

adopted is that the directors of the various state agencies, the various commissions, will not notice a reduction in their salaries but the people under them probably will. It seems to me that if the policy is going to be made by this body, by the decisionmakers of this state, that because of the financial situations that we face that reductions need to take place, that those reductions should be shared by everybody including the boss. Also I would point out that that is the way it normally works in private industry or private business, the private businessmen, the farmer particularly in the State of Nebraska, his employees might continue to get a wage but you can be assured that his wages go down first and it would seem to me that we should at least share those reductions. Now I should point out I think that I visited with several people on the Appropriations Committee, I visited with Senator Warner and I guess they were assured by most state agencies that there are no plans to reduce any salaries and I am not saying that they should reduce salaries. This is not mandating to anybody that they need to do anything. It is just saying that if you do, if you choose to go that route, then do it across the board. It also does not say that you cannot eliminate positions. As Senator Schmit so aptly pointed out a little earlier this morning, that is probably going to take place in some cases. In some cases maybe it should take place. Again as private industry would do, that is the way they would do it. They would eliminate some positions but keep some other people on and pay those that they do keep on so that they will be productive employees and this does not take their right away to eliminate those positions if they feel it is necessary to do so. Neither does it take away any discretion on their part as far as merit raises are concerned. This has nothing to do with the merit raises that particular state employees might be entitled to. This is talking about strictly a reduction based on the reduction that we are going to impose on the various state agencies, various commissions, and very simply says that that reduction if it is going to be shared by anybody of their employees, it is going to be shared by all of them. Now it seems to me that that is a policy decision we have every right to make and every right to expect our employees to do including the directors of the various state agencies. Thank you, Mr. President.

SENATOR CLARK: Senator Hefner.

SENATOR HEFNER: Mr. President, members of the body, I rise to oppose this amendment. I think that we need to leave this decision in the hands of that department head or the administrator. I think that we have very capable department