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how a pay plan should work. But I think this time, the way this formula is set up, guaranteeing a one step increase, plus \$300 for each individual, and that \$300 increase especially in the lower income categories gives them a substantial increase. So we don't simply depend upon the one step to solve their problems, we go beyond this, and then in addition to this we are allowing the departments an additional $\frac{1}{2}$ % added to their personal services budget that they can use above and beyond the 5% and the \$300, therefore I think that and we didn't take this lightly, this was not decided overnight. This was decided after much deliberation. I think it's fair, I think it's defensible, and I think it's far superior to what Senator Keyes is offering at this time. If we are going to need an annual session there isn't any reason why we can't review these matters annually, and therefore I say to you that I think we have done a good job, and I hope once again that you will support this committee and we can get this bill over to E & R Initial. We have about three other budget bills that will be hitting the floor within the next few days, so once again I ask that you reject this amendment because I think that we have a better solution at this time.

PRESIDENT: Oh no, Senator Fowler is next, and Senator Whitney. If you want to make a motion to cease debate that's one thing.

SENATOR FOWLER: I'd like to ask Senator Marvel some clarifying questions on..and also Senator Keyes.

PRESIDENT: Senator Fowler:

SENATOR FOWLER: Senator Marvel, did you say that every state employee would be guaranteed under your proposal at least one step up in the pay plan.

SENATOR MARVEL: One step, plus \$300 in the department in addition to this gets an additional $\frac{1}{2}$ % added to the personal services item now. The personal services cata...let me make one more statement. To the best of our ability through legislation this Legislature would guarantee this. But may I go beyond this, and I have said this to as many employees as possible, so we say it publicly and I hope it gets publicized. And not on page 10 or 12 but out on a page where people can read it and digest it. And that is that if employees don't get this increase they should inform us so that we in turn can put the pressure on the department heads because otherwise you are going to go back to the old system of pay raise, where some get and some don't. So I think I am safe in saying we can guarantee it with the understanding that if it isn't done through the appropriations bill, then we may have to do as we have done in the past and that is to put the pressure on to give the employees what we have appropriated.

SENATOR FOWLER: Well, am I to understand then that it's not really mandated. This last part confuses me. You say that there is a guaranteed one step, but yet the guarantee may not come through.

SENATOR MARVEL: Let me put it this way. It is mandated as far as this Legislature is concerned. Yes, sir. If the mandate of this Legislature is still not satisfactory through the statutes, then as far as I'm concerned we are going to mandate it verbally. Which at times is more affective.

SENATOR FOWLER: O.K. Now that increase is a 5% increase in the salary ~~tht~~ they are getting, is that the way the pay plan works.