

relative effect on a service in Douglas County was obvious because of that. They had nowhere to go. It was before Medicare. It was before Medicaid and the only pension they had was some measly Social Security which even today isn't enough. You need a supplemental income or you can't retire in dignity. It makes no sense for me, mandated or not, that we can't see that and realize how important it is that we show the leadership as legislators, as the mothers and fathers of county government, to make sure that a retirement system exists for everybody who works in the counties. And I can tell you, the relative effect of that will be to the benefit and to the good of those counties involved. You're going to see the average age of your county employees reduce. You're going to see the productivity increase. It's going to have an effect that's going to save money, not cost money, and you're giving older people a chance to retire like they should. Why should we sit back here and say, use the argument of control when everything you have done as it applies to county government is, in fact, in the form of control? Don't allow those kinds of arguments to persuade you to support the indefinite postponement of this. It is good legislation. It ought to be supported. I would hope you would support it. Thank you.

SPEAKER NICHOL: Senator Sieck, then Senator Labeledz.

SENATOR SIECK: Mr. President, members of the body, I'm opposed to the kill motion. In my counties we do have a retirement program. The sheriffs do not have a retirement program and they want a separate one and by having this bill we're able to incorporate the two together and come up with a cheaper program total and I think it should be run by the county commissioners. I mean that's a program that should be run completely in all county offices instead of having separate different agencies that operate separate in their insurance program. And Senator Lynch really hit home on getting better employees and in the long run you will save money. I know one employee who did not work long for the county. He gets \$10 a month. That's nothing really; plus his Social Security. Well, he has a real difficulty making a decent living and this thing needs to be changed so that we get better employees in the county and I think all counties should have it, but, basically, why I support the bill is because we need to incorporate the total insurance program for all employees within the county and this is a step forward in that direction. Thank you.