

motivation, I keep that employee there, I'm going to make sure nobody else's employee is paid better than this one, that, I think, is wrong. We, by adopting the Warner amendment which reflects the will of a majority of the Executive Board will not be putting something new in place that is unheard of, we will be maintaining what we have done, what we have led our employees to expect. When Senator Moore talks about a bargain position or some benefit gained through bargaining, people expect that. We have given reason to our employees to expect this maximum 5 percent merit increase to be available if they meet the requirements that we, as their employers, are looking for.

PRESIDENT MOUL: One minute.

SENATOR CHAMBERS: Their relationship to us is unique. The work they do is unique. They can be dispatched on errands. They have no job description to speak of, imposing limits on what we can expect of them. And I'm talking about within the bounds of propriety now. Those things being true, this amendment is reasonable. We discussed it before the Executive Board. A majority of us decided that this is what we ought to do and I hope the body, at least 25 of us, will agree that this ought to be available. There is no requirement that you, as a senator, give the 5 percent but those of us who feel our employees are worthy and are willing to give that increase and face whatever fallout goes along with it...

PRESIDENT MOUL: Time.

SENATOR CHAMBERS: ...we should have that right. And I hope you will support this amendment.

PRESIDENT MOUL: Thank you, Senator Chambers. Senator Hall.

SENATOR HALL: Thank you, Madam President, and members, I rise in support of the amendment offered by Senator Warner. I sit on the Executive Board, was in on the discussion of the issue of the merit pay increase. The increase was discussed for a period of time. It was the bulk of the agenda the other day when we met. This version is a one-year version, as Senator Warner laid out. It was basically a compromise proposal. It's rare that I would agree with Senator Chambers, at least publicly, that's good for both he and I in our various districts, but be that as it may, the issue here is do we treat our employees differently, I guess, and should we. I have no problem treating the