

observe and let somebody else do the testing and learn? I would say that maybe additionally this will say to us, let's do something about the salaries for our state employees. Maybe by adopting this, we are helping ourselves in the negotiations process rather than harming ourselves. So I would ask you to learn by example from businesses to be willing to face the salary question in tandem in 1987 when this intent language goes into effect and when we will be negotiating on a serious basis. It is a wise policy. It is a very wise policy. Let's adopt the intent language. Thank you.

SPEAKER NICHOL: Senator Higgins please.

SENATOR HIGGINS: Thank you, Mr. Chairman. I wanted to ask Senator Wesely if he would yield to a question or two. I was distracted and I didn't get the entire gist of your amendment. As it stands now, are we looking at a 3 percent salary increase for state employees?

SENATOR WESELY: Yes.

SENATOR HIGGINS: As it stands now, what are their health benefits, first dollar coverage?

SENATOR WESELY: For hospitalization.

SENATOR HIGGINS: Okay, and your amendment would keep it that way?

SENATOR WESELY: No. It would say...it would have intent language that January 1 of 1987, that is 18 months from now, we would move toward a comprehensive medical plan which would have a copayment and deductible feature.

SENATOR HIGGINS: Of how much?

SENATOR WESELY: It doesn't say. That would all be negotiated over the next few (interruption).

SENATOR HIGGINS: It could be a \$300 deductible then as was once proposed.

SENATOR WESELY: Well, the one that we just abandoned would have been a \$100 deductible so...but that is all negotiated. As Senator Warner, you can't do it in isolation. We will be