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you've got so much competition this time. I'm really concerned about this, Senator Simpson. Because I don't think there is a thing in here that guarantees the state employees the 5% increase of \$300. If you remember we sat and listened to some of the people tell us last time with six years on the job they didn't receive an increase. What have you got in here to guarantee that they are going to be taken care of this time. I can see more problems with this pay bill than we had a year or two ago and I think it's highly important that we don't get the state employees over confident. You try to help me out on this section.

SENATOR SIMPSON: Senator Barnett, I would answer by saying that we attempted to talk to all the administrators when they came in and asked them what they were going to do under this and they said the employees would get the raise. Like I said all but two that I talked to personally, said that every employee and their agency would get whatever we put in for them. Now, I say this, we have included the money for everybody. Everybody has the money. In all the agencies. The \$300 will be put on in the state personnel system under their classifications.

(End Belt 7A)

(Start Belt 8A)

each step will have \$25 added on for each month of service. They will be added on to the month we raise. So that will go on automatically on the step that they are on right now. Then on their anniversary date, they should automatically move to the next step, unless the administrator notifies them that they are unsatisfactory, and he would also have to notify the personnel department so that they would not receive their raise. And then the decision has to come whether the employee is going to continue in employment, or if they are going to be let go. That would be the opinion that I have gotten and I talked at length with some of the administrators over this, because I wanted to be sure and I wanted to have it on the tape that they were going to give the raises.

SENATOR BARNETT: O.K. May I continue Mr. President. Mr. President may I ask a couple more questions?

PRESIDENT: Yes.

SENATOR BARNETT: Do you know or is there somewhere else in the bill, where maybe we haven't got to it at this time that if a person is not performing satisfactorily are they given a probation time, or are they given an extension. Six months to come back. Can they apply again in six months, if their work picks up, or does it eliminate them for a year?

SENATOR SIMPSON: Well, according to the administrators who said they did have some employees who were not satisfactory, and they said they would put them on a probation, not to exceed six months, and that at the end of that time they would either get the raise or be fired. This was answered point blank to the question.