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from my experience and my observation and contact with people, because I get out of my home once in a while, and I think it's necessary and I recommend it to you that you go out and see how other people live and how they think. Because they may not be in concurrence with what we think or what we do. So I just think we ought to discuss this thing so we understand and I don't know what to do myself. I think I'll vote to raise Senator Keyes' bill. I don't think he can get it done or not but I think this might be a way of every year letting the people know who work for the state they're going to automatically get an increase in their salary or a decrease as the conditions will prevail depending upon the common factor which is accepted by the federal government which and by almost all the industry. All labor contracts now are built with cost of living in them, why should the state be any different? And that's all I have to say.

PRESIDENT: Any further discussion to Senator Keyes' motion? Are you all through discussing it? Senator Whitney.

SENATOR WHITNEY: Mr. President, I just have one more point. The Budget Committee felt this year that we should put a half of one percent increase in the salary for merit. Now, if we adopt LB801, then we don't give the heads of departments that 1/2 of 1% merit increases. And it's my feeling that one of the major ways of getting more efficient work accomplished in the state is to hang a carrot in front of the state employees which means that if they are meritorious in their work that they will have an opportunity of having higher pay. And the Budget Committee has done this and if you simply take LB801, there's nothing in there necessarily for merit, and so I feel this is a major point and this is something which most businesses take care in private business to hang a carrot out in front and say if you accomplish more, then is normal, then we're going to give you more pay. And that's what the Budget Committee program is doing. Now some years we may have to have more than 1/2 of 1% for merit and so I feel that we should not bring this bill to the floor.

PRESIDENT: Are you all through discussing the motion? All through? All right. Senator Keyes is closing then on his motion to place LB801 of General File notwithstanding the action of the committee. Senator Keyes.

SENATOR KEYES: Mr. President and Senator Whitney and Senator Marvel. I'm not arguing the merits of the pay plan at present. This bill doesn't do that. It doesn't argue with you, it doesn't say anything about it whatsoever. Although if the budget bill comes out and you are discussing it, I certainly will have my opinion on the amount of raise that you are giving the employees. I understand that this year, if it is a 8 1/2, or 8 9/10ths percent cost of living increase, will cost about \$1,100,000 more money than what Senator Whitney and Senator Marvel's plans has and the Governor's plan. They've said something about the 13% for the lowest paid employee and 7%. You take the 5% and this is in their merit plan, you take the 5% that they have right now and subtract that from it because they're going to get that regardless. It doesn't give them 13, it gives them 7 from 13, it doesn't amount to 13. I think everybody on the floor of this Legislature knows that and in the lowest end of it, you take 5 from 7 and you only have a 2% increase for those. This bill had a hearing before the committee, there were probably 500 people there and not one single vote against it. I think Senator Carpenter was right when he said we must put in a plan whereby we are going to let the employees of this state know what we are going to do, not