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concept of how do we determine who the new employees are is difficult. But it is difficult because you're trying to include a lot of different circumstances. But first of all, we try to determine what the total number of employees are that the company has. Now we count all the people who are working there. We count the number of hours that they work. That includes the base-year employees. That includes employees other than the base-year employees. We put them altogether, and that's the reason we divide it by 40 and then take it times 52. That gives you roughly the total number of employees based on the number of jobs that are there. Then you take away from that number the base-year employees and that's what Senator Chambers is talking about, the base-year employees. Those base-year employees we require them to have worked at the project and be employed by the company in Nebraska during the base year. Well, if they didn't do that, they don't count as a base employee. So you disqualify them. Senator Chambers' amendment would, in effect, kind of work against what I think he wants to accomplish at some point in time is that that actually would, unless his intent is to make sure that in the total equivalent employees, they also don't count if they came from outside of the state of Nebraska and were employed by the company. And my guess, Senator Chambers, is that's what you'd like to accomplish because you don't want those people if they were employed by the company outside the state of Nebraska to count in any calculation toward the new employee. You just don't want them to help...if you just limit it to the base-year employee, that could...that could make that number zero and so it's actually easier to get the 500. I don't...you don't want to do that. That's the reason it's so difficult. Actually, Senator Chambers has taken the time to read all that. It is hard to get those calculations but you got to keep them in mind, that we take all the employees and convert them into equivalents first. Then you minus out the base-year employees, and that's what you have left, and that's what we call new equivalent employees. The kicker to that is each one of those to qualify towards the 500, if you're in the supertier, must be paid 120 percent of the average. That's so you don't have, oh, I'm trying to think of, let's say a lawyer that's employed and you're only paying him \$15,000 a year, you're not going to get a credit for that. The same would be true if you had some other person who actually does real work is