

of us should be supporting this. The counties which now have retirement systems for their employees represent about two-thirds of the county employees in the state. Do you realize that means we are leaving the other one-third of county employees with no retirement plan? At age 65, the normal retirement age, the funds built up through employee and employer contributions and interest for the employee, then is used to purchase an annuity. That means there is no unfunded liability with which to contend. It means the counties can cope with this mandate and it means we as state senators are concerned about what happens to some of our state citizens who just happen to be county employees in counties which have not moved this direction. Now if this were a new idea and we had just passed legislation last year saying, okay, counties, you can do this, I could understand some hesitancy on Senator Haberman's part, but I cannot understand the hesitancy on his part nor why he would put in a kill motion when we've had that legislation in place for 20 years. We need to say, all right, counties, get with it. You had 20 years to start this in place and you flubbed the ball. Now we have a responsibility. Let's accept that responsibility, vote no on the kill motion and vote yes to advance LB 432.

SPEAKER NICHOL: Senator Haberman, please, then Senator Lundy.

SENATOR HABERMAN: Mr. President, members of the body, Senator Marsh wasn't exactly right in all of her facts. There is 57 counties that don't have it, Senator Marsh, and that's not the percent you say. But Senator Lynch got up and said that we mandate what the counties do. Well, now I served on a county board, Senator Lynch, and I don't remember the state ever mandating that we have up to \$450,000 salted away in our gravel fund and not lower the mill levy if we don't use it. I don't remember the state saying we mandate salaries, what they shall be. I don't remember the state saying mandate the type of motor graders we buy. I don't know the other bills that say what the counties shall do, say "may", Senator Lynch, they don't say "shall", they don't say "shall". Now they said the reason that the bill didn't advance last time because Jack Mills didn't have a chance to explain it to us. Well, what have they done? For years and years and years the sheriffs have tried to get a retirement plan and it wasn't too good of a plan according to some people. They didn't even go to the