

language wise, of what the budget committee recommended, which was that everyone get the three hundred period. And those that were satisfactory and performing get the one step increase and I will offer this clarifying motion after this matter is disposed of.

PRESIDENT: Senator Stahmer did you offer that as a clarifying motion too...

SENATOR STAHMER: I'll offer it when we dispose...after this is taken care of. If it wins we don't need it and if it loses then I'll offer it.

PRESIDENT: Thank you. Senator Syas, we are still debating the Lewis motion then.

(End Belt # 4A)

(Start Belt #5A)

SENATOR SYAS: More or less out of curiosity. If an employee is not performing satisfactorily, why is he working? It seems to me that you could adopt the Lewis amendment then they could rid of the employees that were not performing correctly and you would solve the question. Why not do it that way. Why keep an employee on that is not performing satisfactorily? Senator Simpson.

PRESIDENT: Senator Simpson, do you care to respond?

SENATOR SIMPSON: Senator Syas, I thought that I explained this that a person may think that they don't have to work any better than this but if we can withhold the raise in wages and subject to better performance and then the person is willing to do this and you can bring them out of this, why fire them and start with a new employee?

SENATOR SYAS: What do you do about what?

SENATOR SIMPSON: Contractors and such things. I don't think that we have any problems with contracts. In any place in state agencies. It would seem to me that under...

SENATOR SYAS: Under certain rules of procedure that you should be allowed to by observing the rules to be or to get rid of those employees that are not performing satisfactorily and that would solve it.

SENATOR SIMPSON: They could do this now. They could fire them.

SENATOR SYAS: Why don't then?

SENATOR SIMPSON: If they had the feeling that this person has the capabilities of being a good employee but not the motivation and the money could be the motivation, maybe they could then have a good employee instead of a new one.

PRESIDENT: Senator Nore, still speaking on the Frank Lewis amendment. Then DeCamp.

SENATOR NORE: Mr. President, members, I oppose the amendment first as an economic fact that all humans are as lazy as they