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Bs in human resources, for managing for results. Now, this is a couple of years old; we got a C plus in information technology. In the last two years, this Legislature has prepared a tremendous push for information technology, not only publicly, but privately. My guess is that grade goes up dramatically in those areas. If these were all Cs, does that mean that we should take a pay cut? NO, I don't believe that's true. But I think that oftentimes this Legislature does not get the credit for really being very frugal with the resources and yet running a very effective state. That's done primarily more for legislators' benefit than it is for the public. The first bill, the first constitutional amendment, is to create a commission on legislative compensation. This commission would be established. It would not be...it would not have legislators on it. In fact, you couldn't serve on the commission and then become a legislator for at least four years. You would be ineligible to be on that commission and then serve within four years. So you couldn't get on the commission, raise the salary up, and increase your own pay. And they would have the ability to set what an appropriate level would be. That is done in a large number of states. And it's done because, quite frankly, there's a hesitation that legislators shouldn't set their own salaries. That's what happens in Congress. There is a tremendous apprehension about doing that. And obviously, the congressional salaries are much higher. Did you know that there are 38 counties that pay their county board members more than legislators are paid? And for the amount of responsibility and time, I think you need to take that into consideration. I've also passed out some information dealing with history of what other...some of the other states are doing. We have fallen back behind again. There is also states that have a wide variety, and I believe Senator Don Pederson, were you the one that originally passed out the information from Pennsylvania? I plagiarized it, but I want to give him credit. He's the one that found out what Pennsylvania, in their newspaper, read an article. If you read that, if you're a Chair or you're the Speaker, you ought to go to Pennsylvania. Most other states pay Chairs and leadership people more money. I'm...believe me, I don't want that; I'm not suggesting you do that. But there's a wide variety of the way people are compensated in other states. How do we compare around the region? Colorado is at \$30,000. They have 120-day sessions. They have a compensation