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(Start of Belt #8)

everything else that go with it is no different except the economic differentials that exist between private industry and our state employees. Now, I am just...I am just concerned not because...not in the interest...not in the sense that we're trying to be cheap. I'm not trying to be cheap. I've always believed in paying decent salaries, but I am not going to listen to somebody who gets \$35,000 or \$40,000 a year as a state employee wailing about the fact that he is unemployed or could do better in private industry. Why don't you go there? Most of them couldn't. But the fact of the matter is that there are additional. The ORRD man, for example, on his \$50,000 or whatever it is. I think it is more. But that is only a little bit of what he gets. He gets a retirement program that's almost as good as his salary and this is true of many of these employees in the industries that we are matching. There is the Retirement program that goes with it. There is a Pension program that goes with it is as attractive as anything that exists anywhere in the world and the work, in a sense, is not unpleasant and too difficult because they have in shielded. They are sheltered. They are privileged in every other respect, but these employees at the low level, or the \$7,000 level in state government, have no such protection. They have no such pensions, so they go out and take jobs wherever they can, where they have better fringe benefits. Now, I'm not...I'm not going to complain about high salaries, but I know this. I know the jockeying that constantly goes on. You give this man in this administrative office, he'll hire somebody for \$30,000, \$40,000 a year. He would just simply say, "Well I've got to pay this to get talent". Then, the people over in another administrative department, University staff for example, they would say, "Well, look what he is getting over there and he is a mere so and so and he get \$30,000 or \$40,000 a year. We have responsibility. We must have more." And this thing goes on. They jockey from one position to another, and there is no limit, no end to where this thing goes. Now, we are going to have an aid to education bill and if we don't look out, I would venture to say that every school principal in the state of Nebraska is going to come up with a \$30,000 or \$40,000 a year salary because they will jockey each other by pointing out to this. This guy is getting this. They are letting him do so and so, and we have to do this and that for qualified people. The measure of a qualified person is certainly not indicated by his salary alone. If that is true, then I would say that the saddest bunch of people you can find in the state of Nebraska must be in this body because if that's all the measure...the only measuring device we use, we've got something, I don't know, to either live up to or down to. I don't know which one, but at any rate, I think somebody owes it to the people in this state who have to pay the burden to point these things out that state government and local government and the teaching profession and the University are not an open gate to plundering and I think we ought to recognize that. If they can go out and do this and justify their existence in some kind of industry that will stand the pressure of paying them, let them go and I think we ought to keep this in mind. When we run for election, we're all for economy. We're all for keeping taxes down. We're all for keeping expenses down and heaven help me when we get here we just do a complete flip-flop, so this is my...

SPEAKER: Senator Snyder.

SENATOR SNYDER: Mr. President and fellow members of the Legislature, I am not going to make a comment but I would like to ask a question and anyone is welcome to take a chance at answering it. As I read through the statement, I see no mention of the position by the Executive Branch, unless I've overlooked it. Would someone please tell me if there has been any comment? Again, the Legislature is in a position where someone could say, "You fellows did that and not at our request." So, would someone please inform me has the Executive