

also concerned because they are law enforcement and don't have their own law enforcement plan, retirement plan. That is a concern that will be addressed at another time. But their concern and the concern of other county employees has been they don't even have a plan, whether it is a good plan, bad plan, indifferent plan, they don't have a plan. They need a plan. They want to be in a plan. The counties have recognized this legitimate concern and support LB 432. I have a handout that will express again what Senator Harris talked about. About one-third of the counties have a retirement plan. They opted into this plan that we have. Another two counties, Lancaster and Douglas County, are under their own separate plan. So that leaves about 57 counties that have no plan whatsoever, no retirement plan. In this day and age when almost everybody has some sort of retirement plan, private or public sector, we have got 57 counties without any sort of retirement plan. Those counties recognize that is wrong and they have come forward and asked for this legislation. I appreciate, very much, their leadership on this. I think it is outstanding for them to come forward and say that this is the right thing to do and that they want to see it done. They know that it is going to be some cost to them, but at the same time they know it is the right thing to do. That is the tremendous part of it. Now the bill recognizes that these counties have to have some time to adjust. So the actual implementation date isn't until January 1, 1987. They've essentially got two years then to work with their budget and make the adjustments they need to and be ready for this change. They are ready for that. I think that they will make the adjustment easily and smoothly. But as far as I'm concerned, in terms of equity and justice, LB 432 is a long needed step that finally is going to be taken, hopefully with the support of this body. I'd ask for your support on advancement.

PRESIDENT: The Chair would like to interrupt debate to announce that we have some visitors in the south balcony with us this morning who are guests of the Senator Jerome Warner. They are 125 third and fourth graders from Fredstrom Elementary School. They are accompanied by their teachers this morning, six teachers. We welcome you all to the Legislature so that you can see how the lawmaking body of Nebraska works. Thank you for coming. Senator Haberman, do you wish to speak on the retirement bill?