

employees will get a 4% increase. Some employees will get much more, 10 and maybe as much as 15, 20% increase because 3% of the 7% that we have authorized will be given on a discretionary basis. Now that is not in any way, 4% can not be anywhere reasonably equated with 14% inflation. Nor can 6½% be equated with 9% inflation of last year. The problem is that if we are going to provide incentives we need to have a program, a program that will basically provide those incentives on a yearly basis, make them cash awards, make them one time things, make them directly related to the achievement that the individual professor or individual employee succeeds to in that one specific year, but not something that is built in down the road. One of the problems with the Appropriation Committee's proposals in the past is that their change, their percentage rate for merit raises have changed significantly over the years. Some years this body has taken those amendments and has precluded merit increases. Other years the merit increases have been 3% or 2%. Those are a lot of dollars to be spread out over a very few number of people. I think this is a great injustice. Maybe this resolution should have been instead an interim study resolution to have the Appropriations Committee look more directly into the problems of these kinds of discriminatory pay raises. With that I would like to ask Senator Warner a brief question if I could. Senator Warner, can you rise for a question?

SENATOR WARNER: Certainly.

SENATOR NEWELL: Senator Warner, do you feel secure that the present proposal that the Appropriations Committee has developed is in fact the proper and correct way by which to distribute the salary increases for professional, supervisory and administrative employees?

SENATOR WARNER: Senator Newell, yes, I feel secure, I believe that was the question that you asked. Let me suggest that I would recognize as a matter of salary distributions there probably are ten right ways and a hundred wrong ways and there is no such thing as a single way. I'm not quite sure, but to answer your question yes I feel secure.

SENATOR NEWELL: I have a couple of other questions and I would like to ask them of you. Do you feel that the Appropriations Committee in its varying percentage of total revenue or total dollars given to an agency as it varies from one year to the next that this kind of policy actually works to the benefit when you consider that some employees have received those rewards or awards of merit increases a percentage higher than other employees and consequently this