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SENATOR BROMM: ...I'm not versed enough in the retirement area to know whether this is the good plan or the plan we should adopt. I see people that I certainly think are intelligent and care telling us to do this, but I also see people dedicated and who have a lot of knowledge in retirement on the committee who seem to have great misgivings about the provisions of this plan at this time. So that's a real dilemma for some of us I think. And I will continue to listen and I'll try to be open-minded about it, but those are some thoughts that I have at this point. Thank you, Mr. President.

SENATOR CUDABACK: Thank you, Senator Bourne (sic). The speaking order on the question before us are Senators Tyson, Wickersham, Bourne, Coordsen, Beutler, Kristensen, Bruning, and Brashear. Senator Tyson, on the motion.

SENATOR TYSON: Thank you, Senator Cudaback, members of the body. I have to confess that I'm a little uneasy about speaking on this subject because I have no fund of knowledge about retirement plans. And I'm also hesitant because I know that if you vote for a retirement plan it's easier to give it than to get it back. What we do is pretty permanent. I also know, however, and we have heard from three of four past retirement...present and past Retirement Chairmen, that over a period of time the net result has been nothing. Now when you have an employee, you have a mutual obligation. And one of the obligations of the employer is to look out for the long-term welfare of his employee while he is an employee. And if that relationship goes on for a length of time, that obligation lengthens with service. I don't know if this is the right thing to do or the wrong thing to do, but I do know that we have treated our employees poorly on pay, on other things. And theirs is a job that in some cases is not too bad, in other cases it's very, very difficult to do properly. I know from my own very limited experience in this body that I have had very good people in my office and they left. One went for only slightly more than twice the salary, highly qualified people. And every time one of those people walks out of here, we have lost tribal memory as to how things are done, how things were done in the past. And this is important and, as has been