

dare to be and some are more daring than others. This is only an incentive and in our whole economic system it is built up on profit motive incentives. Building and incentives, we take the incentive out and one of the reasons that we have such a shortage of everything in this world, I predicted eight years ago that we would have these shortages and this would get so terribly high that you couldn't afford to buy it. The reason that we keep taking out these incentives and pretty soon you won't have any production at all. I...goes for roads or anything. You have got to have built in incentives and this is an incentive. Lets keep these incentives.

PRESIDENT: Read the motion on the desk.

CLERK: Read motion.

PRESIDENT: Previous question has been moved. Does the chair see five hands? Thank you. The question is shall the debate now close. All those in favor vote aye, those opposed vote no. Motion is to close debate. On the Lewis amendment to 1053 on General File. Clerk will record.

CLERK: 25 ayes, 0 nays the remainder not voting.

PRESIDENT: Thank you. The debate will now close. Debate is closed and Senator Lewis is now closing on his motion. Senator Lewis.

SENATOR LEWIS: Mr. President, members of the legislature, this is what I call my no belly amendment. Obviously if we have employees in this state who are not performing their function if they are engaged in department of institution and they are doing a poor job in treating those who are institutionalized they ought to be out of there. If they are engaged in road maintenance and they are doing a poor job, they ought to be out of there. If they are engaged in structural design of bridges or anything else, I think that we have a problem if they are not performing their job. They ought to be out of there. The real reason that this is wanted is the fact that it is difficult and it is hard work for a manager to prove someone is not performing his job. The easiest way is to sit on your can and by osmosis or intuition make a determination that that person is not performing. This is the easiest way out that I know of for people not to have to make a decision at the top level. Those of you have read the Peter Principle will understand that this is probably one of the things that motivated. People don't like to make decisions. Particularly personnel decisions. It is painful and it creates a scene and nobody likes it. So what they get you to do they can do some discretionary things. Now if the department of institutions has 20 people that are not performing, I want to know what they are waiting until July for to put them on probation. I am for firing or paying them. I think that this is what the amendment does. Those of you that have listened to the superficial arguments of well this guy may not be or I think that he may not be, what you are doing is making it very easy for the people that we employ in management to make a judgment without proof without knowledge hoping that if he doesn't pay somebody a leave because he can't prove that is not performing. So I see this as a record my members of this legislature that wants us to encourage us to keep people on the pay roll who are not performing. I say fire them, and hire some more and those we have lets give them all a raise and this raise is nothing but a cost of living, and I