

March 20, 1974

(Start Belt 6A)

to the personnel laws of this state the right..the right of appeal from a decision by the agency head to the..to the personnel department itself.

SENATOR CARPENTER: In other words that has the same affect as if we had Civil Serice. Is that about what it amounts to.

SENATOR MARVEL: Yes.

SENATOR CARPENTER: You really have to have cause to eliminate an employee of the State of Nebraska from it's employment. And I would presume that the procedure is probably set forth in the law. Is that probably correct.

SENATOR MARVEL: I think it's similar, Sir.

SENATOR CARPENTER: Now on the line 21, it says agencies shall have complete descretion in the use of funds included for personal services in excess of the amounts that provide such increase in order to provide selected increases for meritorous job performance. Well, what does that mean? And how much money are we talking about.

SENATOR MARVEL: Included in the formula for salary increases in the back of this legislation..inthe back of this section I can find it but let me say that in addition to the one step increase, plus the \$300, there is provided in each agency an additional $\frac{1}{2}$ % which in affect is for merit. The combination of those funds, Senator Simpson, you can help me in this area. Combination of those funds would provide a merit step increase for selected employees, and that's the equivalent of the $\frac{1}{2}$ of 1%. Senator Simpson is this the way you understand it? We're referring now to lines 21 through 24. That's the $\frac{1}{2}$ % increase.

SENATOR SIMPSON: Yes, the $\frac{1}{2}$ of 1% would be used for meritorous raises for people who are below certain areas, and this would be accumulated within the department and then used in 5% steps. They would go up another complete step if it was a meritorous raise. It wouldn't go up any portion of it, and so it would be limited to the amount of people who get it by the amount that would be available by the total agency budget, or $\frac{1}{2}$ of 1% of that. And I think while I'm on my feet, I should mention one other thing, that is not exactly true. It's close, but not quite. That the starting rate for some employees would still be for the first six months, below \$2. It would be like \$1.8.. I was just figuring here now,, 180 some cents an hour. And this catagory, and I know only of one off hand, but there are probably are maybe one more at Beatrice and that's maids, who starting rate right now is a total monthly of \$321, plus \$25 would be \$346, and that only makes it \$1.80 some cents an hour for the first six months.

SENATOR CARPENTER: How much money in your judgement are we talking about in the area of the excess that may or may not exist.

SENATOR SIMPSON: Well the excess part would depend on the size of the agency and how big their payroll was. And so, the bigger the agency, why the more money you would have available. But it still is going to be only for a very limited amount of people within that agency.