

HF76 - 0 - Rate Recovery of Public Utility Executive Pay Ltd.

Chief Author: **Emma Greenman**
 Committee: **Energy Finance And Policy**
 Date Completed: **3/16/2026 2:47:38 PM**
 Agency: **Public Utilities Commission**

State Fiscal Impact	Yes	No
Expenditures		X
Fee/Departmental Earnings		X
Tax Revenue		X
Information Technology		X
Local Fiscal Impact		X

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions shown in the parentheses.

State Cost (Savings)	Biennium			Biennium		
	Dollars in Thousands	FY2025	FY2026	FY2027	FY2028	FY2029
Total	-	-	-	-	-	-
Biennial Total			-			-

Full Time Equivalent Positions (FTE)	Biennium			Biennium		
		FY2025	FY2026	FY2027	FY2028	FY2029
Total	-	-	-	-	-	-

LBO Analyst's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with the LBO's Uniform Standards and Procedures.

LBO Signature: Karl Palm **Date:** 3/16/2026 2:47:38 PM
Phone: 651-296-6055 **Email:** karl.palm@lbo.mn.gov

State Cost (Savings) Calculation Details

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions are shown in parentheses.

*Transfers In/Out and Absorbed Costs are only displayed when reported.

State Cost (Savings) = 1-2		Biennium			Biennium	
Dollars in Thousands	FY2025	FY2026	FY2027	FY2028	FY2029	
Total	-	-	-	-	-	-
Biennial Total			-			-
1 - Expenditures, Absorbed Costs*, Transfers Out*						
Total	-	-	-	-	-	-
Biennial Total			-			-
2 - Revenues, Transfers In*						
Total	-	-	-	-	-	-
Biennial Total			-			-

Bill Description

This legislation would prohibit the Commission from allowing Minnesota ratepayers to pay for compensation to Xcel Energy’s and CenterPoint’s ten highest-paid officers or employees in an amount that exceeds the governor’s annual salary.

For purposes of this legislation, the term "compensation" includes salary, incentive program payments, or any other compensation regardless of the compensation's form, and specifies that compensation does not include expense reimbursements or benefits offered to those two public utility’s ten highest-paid officers or employees on terms comparable to the terms under which the benefits are offered to the public utility's other employees.

Assumptions

The Commission has been policing these costs in individual rate cases. The legislation mirrors the Commission's decision to limit executive compensation in the Xcel Energy 2021 electric rate case in Docket No. E-002/GR-21-630. The Commission re-affirmed this decision at its March 12, 2026 agenda hearing. Thus, the legislation is consistent with current Commission process, and would have no fiscal impact on the agency.

Expenditure and/or Revenue Formula

Long-Term Fiscal Considerations

Local Fiscal Impact

References/Sources

Agency Contact:

Agency Fiscal Note Coordinator Signature: Michael Bull

Date: 3/16/2026 11:50:26 AM

Phone: 651-201-2196

Email: mike.bull@state.mn.us