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SENATOR HIGGINS: Well, neither did the state legislators so that is not much of an argument either, Senator, but the point is four years from now you are going to commit us to four years of paying that kind of a salary even though we might be, if it's possible, in a worse economic shape than we are today.

SENATOR KAHLE: With the bill that was just defeated you would have a much larger increase in four years.

SENATOR HIGGINS: I didn't vote for it either.

SENATOR KAHLE: I realize that.

SENATOR HIGGINS: But if you are going to go look four years down the road and say everybody is going to get a 10% increase, and remember, they ran for the job. It isn't like the state employees that have to work some place and they were lucky enough to get a job here, these people chose to work for the state. Many of them have other industries that they can go back into, other businesses. I'm sure the state treasurer will find a job somewhere else if she doesn't get reelected. I'm sure that my good friend Paul Douglas could make three times what he is making in private practice. He is a brilliant attorney and I'm sure that the state auditor could probably find himself a job with some CPA firm but these state employees are here, many of them, because that is all that is available. I will go along with that 10% increase if you will give the lowest paid state employee a 10% increase and then graduated up the scale to where the highest paid get 2 or 3 or 5%.

SENATOR KAHLE: Well that state employee did receive a raise each year of the last your years. That is all I can say.

SENATOR HIGGINS: But never was it as close as to what inflation has been so it was really just kind of playing catch up. My own employees have gotten a 10% increase every year though, Martin. Every year I have given my employees a 10% increase plus a bonus so if you want to commit yourself for the next four years and you don't even know the fiscal impact for the next year, go ahead.

SENATOR CLARK: You have one minute left. Senator Hefner.

SENATOR HEFNER: Mr. President and members, I have a question of Senator Goodrich.

SENATOR CLARK: This amendment is Senator Kahle's.