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LB 761

good enough for them, it should be good enough for all public employees in the state.

SENATOR CLARK: You have one minute left.

SENATOR WESELY: I don't think that is the conclusion you want to reach. I think we want to provide incentives for our state employees to do the best job possible. I think we want to commend them when they do a good job. I think we need to get them to be as efficient as possible. We need to work with them to find ways that we can keep economy and efficiency in state government and I think that they are willing to cooperate with us, but we can't do it by turning our backs to them and saying, no increase for you. I think if we give them the small increase and sit down with them and work with them in an agency by agency basis we can find ways to save more money than Senator Fenger would save by not allowing any increase. I think a cooperative effort in this area is far better than the approach Senator Fenger is proposing.

SENATOR CLARK: I would like to announce guests of Senator Goll under the north balcony, Mr. and Mrs. Kenneth Rhoades, Editor of the Blair newspaper, Blair, Nebraska. Will you stand and be recognized, please. Also from Gretna, Senator Beyer's District there are 84 students in the south balcony and they have three teachers with them. Would you stand and be recognized, please. Welcome to the Legislature, all of you. Senator Landis is next.

SENATOR LANDIS: Mr. Speaker and members of the Legislature, I am sure that Senator Fenger is more than genuine in offering this amendment, but the amendment is, in my opinion, a misguided attempt and an unsatisfactory response to the economic conditions we find ourselves in. What you do by depriving state employees of a reasonable or if nothing else a minimal increase in salary is to deny the heart of state government the incentive to work hard, to care about the work that they do, to see themselves as important in the community and to see themselves as vital to the welfare of this state. What it does is simply cut out that human element of our state government and put a cap on its morale, on its incentive, and on its commitment. On your desks I am passing out the salary advancement policies between 1970 and 1980 for the State of Nebraska and our surrounding states, with also a comparison of the Consumer Price Index. And using as a base figure of a \$10,000 salary in 1970 there has been an increase in Nebraska which is 16½ percentage points less than the Consumer Price Index and 16½ percent less than our surrounding