internal disciplinary program where they can have people written up and punished on the basis of that write-up and the ones who can do the write-ups are guards. These people lack training. They are poorly paid. There is a high turnover rate and it is a job that carries a very low amount of esteem and it's looked down upon by most people in this society. When I was asking how they go about finding candidates we were told by Warden Clark that when they announced the job they had something like 30 applicants and maybe four or five people were qualified out of that number. And he mentioned that to show how selective they are but I use it to show the types of people who have applied for this job.

SPEAKER BARRETT: One minute.

SENATOR CHAMBERS: Needing guard...nine minutes are gone? Have I used nine minutes?

SPEAKER BARRETT: Sorry, Senator Hartnett was opening, was he not?

SENATOR CHAMBERS: Yes, uh-huh.

SPEAKER BARRETT: No, you have not. You've used...

SENATOR CHAMBERS: Okay, thank you.

SPEAKER BARRETT: ...four minutes and 15 seconds.

SENATOR CHAMBERS: I know it seems...but, to me, it seems like I have been speaking for 30 seconds. It's a situation where these kinds of activities that I'm criticizing can be laid at the feet of these people called corrections officers but they're really guards. Mr. Gunter had to acknowledge to me that there should be more training that these people should receive but they won't ask the Legislature for the money for the training. They need that but they won't ask for it. They need to improve the salary of these people so that they can draw a better, more qualified person to be a guard but they won't ask for that, but they will ask for \$4,500,000 to build a new hole. Those who are the watchers create a lot of the problems that we call ourselves addressing by simply building another adjustment center. disparate sentencing that I mentioned before contributes to the overcrowding and that is not going to be touched by building a new hole, not touched at all. But when you have these people