

The claim that...the amount was somewhere in the neighborhood of, I think, 24 or \$25,000, and, as a state, we indemnified the employees to the tune of \$22,500. What we said was that the balance of \$1,500 or...I think it was 1,500, 750 per employee, was to be paid by those employees as individuals, that there was misconduct, extreme misconduct on their part and we, as a committee and then as a body, supported that idea, supported that concept that there should be some liability on their part, that we did not condone this kind of action or this kind of activity. We did not set the dollar figure at any severe level but enough to say that this is not something that we feel should be condoned by state employees. We indemnified the balance. We said that we will pick up the tab for the balance of the judgment, which was clearly the vast majority of it, and felt that that was our responsibility. But I think we also made the determination that it was not our responsibility to totally indemnify these individuals without saying that there is some cost that has to be paid. And we said, I think a number of us, that we wanted to send a message to all state employees that they must be in some form or fashion, to some extent, responsible for their actions. And we did that when we passed LB 1235 and denied the \$1,500 of that claim, and I think that's the figure that was used. We paid the balance and, as a state, we felt responsible and we felt that that was the right thing to do. We have done that. These individuals have paid their portion of that claim. Now they're coming back and asking that the state should indemnify them for that \$1,500. I don't think we have to. I don't think we should. I think we need to continue to say that employees must, to some extent, be responsible for their actions and they need to be looked at on a case by case basis. In some cases, yes, we indemnify them to 100 percent, you bet. In others, there should be some costs, I think, when it is clearly through their own actions to some extent that they have, without a good cause, without any cause at all, I think, taken things into their own hand, done things that are totally inappropriate within the scope of their workplace and have brought judgment against the state because of that.

PRESIDENT: One minute.

SENATOR HALL: All we do here in this bill is continue to say that to some extent you must be responsible, that the state is not going to totally roll over and play dead with regard to every or any action that an employee takes. I think that this