

committee divided the allocation of the increases for the... increased appropriation for salaries to those employees who were eligible for overtime which is a clearly definitive identification either through the rules of the Department of Personnel and also in compliance with fair labor standards act federally, that those individuals would receive a flat 7% all on July one. But that the agency head ought to have some discretion for those in supervisory capacity. I would suggest that if you adopt the amendment, a flat 7% rather than take the politics out what you are really doing is taking management responsibility away from the director of the agency. In visiting with some employees who have advocated what Senator Reutzel is suggesting but they also very quickly agree that there is nothing more annoying than be seated in the same room with some other people of the same grade classification, one of whom who is not working as they ought to, while the rest of the room is being very productive, it is also annoying that everyone gets the same pay increase. It seems to me that some discretion on the part of employees other than firing an individual for not performing up to the kind of standards that the rest of the employees are is appropriate. Now if an agency chokes to make the distribution for all of them and all employees are performing well, well that is reasonable and that is all right. I see absolutely no reason, in fact there is no business that I have ever been associated with that rewards all employees the same on salary adjustment because it takes away any management tool of reflecting those employees who are not performing as they should. The only other alternative is to fire them. Frequently that is a poor alternative by encouragement and working with an individual they can become a productive employee but they should not be rewarded the same as those that are being productive. So, I would oppose the distribution proposals as advocated by Senator Reutzel's amendment.

SPEAKER MARVEL: Senator Marsh, do you wish to speak to the Reutzel amendment?

SENATOR MARSH: Mr. Speaker, I simply wish to stand and oppose the Reutzel amendment for the same reasons that Senator Warner has just clearly indicated to this body.

SPEAKER MARVEL: Senator Fowler.

SENATOR FOWLER: I want to share and reiterate some of the points that Senator Warner made. Every year we have the discretionary versus flat increase debate on this floor and an appropriations bill would not be an appropriations bill without that debate and I'm pleased that Senator Reutzel brings