorado Revised Statutes, 24-33.5-104.5, add 8 (1) (c) as follows: 9 24-33.5-104.5. Powers of executive director - DNA evidence 10 issues - working group. (1) (c) THE MEMBERS OF THE WORKING GROUP 11 APPOINTED PURSUANT TO SUBPARAGRAPHS (VII) AND (VIII) OF 12 PARAGRAPH (b) OF THIS SUBSECTION (1) ARE ENTITLED TO RECEIVE 13 COMPENSATION AND REIMBURSEMENT OF EXPENSES AS PROVIDED IN 14 SECTION 2-2-326, C.R.S. 15 SECTION 15. In Colorado Revised Statutes, 24-37.7-103, 16 **amend** (2) as follows: 17 24-37.7-103. Meetings of board - quorum - expenses. 18 (2) EXCEPT AS OTHERWISE PROVIDED IN SECTION 2-2-326, C.R.S., 19 members of the board shall serve without compensation but shall be 20 reimbursed for all necessary expenses incurred in the performance of their 21 duties under this article. Any payments to board members pursuant to this 22 subsection (2) shall be paid from moneys of the authority. 23 SECTION 16. In Colorado Revised Statutes, 24-46.3-101, add 24 (9) as follows: 25 24-46.3-101. State work force development council - creation 26 - membership. (9) THE MEMBERS OF THE STATE COUNCIL APPOINTED 27 PURSUANT TO PARAGRAPH (b) OF SUBSECTION (2) OF THIS SECTION ARE

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ENTITLED TO RECEIVE COMPENSATION AND REIMBURSEMENT OF EXPENSES
 AS PROVIDED IN SECTION 2-2-326, C.R.S.

3 SECTION 17. In Colorado Revised Statutes, 24-48.5-303,
4 amend (4) as follows:

5 24-48.5-303. Council on creative industries - establishment of 6 council - members - term of office - chair - compensation. (4) EXCEPT 7 AS OTHERWISE PROVIDED IN SECTION 2-2-326, C.R.S., members of the 8 council shall serve without compensation, but each member shall be 9 reimbursed for his or her necessary traveling and other expenses incurred 10 in the performance of his or her official duties.

SECTION 18. In Colorado Revised Statutes, 24-49.7-103,
amend (6) as follows:

13 24-49.7-103. Colorado tourism office - creation - board of 14 **directors - definitions.** (6) EXCEPT AS OTHERWISE PROVIDED IN SECTION 15 2-2-326, C.R.S., members shall serve without compensation but shall be 16 entitled to reimbursement for actual and necessary expenses incurred in 17 the performance of their duties. The board shall adopt such rules 18 governing its procedure as it may consider necessary or advisable and 19 shall keep a record of its proceedings, which record shall be open to 20 inspection by the public at all reasonable times.

21 SECTION 19. In Colorado Revised Statutes, 24-49.9-101,
22 amend (5) as follows:

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24-49.9-101. Colorado channel authority - creation - legislative declaration. (5) EXCEPT AS OTHERWISE PROVIDED IN SECTION 2-2-326, C.R.S., if the board determines that the authority has sufficient financial resources, each member of the board not otherwise in full-time

employment of the state or a state official shall receive a per diem of one

hundred dollars for each day actually and necessarily spent in the
 discharge of official duties, and all members shall receive reimbursement
 for travel and other necessary expenses actually incurred in the
 performance of official duties.

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5 SECTION 20. In Colorado Revised Statutes, 24-82-108, amend
6 (2) (e) as follows:

7 24-82-108. State capitol building advisory committee 8 creation - repeal. (2) (e) All members of the ADVISORY committee shall
9 be volunteers and shall serve without per diem; except AS OTHERWISE
10 PROVIDED IN SECTION 2-2-326, C.R.S., AND EXCEPT that members of the
11 ADVISORY committee shall be reimbursed for necessary and actual
12 expenses incurred in the performance of their duties.

