

a gift over a three year period, I believe of \$600,000 and a..a...to be spent over equal portions approximately over that three year period and that \$200,000 reflects that adjustment. The other major item that is included in LB 995 deals with state salary policy. Those of you who were here will recall LB 946 was enacted a couple of years ago which required the State Department of Personnel to annually survey positions comparable to the job classification positions for those employees under the state personnel system which is about 12,500 people. This study a survey was made as of July 1, 1979. That survey indicated that the hiring rate for state employees was 5½% below what like positions outside of state government, but within this area both in the private and governmental sector, it also indicated on the average, state employees were 9% below like positions. The committee recommendation is that there be a 3% adjustment effective May 1 to be funded within the agencies current appropriation. It is permissive as May 1 mandated as of June 30th to reflect in part that salary survey. You may ask why we didn't go the full 5½%, there would be at least a couple of reasons, one of which was available funds, the other one was and is that those comparative studies in the salary survey does not take into account fringe benefits and I think that there is some feeling at least that the fringe benefits, at least what are usually referred to as fringe benefits for state employees might be somewhat better than those benefits outside of state government. That is not necessarily true in every type of benefit but that in part was the reason for our recommendation. I would be glad to answer any questions on the bill.