

travel and that is a conservative estimate, even of the out of state travel. That travel in my mind is totally unjustified to that extent and the funding for that travel should be cut back. Secondly, the turnover rate at the Equal Opportunity Commission has been three times the average turnover rate for professional personnel in other departments of government. There are many, many costs associated with that high turnover rate. Training costs, management time spent training people are enormous costs associated with that turnover rate. There is no justification in my mind for a turnover rate there that is three times what the average state turnover rate is. Thirdly the salary of the Executive Director is too high. The Executive Director of OEC makes more than Governor, makes more than all the heads of all of the major agencies with but one or two exceptions in this state government. I can see no expertise, I can see no level of sophistication, I can see no rationale, I can see no level of education or training or experience that justifies a salary that is that high vis-a-vis what we are paying people to administer departments containing hundreds of people, not just 34 people. But let me make clear in the \$13,000 that I am asking you to cut, that I have dropped from that any cuts relating to the salary on the theory that agreement has already been made with the Executive Director and it would be unfair at this point in time to ask them to cut salary too. But that will come next year if nothing is done on that score. So the \$13,000 is really comprised of two elements, personnel training costs, excessive personnel training costs and I think that can be reduced now, because I don't think it is unfair to ask them to come down to a turnover level of somewhere around 20%. The average turnover level for all agencies is 13%. The figures that I am cutting are based on a turnover rate of 20% which is 50% again higher than the average state aid. So what I am saying to you is that I am being very conservative in the cutting. I think considerable more cutting can be done once they have turned around their management practices to get closer to a 13% average state level. So those training costs plus the excessive travel costs are the two elements that comprise the \$13,000 that I am asking you to cut. And, I have gone on much too long for a mere \$13,000 but I appreciate your indulgence. I would appreciate your indulgence in helping me get this done. Thank you.

SENATOR LAMB: Senator Vard Johnson.

SENATOR V. JOHNSON: Mr. Speaker, members of the body, I rise in opposition to Senator Beutler's amendment. His amendment is well intended because Senator Beutler has conducted an investigation that was necessitated by problems brought to him by constituents in his district and he has found the Nebraska Equal Opportunity Commission wanting in several respects. Now I suspect that after reading his paper that many of his findings are absolutely correct. I had a tendency at the outset to be supportive of the amendment, but upon reflection I concluded that I could not support the amendment because I felt that the process was a bad practice and a bad precedent because what the process really is is this. As anyone of us, Senator Beutler has conducted his own investigation of a state problem. During our four years or eight years or twelve years or sixteen years in the legislature each one of us is called upon