

have city attorneys. So these are technical amendments. Most of the amendments you see in your bill book are technical amendments. We also have a second category of amendments and those are what we call substantive amendments, but they are agreed to by all parties. Keep in mind the Civil Service bill talks about how cities can regulate their paid fire fighters and their paid police departments. So we had a lot of input from city managers, League of Municipalities, Fire Fighters Association, Police Association and the members of the committee and the committee counsel. These were all problems different people saw with the bill as it was drafted and introduced and these are consensus amendments. Let me run through some of those with you. Section 2, subsection (7), line 3, page 3, lines 15 through 16, we inserted the term after we are talking about janitorial sorts of employees, we insert the term "who are not engaged in fire suppression". This was at the request of the fire fighters so we would not exclude out fire fighters who also perform maintenance duties. We insert the words "except pension benefits" later on in the bill where we talk about reduction in benefits so that we can assure that pension benefits are maintained. And again all parties agree that that was their intent. And we insert the word "the accused" to the list of those who may require witnesses to testify at hearings before the Civil Service Commission. Again, all of these are agreed to amendments. I emphasize this because looking in your bill book, you probably see an overwhelming list of amendments. What I have done is basically disposed of all of the amendments except four, four amendments. After we had gone through the hearing, heard the proponents and the opponents of this bill, we found that there were four areas where they maintained some objection to the way the bill was drafted. And all of those objections came to us from the Fire Fighters Association. After the hearing, I asked the Fire Fighters Association, and the League of Municipalities to state their concerns in these four areas and come forward with potential compromise amendments. In two of those areas we have compromise amendments. Basically, let me go through those. First of all, we had a concern over who was going to pay the attorney's fees in cases where appeals were made to the District Court after an individual had been terminated and they made an appeal to the city's Civil Service Commission, and there was a case where an appeal would go forward to a court, who would pay for those appeals? We have inserted a provision for the award of costs and