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I think we need to look at that question about equity at the state level and at the local level. I know that Senator Warner had an amendment which I didn't particularly like which would have had a 3.75 percent limit on the increase in salary that local subdivisions could provide to their employees. But that would have been a far more equitable solution to the problem than what Senator Fenger is talking about. That is really the key, half of our budget goes back to state aid and we are not doing anything about the question about salary increases there. You saw the reaction to what Senator Warner proposed and the outrage that resulted from the local subdivisions. They felt that that was binding them in an unreasonable way and they were not going to stand for that sort of an amendment, but we turn around as those who dictate policy on the state government level instead of being outraged at something like this proposed by Senator Fenger, we react just the opposite and perhaps there may be support for this amendment when there should be none at all. We should be outraged by the idea that our state employees who have done good work for us, are willing to sacrifice and provide long hours of service to the state can't somehow be compensated in some small fashion in increase over this past year. I know that it is a difficult time and we are not proposing a major increase by far, 3.75 percent for the year is not asking for a whole lot of money to be provided to compensate these individuals. We also know that in comparison to other private sector salaries we are not seeing that the state employees are comparable or better paid than these other private sector people are. So it seems to me that we are just basically providing them with a token increase as it is and then to suggest that there be no increase at all is a slap in the face to our state employees. I know that morale at this point already is very low, the concern being to look forward to the time of inflation, a time of serious economic trouble and not being able to look forward to even a small...just...and we are talking about a small increase in salary to give them something to look forward to. I think that it makes only sense that we try and recognize their service to the state and compensate them in that small fashion. If you want to start talking about the cuts and places that you want to go to, I think the next step I would take is to cut some of our state aid questions and it won't be an April Fool joke amendment as Senator Koch's was. I think we have to look at that idea and I think the next step after this amendment if it would pass would be to consider Senator Warner's amendment that we have no increase in salary for local subdivision employees as well if that is going to be the policy that we want to set for our state employees and if it is