

March 8, 1974

SENATOR KEYES: I..the way I have it written in the amendment would simply state that every employee across the state would be guaranteed a \$480 and increase and if his step came in there that's alright he would get that beyond his step. Because his step is something we have sold to the people employees of this state that they are going to be eligible for a one step increase until they have, I think it is, 7 years of apprenticeship served and they are at the top of their scale. So this of mine would guarantee everyone \$480 and on their anniversary they would get one step without it.

SENATOR FOWLER: O.K., thank you.

SENATOR WHITNEY: Mr. President, I would like to answer again Senator Fowler's question, that he asked me. What point would be the break even point for those on cost of living. Now I have calculated some addition figures with reference with cost of living for higher paid people. I've taken a \$16,558 salary person and on that basis we will be giving approximately an increase in cost of living to those particular people clear up to \$16,000. Now why is this? Because those people of the larger incomes save more money, it's not the..therefore apportionate of income is not included in the cost of living. And so we are giving cost of living increases to even a \$16,000 person, and also they are going to be receiving considerably more than the \$1,000 increase in their salary. So we have taken care of the cost of living, and we have refined it down even moreso that Senator Keyes has here, we just take so much across the board. We feel in the Budget Committee that we should give a higher cost of living increase in salary to the low paid people simply because they have a higher cost of living. And so we have refined this down and this formula that we have given about \$300, plus the pay plan step increase. This actually gives everybody even those according the \$16,000 income the cost of living increase. Now this

(End Belt #8)

(Start Belt #9)

amendment that Senator Keyes is trying to put on here says that no employee shall receive less than \$480. Cost of living. Well we are already giving more than \$480 to the employee..state employee. We are already giving that. However there is one thing wrong here with this, Senator Keyes amendment. And that is even a part time employee would get the \$480 increase and that would not be fair to the full time employees, to give the part time ones \$480 and the full time \$480. It would be unfair to the full time employees to do this. So the thing is here then that we already have considered everything, and I feel that the Budget Committee will consider everything and the future each year, and they will give an adequate income to these people. And so we have a better program right now for all state employees than this amendment will provide. So I would like to have you reject this amendment.

PRESIDENT: Senator Keyes, you may close. Senator Keyes is closing.