

has been promulgated over a five or six year period. This really makes great disparity in terms of wages among people of equal rank. It destroys any salary proposal or any sort of merit proposal that we have or any sort of pay plan. Do you feel that that is a problem? That the on-going aspect of this merit thing has created some real differentiations within people of the same rank? Or the same classification?

SENATOR WARNER: Senator Newell, I assume that there is the probability or certainly the possibility of what you suggest existing. But you have to tie to that if you are going back to the last five, six, seven years inflation has been different, different salary adjustments have been proposed and I don't know how you would...the decision, well how you would compensate for all of those. The decision that was made at the time, in each case as those decisions were made I would assume they were reasonable for that. If there is an accumulated adverse effect, that is another area. I'm not sure if I think I know what you are leading for.....

SENATOR NEWELL: Let me ask you this question, Senator Warner. If I told you there were problems of employees doing the same kinds of jobs while having the same rank at the university and there is a proportional difference of as much as 50% in some of those job classifications and it is primarily due to this merit plan, would you feel that that was a great inequity?

SENATOR WARNER: Well, if the university has an internal classification system it has a problem, no I'm not aware that they have.....

SENATOR NEWELL: What about non-university employees?

SPEAKER MARVEL: Senator Newell, you have one minute left.

SENATOR NEWELL: What about non-university employees, Senator Warner?

SENATOR WARNER: To my knowledge all employees should be within the pay range of the job classification that they are assigned to.

SENATOR NEWELL: And, that range varies substantially, does it not, Senator Warner?

SENATOR WARNER: Sure the range has a spread, a high and a low of the beginning salary, but supposedly those ranges are established with some degree of uniformity between responsibilities and between different positions.