

March 8, 1974

SENATOR MARVEL: It's the 5% plus the \$300 is guaranteed everybody.

SENATOR FOWLER: O.K. now, the lowest level of the pay plan. What would be the percentage increase, do you know.

SENATOR MARVEL: Senator Whitney can you help me out on the If it is satisfactory with you I will like to turn to those who have some additional information.

SENATOR WHITNEY: The lowest paid would get 12.7% increase with a chance of getting a considerable higher increase with the because of the  $\frac{1}{2}$  of 1% which is for merit. So they could get more then 12.7% increase for the lowest paid.

SENATOR FOWLER: O.K. Senator Whitney, at what point would that. O.K. the lowest level person could get 12%, at what point would that balance to out at the cost of living? I can't remember, like at 8%...

SENATOR WHITNEY: It would be about a \$9,000 salary, to balance out with the cost of living.

SENATOR FOWLER: O.K. Senator Keyes.

PRESIDENT: Do you yield, Senator Keyes.

SENATOR KEYES: Yes, I will.

SENATOR FOWLER: Would you comment on comparison on what you are versus on the 12% increase that they are talking about.

SENATOR KEYES: This is the thing that I want everyone to understand in this Legislature. And I want the new cast to understand this also. That when Senator Whitney and Senator Marvel talk about giving the man a \$3,900 with \$300, plus  $\frac{1}{2}$ %. They say that they are giving him a 12.7% increase in his salary. But that is not true, they are leading you down the primrose path to oblivion. Because the salary increase of \$500 is already there just exactly as it is in the bill that they have. What they really are doing is giving the employee a 7.7%. That's what they are really doing, they aren't even giving the cost of living increase. They are giving a 7.7% increase. He already has in his scale. And the plan that we accepted last year of 5% increase guaranteed to him if his work is satisfactory. And if you read the bill that they have out before you. It says right there, who has satisfactorily performed his job, a 5% of one step. Satisfactorily, that doesn't guarantee. That just simply says that if he is satisfactory he is going to get his raises there, and you take that 5% from the 12.7 and it comes out with 7.7%. Not even the cost of living raise to the minimum paid man in this state.

SENATOR FOWLER: Senator Keyes, would you answer one more question.

SENATOR KEYES: I'll try not to be so long on it.

SENATOR FOWLER: O.K. in years, is your cost of living increase above and beyond the step that they would get on the pay plan.