13 SECTION 21. In Colorado Revised Statutes, 25-3.5-804, amend
14 (5) (e) as follows:

15 25-3.5-804. Tobacco education, prevention, and cessation
programs - review committee - grants. (5) (e) EXCEPT AS OTHERWISE
PROVIDED IN SECTION 2-2-326, C.R.S., members of the review committee
shall serve without compensation but shall be reimbursed from moneys
deposited in the tobacco education programs fund created in section
24-22-117, C.R.S., for their actual and necessary expenses incurred in the
performance of their duties pursuant to this part 8.

SECTION 22. In Colorado Revised Statutes, 25-4-2206, amend
(2) (b) as follows:

24 25-4-2206. Health equity commission - creation - repeal.
(2) (b) The members of the commission shall serve at the pleasure of the
appointing authority. EXCEPT AS OTHERWISE PROVIDED IN SECTION
27 2-2-326, C.R.S., the members of the commission shall serve without

compensation, but shall be reimbursed by the department for their actual
 and necessary expenses incurred in the performance of their duties
 pursuant to this part 22.

4 SECTION 23. In Colorado Revised Statutes, 25-20.5-303,
5 amend (7) as follows:

6 25-20.5-303. Cancer, cardiovascular disease, and chronic 7 pulmonary disease program review committee. (7) EXCEPT AS 8 OTHERWISE PROVIDED IN SECTION 2-2-326, C.R.S., members of the review 9 committee shall serve without compensation but shall be reimbursed from 10 moneys deposited in the prevention, early detection, and treatment fund 11 created in section 24-22-117, C.R.S., for their actual and necessary 12 expenses incurred in the performance of their duties pursuant to this part 13 3.

SECTION 24. In Colorado Revised Statutes, 25.5-1-204, add (2)
(c) as follows:

16 25.5-1-204. Advisory committee to oversee the all-payer health
17 claims database - legislative declaration - creation - members - duties
18 - creation of all-payer health claims database - rules. (2) (c) THE
19 MEMBERS OF THE ADVISORY COMMITTEE APPOINTED PURSUANT TO
20 SUBPARAGRAPH (XII) OF PARAGRAPH (a) OF THIS SUBSECTION (2) ARE
21 ENTITLED TO RECEIVE COMPENSATION AND REIMBURSEMENT OF EXPENSES
22 AS PROVIDED IN SECTION 2-2-326, C.R.S.

23 SECTION 25. In Colorado Revised Statutes, 26-1-139, add (6.7)
24 as follows:

25 26-1-139. Child fatality and near fatality prevention legislative declaration - process - department of human services child
 fatality review team - reporting - rules. (6.7) THE MEMBERS OF THE

TEAM APPOINTED PURSUANT TO PARAGRAPH (f) OF SUBSECTION (6) OF
 THIS SECTION ARE ENTITLED TO RECEIVE COMPENSATION AND
 REIMBURSEMENT OF EXPENSES AS PROVIDED IN SECTION 2-2-326, C.R.S.
 SECTION 26. In Colorado Revised Statutes, 26-6.5-203, amend
 (1) (d) as follows:

6 **26-6.5-203.** Early childhood and school readiness legislative 7 **commission - creation - membership - duties - funding.** 8 (1) (d) Notwithstanding the provisions of section 2-2-307, C.R.S., The 9 members of the commission shall not receive compensation or AND 10 reimbursement for expenses incurred in fulfilling the duties of the 11 commission AS PROVIDED IN SECTION 2-2-326, C.R.S.

SECTION 27. In Colorado Revised Statutes, amend 26-11-103
as follows:

14 **26-11-103.** Compensation - expenses. EXCEPT AS OTHERWISE 15 PROVIDED IN SECTION 2-2-326, C.R.S., the members of the commission 16 shall not receive compensation for their services, but they shall be 17 reimbursed for expenses incurred by them in the performance of their 18 official duties.

