

3% plus \$240, and that was the dollar amount that was put in. The only agencies that would have any ability at all, then, to make use of what you are proposing would be larger agencies which had vacancies, some people on probation, turnover, something that would provide them some funds. Smaller agencies where that occurs less frequently I think would find it impossible to utilize it just for the simple reason there wasn't money. Unfortunately, I don't know how you could determine at this point which agency may have turnover or other savings that they could make that additional salary increase for merit. Personally, I do not object, I voted for merit in the past but I think you have to have something more drafted than what you have here. I should point out, you also have the opportunity as this kind of amendment will be passed on each of the bills as far as future policy. There will be the opportunity to make adjustment and, perhaps, one could be drafted to accomplish what you are saying but I think it would be limited now if adopted only to those agencies which are large enough to have maybe some turnover or something that gives them some additional funds.

PRESIDENT: Senator Frank Lewis.

SENATOR F. LEWIS: Mr. Chairman, may I ask Senator Warner some questions in regard to the area of merit pay. May I. Thank you, Mr. Chairman. Senator Warner, as one of the conditions last year, is it true that we had agencies file reports with us in terms of the merit pay and we had those somewhere? Unfortunately, I don't have mine in the same somewhere I should.

SENATOR WARNER: The answer to your question, it is correct, Senator. We passed out yesterday which is not much of an indepth survey, analysis, but it was done by the Department of Personnel and it does give somewhat of a summary of how those merit pays were distributed, agency by agency, those reports came in through the first couple of months this year.

SENATOR F. LEWIS: Now in studying it what conclusions did the committee make?

SENATOR WARNER: Senator Lewis, the committee has not analyzed the merit pay in terms of whether or not it should be based on what was done last year on the basis of whether it ought to be included this time. I think if you read this you see that it was done in a variety of ways. Some agencies by the analysis did perhaps a pretty decent job on merit pay basis. Other agencies, it was felt did so on a rather arbitrary basis and perhaps (interruption)

SENATOR F. LEWIS: Let me ask you one question here. In regard to the State Patrol in distributing the merit raises, did any of those go to non-officers?

SENATOR WARNER: As I recall, and this is strictly from memory, Senator Lewis, as I recall in the case of the State Patrol, all went to the supervisory people.

SENATOR F. LEWIS: So the merit system that we were using was that if you were a supervisor you had merit and you got the increase, and if you were not, you did not.