

April 2, 1975

SENATOR FOWLER: Mr. President, members of the Legislature, as I indicated this would take the one percent merit and make it an \$84 increase across the board. It would provide more of an increase for the lower employees than those in the \$15,000 or \$20,000 bracket. I'd like to address myself to the comment Senator Kelly made. I think if you talk to any of the employees in the lower salary ranges, that includes people getting \$4500, \$5000, \$5200 a year, and talk to them about what people are getting in comparable jobs in parts of government, such as in the schools, or in county government, or something like that. You'll find that other government is paying a higher wage for those jobs than state government is. We lose a good deal of our employees to school systems, to county government, etc. Nebraska, right now, ranks 49th of the 50 states in terms of its salary given state employees. We have an incredible rate of turnover of employees looking for other jobs because of the salaries that we offer. I think that by providing this sort of increase we can reduce the turnover rate. We can provide the increase for those employees that have felt the increase in the cost of living most of all. I would certainly support an effort for a merit system. It has to be a system that has been well thought out and well planned, not something thrown together in three months. That sort of system will provide for incredible arbitrary decisions. I think the number of complaints that we're going to hear from employees over the next few months will be tremendous, as this merit system is implemented. I think that the merit system should be put off a year and some real study put into that. I'd move for returning this bill to Select File for adoption of this amendment.

PRESIDENT: The question is the return of 588 for specific amendment. Senator Mills, for what purpose do you arise?

SENATOR MILLS: Mr. Clerk would you read that amendment then please.

CLERK: Yes, the amendment is as follows: On page 2, line 11 strike "four" and insert "five"; strike "sixty-eight" and insert "fifty-two". On page 3, lines 7 and 16 strike "four" and insert "five", strike "sixty-eight" and insert "fifty-two". Strike lines 19 to 27. On page 4, strike lines 1 to 27. Page 5, strike line 1. Renumber original sections 5 to 9 as 4 to 8. Signed, Senator Fowler.

PRESIDENT: The question is shall the bill be returned to Select File for specific amendment. Record your vote. Would you please vote. Record Mr. Clerk.

CLERK: 19 ayes, 21 nays, 9 not voting.

PRESIDENT: Motion fails.

CLERK: Mr. President, there is pending a motion by Senator Duis to withdraw LR 20.

PRESIDENT: We move from Select File . . . or wherever we were. . . proceed Mr. Clerk.

CLERK: Unanimous consent request to withdraw LR 20. Signed, Senator Duis.