

fact that they don't have a COLA and I know for a fact that that is a problem as it is with the state teachers plan and in addition they aren't on social security and I don't know quite why that is or what can be done about it, but those combinations, when they don't have COLA and they're not on social security, they never get an adjustment upwards after they retire and that puts the pressure on and is a problem for them. We never seem to address the weaknesses and problems with systems, we address what is the push and the shove from the constituent groups what they would like to have. And in terms of fairness I think that's not always a solution. We need to look at the system, how it fits with other plans. Now we are responsible for state employees, school employees, county employees, judicial employees, State Patrol employees systems and all of those we have to understand the interrelationship of and as Senator Landis was talking about, when we give a benefit to one there are consequences with others wishing to have the same benefit. The pressure will be applied and the whipsaw effect will occur. But particularly in this area where again Senator Crosby talked about the fact that public safety ought to have an early retirement and they do, they have an early retirement. This is an earlier retirement than they previously had. We're talking about not retiring at the age of 55, we're talking about the age of 50 now and that may, in fact, be something I can live with when the facts are laid out and all the issues are looked at, but at this point at this time, I don't think that this is appropriate. Now we have local police, we have local firefighters. Now local firefighters are the original bill that we have here and when you want to talk about public safety if you start providing for that early retirement benefit for the State Patrol, I know that they're looked to as that benchmark by the other local public safety people and you can just count on it that there will be a proposal coming in. So you've got to understand the action, reaction effect of any change in a benefit plan, retirement plan. I think again, one of the other arguments that Senator Hohenstein had was the savings involved here and there are potential savings from early retirement for high salaried, long-time employees and replacing them with lower salaried, younger employees and so I grant you that there is the potential there but I have also seen studies...

SENATOR HALL: One minute.

SENATOR WESELY: ...I wish I could pull those out for you