

and a deal that basically makes them able to neutralize any boss. Bosses are successful sometimes because they are hard, because they are able to impose their ideas and because they are able to move forward. I think you are going to, over a period of time, it may take 5, 10 years, going to make sure that the only people that take the positions are the ones that know how not to make any waves, who know how to make sure that the agency keeps growing but really doesn't do anything except mush along. I say that because I think that is really what you are going to develop. There is one other point I would like to address and that is what I consider the not too true portion of the bill. You don't create a system, such as is created here, tell 20,000 plus employees that they have this entire new system, going through the Ombudsman, and then have the audacity, the absolute audacity to say it isn't going to cost any money and that you don't need any A bill. Any member of this body who has had just about any bill whatsoever, any bill whatsoever that has a clerk pick up a pin cushion seems to get an A bill laid on their bill. This one, that sets up, as I say, tribunals, hearings, the Ombudsman investigation system, the whole works, now this doesn't cost anything. Fellows, it doesn't cost anything this year. But I guarantee you god darn well you'll be putting on the A bills as part of the budget in the future. The Mexican-American Commission, the Commission on the Status of Women, the Indian Commission, you name them, none of them cost anything. They were going to have one or two employees, or nothing, just create it. Some of those have increased a couple thousand percent since they were created, most of them by Senator Carpenter, in the early 70s. They were only going to cost a couple of dollars. Well this is the same doggone thing. No A bill because this year, supposedly, it doesn't cost...don't believe it. You don't do all these things and not have significant financial impact. You will be voting, you will be voting in the future to put these additional monies in the budget. Every member here, I'm sure, has received complaints of wrongdoing, or waste, or other ways of doing things from some public employee. That is good. He is going to his elected official or an official he has confidence in. I'm sure Senator Chambers has received as much or more than anybody. I think the system isn't working that bad. But I think what you do with the new system is you really destroy the balance between what a boss is, an employer is, a supervisor is, a head of an agency is and an employee. You