

SENATOR CHAMBERS: All right, let's say that this employee...because this is one of the positions compared to...comparable to one of ours, a secretary II, can that secretary II be dismissed this afternoon by her boss because he's upset?

SENATOR MOORE: Assuming that's not a political appointment to answer that, no, that person cannot be dismissed.

SENATOR CHAMBERS: Can a person in one of our offices be dismissed this afternoon for no reason whatsoever?

SENATOR MOORE: It's my understanding the answer to that is yes.

SENATOR CHAMBERS: All right, now if this secretary II reaches the top in her posi...or his position as far as pay and decides to try to shoot for a higher position, can that person attempt to do that under the state pay plan?

SENATOR MOORE: Under the state pay plan?

SENATOR CHAMBERS: Yes.

SENATOR MOORE: Yes, if there is a position opening and P...and proper PSL for that.

SENATOR CHAMBERS: All right. Now, that's all I wanted to ask Senator Moore. These jobs that our employees hold in our offices are dead-end jobs. If they reach the top level of pay in that position, there is no place to go. There is no other position to try to obtain. The person has no security whatsoever in the jobs that they hold with us. If a senator is not going to fire his or her staff without cause but that senator loses an election, everybody in that office is gone too. If a person who heads a state agency is fired, resigns or for any reason loses that position, all of the employees are not out the door with the head of that state agency. But such is the case here. There are benefits that people under the state pay plan will have that our employees do not have. If we have an employee who we feel is not worthy of the merit increase, don't give it. If you have an employee who you feel is a gold bricker, a malingerer and an incompetent, fire that employee. But don't take the lowest imaginable denominator and make that common across-the-board and say because I have a worthless employee working for me but, out of sympathy or some other