SECTION 28. In Colorado Revised Statutes, 27-61-102, add (2)
(d) as follows:

21 27-61-102. Behavioral health transformation council - creation
22 - duties - sunset review - repeal. (2) (d) THE MEMBERS OF THE COUNCIL
23 APPOINTED PURSUANT TO SUBPARAGRAPHS (III) AND (IV) OF PARAGRAPH
24 (b) OF THIS SUBSECTION (2) ARE ENTITLED TO RECEIVE COMPENSATION
25 AND REIMBURSEMENT OF EXPENSES AS PROVIDED IN SECTION 2-2-326,
26 C.R.S.

27 SECTION 29. In Colorado Revised Statutes, 39-9-101, amend

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1 (2) as follows:

2 **39-9-101. State board of equalization.** (2) No more than three 3 members of the state board of equalization shall be affiliated with the 4 same political party. EXCEPT AS OTHERWISE PROVIDED IN SECTION 5 2-2-326, C.R.S., each member shall receive a per diem allowance of fifty 6 dollars for each day spent attending meetings or hearings of the state 7 board of equalization or otherwise spent discharging his duties as a 8 member of said board; except that no member shall receive the per diem 9 allowance provided for in this subsection (2) for any day for which he 10 receives a per diem allowance from the state under any other statute and 11 except that no member shall receive the per diem allowance provided for 12 in this subsection (2) if he receives a salary from the state for a full-time 13 position with the state. EXCEPT AS OTHERWISE PROVIDED IN SECTION 14 2-2-326, C.R.S., each member of said board shall receive actual and 15 necessary expenses incurred in performing his duties as a member of said 16 board. The members appointed by the governor shall serve at the pleasure 17 of the governor but shall not serve for more than four consecutive years 18 unless reappointed by the governor and reconfirmed by the senate at the 19 conclusion of said four years. Vacancies in either of the appointed 20 positions on the state board of equalization shall be filled by appointment 21 by the governor with the consent of the senate for the unexpired term. 22 **SECTION 30.** Appropriation - adjustments to 2014 long bill. 23 (1) For the implementation of this act, the general fund appropriation 24 made in the annual general appropriation act to the controlled 25 maintenance trust fund created in section 24-75-302.5 (2) (a), Colorado

- 26 <u>Revised Statutes, for the fiscal year beginning July 1, 2014, is decreased</u>
- 27 <u>by \$85,690.</u>

1	(2) For the implementation of this act, appropriations made in the
2	annual general appropriation act to the department of public safety for the
3	fiscal year beginning July 1, 2014, are adjusted as follows:
4	(a) The general fund appropriation for the division of criminal
5	justice is decreased by \$1,408.
6	(3) For the implementation of this act, appropriations made in the
7	annual general appropriation act to the department of local affairs for the
8	fiscal year beginning July 1, 2014, are adjusted as follows:
9	(a) The cash funds appropriation from the local government
10	limited gaming impact fund created in section 12-47.1-1601 (1) (a).
11	Colorado Revised Statutes, for the division of local government, is
12	decreased by \$352.
13	(4) For the implementation of this act, appropriations made in the
14	annual general appropriation act to the department of state for the fiscal
15	year beginning July 1, 2014, are adjusted as follows:
16	(a) The cash funds appropriation from the department of state cash
17	fund created in section 24-21-104 (3) (b), Colorado Revised Statutes, for
18	the elections division, is decreased by \$2,816.
19	SECTION 31. Appropriation. In addition to any other
20	appropriation, there is hereby appropriated, out of any moneys in the
21	general fund not otherwise appropriated, to the legislative department, for
22	the fiscal year beginning July 1, 2014, the sum of \$87,098, or so much
23	thereof as may be necessary, to be allocated to the general assembly for
24	the implementation of this act.
25	SECTION <u>32.</u> Applicability. This act applies for service
26	provided to a state entity on or after the effective date of this act.
27	SECTION 33. Safety clause. The general assembly hereby finds,

- 1 determines, and declares that this act is necessary for the immediate
- 2 preservation of the public peace, health, and safety.