

that you're going to be aware of the fact that you have a breakdown. It's not a big difference whether it's 10 percent or 13 percent or 20 percent, financially, we all know that. It is what it is perceived to be, the perception is the main thing. There are employees time after time, and I've hired a lot of them, who have told me, I wouldn't work for so and so for any amount of money, where I will work for someone else because I know they appreciate the work I do. Money isn't everything, I know that. But I guess the thing that concerns me more than anything on this floor is the fact that it appears as if the Legislature is saying, well, you've got to give them something so they can survive, but we really do not want to build a quality judiciary, we really do not want to attract the very best. Senator Chambers... or Senator Rex Haberman points out 279 attorneys applied for 27 positions. I will guarantee you that if you were to line them up, half of them would probably scare you to death. And let me tell you, once they're there you have got a problem if they're not good. I think, and it has been said on this floor, we have a pretty good judiciary. There are some areas where we can make some improvement and we have made some improvements in the last 15 years and I appreciate that and I want to express my appreciation to the body for those improvements they have made. But we really aren't arguing about a lot of money so far as the state is concerned. We're arguing about two things, how does it look to the members of the judiciary? And, number two, do you want to build a quality system? We understand you have got to have quality to attract good professors. I buy that. You have got to have quality to buy and pay for good equipment. You have got to have money to do the job relative to our own employees are concerned. Only last night I was visiting with some of my colleagues about some of our own staff people and it's a fact that from time to time good staff people leave. We serve as a training ground. A staff person worked for me for 15 years, took a little time off to work for Senator Zorinsky, went to a job... I don't know what he is getting, but I know it's substantially more than what I was paying. We serve as a training ground and that's fine, I guess. But the people of the State of Nebraska and this Legislature ought to have the best staff that you can... that are available. It's a strange situation. We can pay 30, 35,000 for a staff attorney...

PRESIDENT: One minute.

SENATOR SCHMIT: ...and the agencies can pay twice that, almost.