

regarding the Judicial Resources Commission, first of all I don't think are applicable to this particular amendment. They might be applicable to the bill, and defending the Judicial Resources Commission is something I'm not prepared to do because I don't think when it does what it's supposed to do, the Legislature chooses to ignore it. When it doesn't do what it's supposed to do, the Legislature chooses to ignore it. So it's difficult to defend that particular commission. I think I would be happy to discuss that further when we get onto that portion of the bill which deals with what Senator Beutler is suggesting. More importantly, getting back to the pay raise itself, I'd like to pick up again where I left off dealing with the state employees. This particular raise is by no means out of line with what state employees are getting. The state employees projections right now are at 5 percent. We're talking about a 3 percent in this bill, we're talking about a 3 percent and this is, again, if it's not adjusted it cannot be adjusted during term so it could not be adjusted until there would be another vacancy on the Supreme Court and if we didn't adjust it before then, we'd have to wait until the following retention vote. So it's important that we do it, not only that we adjust it now, but more importantly, that we keep in mind that if we don't adjust it, that puts them off further and we start getting further and further behind and dropping back into an area where we simply don't have attractive jobs for lawyers who might otherwise be very well qualified. If we look at the state employees, when we talk about 3 percent for the judges, if we look at the state employees, except for '94-95 and '93-94, state employees have not gotten less than a 3 percent raise since 1972-73 so in over 20 years they've annually gotten 3 percent raises. Judges in meanwhile have during those two years where the state employees got 300 and \$500 respectively, judges got no pay raise. If we look back at the history there is several years where judges didn't get pay raise to a point where a couple of years ago, four or five years ago when I first started here, we had to make some substantial jumps in the pay simply to get our judges up into the point where they were somewhere in the median category for states, where we matched up with, how we match up with other salaries within the state. I suggest to you that comparisons to, certainly to state employees I think would show that judges it's not significant when compared to other state employees. More importantly, if we talk, if we get away from some of the analogies and some of those types of things, quit talking about the Judicial Nominating Commission for a minute and talk to the merits of the pay raise, I think we know