

classifications. In those groups they interviewed people in the Supreme Court, the District Courts, Workmans Compensation Court, County Courts, and Municipal Courts. Additional information gathering interviews were held with the Clerk of the Legislature and as I mentioned earlier, the state court Administrator in conjunction with our Judiciary Committee. Additionally, they went to the private sector and interviewed a private attorney here in the city of Lincoln. The purpose of the interviews was to augment the existing data, statutes and related printed information concerning the job content of the various categories of judges here in our state. Some of the factors that they used in making their study were job complexity of respective positions, differences in job content between categories, similarities in job content between categories, differences between positions in same categories, similarities between positions in same categories, relationship of job content to salary, desirable approach to updating of salaries, reason for county supplements for some positions, and the state's ability to obtain and retain qualified judges. They also studied the adequacy of the present salary system. Now principally they found that the internal relationships of the salaries for the various categories of judges requires a high degree of internal equity based on relative job complexity. They also found that the current judicial salary levels, and those projected for January 1st, 1979, bear a conservative relationship to those for legal positions in major units of Nebraska government. They also found that the current salary levels and those projected for January 1st, 1979 appeared significantly lower than the average net income and total earning potential for attorneys in private practice. There was no effective and practical process for annually updating judicial salaries. Lastly, they found that there was expressed a substantial amount of dissatisfaction with the adequacy and internal equity...or inequity, of the noncash compensation or fringe benefit plans. Now we did not study the fringe benefit plans, but hoped that we could use LB 398 as a catalyst and adopt this concept and perhaps subsequently consider the other items. The principal recommendations were to adopt salary philosophy policy and specific base year salary amounts contained in this report. Also to adopt two year phase approach to salary adjustments contained in the report, and adopt one of the automatic annual update procedures detailed in this report. Now we were given three to consider. The first was the composite average movement of salaries for professional legal positions in major units of Nebraska government.