

not served on the Judiciary Committee and have not been here on the floor when such proposals have been considered, it seems that every year the various classifications of judges would be coming before the legislative judicial committee making requests for their judicial increases. Now there was no consistency in how this was accomplished. Each classification, the Supreme Court, the Municipal Court, the County Courts, etc., etc., had a different plan that they would wish to have adopted for their increases in compensation. Seeing this, and hoping that we could establish at least conceptually here in the state of Nebraska a sensible salary administration plan, the Committee in 1978 through means of a legislative resolution studied this particular issue, the outcome being the agreement that it would be practical if the Legislature petitioned and commissioned a group that had the expertise in salary administration to provide us with information on establishment of such a system for our state court judges. After the city, or rather after the Committee reached their decision, we went before the Executive Board, explained what was attempted to be accomplished with this proposal, and were provided with an appropriation between four and five thousand dollars to have this study performed. Now there were two sources that we considered to make this study for the Unicameral, the first being the National Center for State Courts, which was a private nonprofit organization, and one that I'm sure many are familiar with, and I was familiar with through the private sector, Hay Associates, who do have considerable expertise in the management consultant business, and establishing salary administration plans. Through our deliberation we decided that we would choose Hay and Associates, I think the major determination being that we felt the National Center for State Courts perhaps would not be quite as objective and perhaps a little biased in their decisions, since they were representative of the court system. So we felt more comfortable with going to the private sector with one that had no involvement with government. The study was performed during the summer of 1978 and it's my understanding that every member of this body has received a copy of the report which was produced by Hay Associates. I don't know whether or not you have those readily available, but if not, I'm sure that we could provide those for you. Hay Associates felt that the key feature to their approach in this project was to involve to the maximum practical extent representative judges from every category in the state. In other words, they interviewed the court administrator here and they interviewed various judges in the various