

three things. Reference has been made, I believe, to what the federal government increased which was limited to six percent. However, again, my favorite, not my favorite, my most disappointing thing that never seems to be able to get through to the public, federal government has a step program in addition to that six percent that average adds another three to six percent in terms of fixed dollars automatically. Iowa was used. It also has a step plan, or if you want to compare Iowa over the last nine years, they have a total increase of like one hundred and twenty-four percent in salaries compared to Nebraska's total increase over that same nine year period of sixty-eight percent. We are talking about cost. Well the cost of this, this only pertains to those state employees that are under the state personnel system plus those employees that work for constitutional officers, we are talking about \$2.9 million. Now there is a whole lot of places that we can take off \$2.9 million and I, for one, and I think it certainly reflected the majority if not the total membership of the Appropriations Committee, first priority we felt should be for the operations of state government as others have already pointed out and the fact if we do not make this move this year then next year in order to have compatible salaries, you are going to be talking about a fifteen, eighteen percent increases over and above cost of living. Now it is a losing battle. You cannot continually not keep state salaries compatible with similar employment at the private sector and other public sectors without eventually paying a severe price in turnover which is expensive, loss of career people which is expensive, and I trust that a short term, by the way I can find you another \$2.9 million with no sweat in appropriation bills that are still pending, if that is the crucial issue which is turning your vote. It makes no sense to put the limitation here when there are plenty of other places to make the reductions if that is the motivation for your vote. So I would urge the body to support the override in 995 with the clear understanding now that there is no money in this bill. We are talking about, we are only talking about an indication of how this body will vote when the other bills which have the money in them come before us. Mr. President, a Call of the House and a roll call vote so we can do it all at one time.

SPEAKER MARVEL: Okay, the question is, shall the House go under Call? All those in favor vote aye, opposed vote no. Okay.