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to kind of first address some of the concerns raised by Senator Janssen, in terms of municipal cost. I appreciate the concerns raised by Senator Janssen. But I would submit that by having kind of a baseline procedural maneuver in the bill that calls for a baseline benchmark, that both sides are aware of, both the police officer and the administration, the city, that in the long run perhaps this may lessen litigation costs and so forth. Also, police officers in these small jurisdictions oftentimes leave these jurisdictions because they're not afforded any basic rights. Obviously, yes, they go to the larger departments for salary increase. But I would submit, in addition to the seeking out of additional pay or a salary, that they in fact go to these larger departments that encompass some kind of bill of rights for exactly these kind of procedural rights; again, given the unique job duties and responsibilities of a police officer, the fact that they arrest individuals. They are exposed, given the uniqueness of that power to arrest, to allegations that may be at times unsubstantiated with regard to misconduct. And police officers are aware of this every day when they go out to do their jobs, and it's a concern to them every day that any day they can be the subject of an unsubstantiated allegation of misconduct. And the bill simply provides a benchmark baseline procedures for both the police officer and the administrations to abide by. I think that, twofold, has benefit: in terms of litigation costs, perhaps it could lessen it; and secondly, with regard to retainment of officers in smaller jurisdictions and small towns, it may entice them to stay. With regard to the lateness of this amendment, I feel a need, members, to apologize to you. But I do think that you need to be aware that this amendment is an ongoing working document of compromise to those that had an objection to this bill. We had to do an addition to this amendment as late as 8:30 this morning, we took something out. So I apologize for the lateness of this amendment getting to you. I hear your concerns, and...but please do understand that the people involved with this bill on both sides, those that have objections and those that have brought me the bill, have been undergoing an ongoing dialog and give and take, and we had made adjustments as late as 8:30 this morning in terms of this amendment that we are considering. With regard to Senator Beutler's line of questioning, it sounded, Senator Beutler--and I'll be happy to try to answer any questions you might