

retirement plan, and then it happens every two years. That has never happened, that has never happened. The retirement fund has been funded through the \$1 fee on the cases, but if this goes through, if we pass this bill, it is a million bucks every two years out of the General Fund. That is excessive in my opinion. So my bill, again, allows them a \$22,500 increase in three years, and I think that is fair. It is up front and I would ask the body to accept my amendment. Thank you, Mr. President.

SENATOR HANNIBAL: Thank you, Senator Haberman. Senator Hefner, do you want to speak on this amendment? He passes. Senator Schmit, did you want to speak on the amendment to the amendment?

SENATOR SCHMIT: Well, Mr. President, and members, Senator Rex Haberman talked about how many people want to be judges, how many people, how much money members were making and that sort of thing. I think maybe, Senator Baack, I like your amendment a little better now, but I just want to say this, the number of people who apply for the judicial appointments is not important. It is the quality of the people that apply, and usually, usually that is affected by the starting salary. You know there is an airline that starts their pilots at about half of what another airline starts their pilots at. As far as I am concerned, I'd just as soon fly with the airline that pays their pilots 85 or 90 thousand dollars, as to fly with one that pays them half of that, and I think we have the same system here. It all good conscience, when you bring people into the judicial system, you hope they are going to be there awhile. If you make the wrong appointment, if you make the wrong decision, and you do not get a competent and qualified, dedicated individual with good judgment, you are going to be stuck with him or her, and I hope that does not happen. I don't know how you equate money with quality, but I can tell you one thing, what little experience I have had with the hiring of people, you can pay too little. You can pay too little, and I know that whether it is on the farm or any other business, you don't want to send a \$3.50 an hour man out on a \$140,000 combine. You get the same thing here, you can, sure, you can hire somebody. There are a lot of guys just getting out of law school, and gals, you can probably hire for 25,000. I don't think we want them sitting on the bench. We want people who have experience, maturity, background, and we want in a situation where it is going to be there for awhile, and we don't want them to have to be concerned about their own personal finances. It should not be that way, and so I would