

others. I would urge adoption of the amendment as presented.

PRESIDENT MOUL: Thank you, Senator Hall. Senator Hefner, followed by Senator Moore and Chambers and Schimek.

SENATOR HEFNER: Madam President and members of the body, I rise to oppose this amendment. I voted against it during the Exec Board meeting. The first vote that was taken the other day only received four votes. So then there was a compromise amendment and it was cut back for the second year. But I can't see good reasoning for treating our employees different than the rest of the state. I believe we should treat them all alike. And when you examine this pay scale for Legislative Council employees and state employees, we're above the state average now. So why do we want to get that a little bit further out of kilter? I don't think we do. Senator Warner presented this amendment but Senator Warner did not support it. He voted against this amendment. I just want the group to know that. Somebody was saying, well, Legislative Council employees are up to a dead end, they can only go so far. Well, I disagree with that. And we just proved that the other day when we hired the Director for Legislative Research. We promoted this person from within and I feel this is what we've got to do more often because then it will give our employees a little more incentive. And I will certainly fight for that. This amendment will cost us approximately \$140,000 more the first year and \$254,000 the second year for a total of nearly \$400,000. And I don't know where this is coming from because it looks like we're on a very tight budget at the present time. Somebody said hire and fire at your will. Well, I...I think that we're better managers than that here in this Legislature. I would hate to see an employee fired just like the snap of your finger and I haven't seen any of the senators do that, not for the last 10 years or so since I've been here. But, like I said before, there was only four votes in the Exec Board the first time around so then the second part was dropped off and then it did muster the five votes. But there was three of us that did vote against this amendment. So I would urge you at this time to oppose this amendment. Thank you.

PRESIDENT MOUL: Thank you, Senator Hefner. Senator Moore.

SENATOR MOORE: Some people came and asked me the question so I'll restate it again, you know, what...it's not...some people are under the impression you need to vote for this to get the