

the other salaries go up in the private sector, we do another survey. You just have to make it up at some point in the future. You never catch up on the salary side of things. If you are going to be competitive or in the ball park, eventually you have to make an adjustment. So you don't gain on this at all. In fact, you start losing employees, have high turnover rates and you lose I think in the long run. So this is not any way to really save money. I think they did as well as they could in the Appropriations Committee with the 3 percent increase and I think that is the best we can do for the employees and that is where we ought to be, but let's not cut any further.

SPEAKER NICHOL: Senator Labeledz, then Senator Sieck.

SENATOR LABEDZ: Thank you, Mr. Speaker. I, too, rise in opposition to Senator DeCamp's amendment. The other day or yesterday we had a vote on a 2 percent across-the-board cut which would still have forced the agencies to find a 3 percent increase in the employees' salary, but it would also go along with a 2 percent cut across the board. I don't think that since...especially since that didn't go, we certainly shouldn't take it out on the state employees. As Senator Warner said and Wesely repeated and I repeat, that means next year we would have to give them a higher percentage and we would be in worse shape than we are now. So if we are not going to go for an across-the-board cut, then we certainly shouldn't take it out on the state employees. Thank you.

SPEAKER NICHOL: Senator Sieck, please. Then Senator Conway.

SENATOR SIECK: Call the question.

SPEAKER NICHOL: The question has been called. Do I see five hands? I do. The question is, shall debate cease? All those in favor vote aye, opposed nay. Record, Mr. Clerk, please.

CLERK: 25 ayes, 0 nays to cease debate, Mr. President.

SPEAKER NICHOL: Debate has ceased. Senator DeCamp, would you like to close, please.

SENATOR DECAMP: Yes. Mr. President, Senator Wesely and