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(Start of Belt #5)

he is going to go to the University of Nebraska in Omaha, and if they have better fringe benefits than they do at the University of Nebraska at Lincoln, we are not going to give them as high a salary. That's just all there is to it, because when the Legislature decides upon how much they are going to get they take the salary and the fringe benefits as a package and what we are trying to do here is to increase the morale of the teachers, the professors at both the University of Omaha and Lincoln and then among all the state employees in the state, the technical colleges, etc. We want to have those people when they compare wages to see that their wages are comparable. Then when they compare fringe benefits, we want them to be able to see that they have fringe benefits that are comparable. Now, what is the case now? Possibly, I think it's true, that Omaha University has a little better fringe benefits and so the Lincoln faculty are not happy because they have a better fringe benefits, and the Omaha faculty think that Lincoln has higher salaries and so they are unhappy because Lincoln has higher salaries at the University of Nebraska. Well, what we are trying to do is make them all happy by having comparable fringe benefits and comparable salaries and that is all this is intended to do, and, also, to make the people in the state...among the state employees happy. For example, some departments of state government are having \$5,000 life insurance policies, some are having \$10,000, some are having nothing. Some have some group health insurance policies. Others have nothing. Well, why should some employees have it and others not and it's just simply a trying to get together on a uniform bases and make it possible for all employees to have the same thing in the state of Nebraska.

SPEAKER: That was Senator Whitney closing on his motion to just introduce the bill. Now, do you have questions of Senator Whitney? Senator Savage.

SENATOR SAVAGE: I'd like to ask Senator Whitney a question, if he will yield.

SPEAKER: Senator Whitney, will you yield to a question?

SENATOR WHITNEY: Yes, sir.

SENATOR SAVAGE: You made a statement that this bill intended to increase the salaries at the University of Nebraska at Omaha. I don't believe that's correct.

SENATOR WHITNEY: No, I didn't...if I said that, Senator Savage, I'm sorry. I say that we are trying in the Appropriations Committee of which you are a member to have the salaries comparable at both institutions, to have the fringe benefits comparable at both institutions, and the raising of the fringe benefits in certain places. We may decrease them just a little in other cases, but we are having the approval of the University in doing this.

SENATOR SAVAGE: I misunderstood you then. I thought you said this bill included to give equity to both the fringe benefits and salaries and I just wanted to differ...I didn't think that is what it was doing. We would like to have it happen that way.

SENATOR WHITNEY: Yes. I might say in answer to that that I asked the other day when the University of Nebraska was before the Appropriations Committee, I asked the president of the University of Nebraska if the salaries were quite comparable. I asked the president of the...the Chancellor of the University of Omaha if the salaries are quite comparable and the answer was yes, but, obviously, there is still a few little differences that can be ironed out and we hope in the end to have salaries comparable for a equal amount of work and qualifications and merit and so forth, and fringe benefits equal.