

SENATOR CHAMBERS: But you can't think of any right now, can you?

SENATOR MOORE: ...yet.

SENATOR CHAMBERS: And the one that you thought of was the closest you could up with and I think that was the only one that was close. But, thank you, Senator Moore. It's not the same. We are talking about our employees. We created the circumstances under which they work. These circumstances were not imposed by somebody else and the only place we can bring some equity is in compensating them. Unfortunately, in this society, Senator Hefner, a person's value is determined by how they're compensated. So we determine and show what we think of our employees. When Senator Moore said we make ourselves exempt and we're doing this for ourselves, not so, we are not increasing our compensation or our salary. There is no other department or agency head in government whose salary before taxes is a measly \$1,000 a month, none. That's what we make. We're not giving ourselves anything. And if there is any senator on this floor who ought to think something of his staff, it's the very one who stood up to oppose this in the form of Senator Hefner. Now, without his staff, Senator Hefner would be like a man without arms, legs, eyes, ears and nose, or throat. He would just be over there a lump, a "flim", taking up space. And he says, don't pay them anything, they're getting too much. Now Senator Hefner doesn't have to worry about money because he's got plenty. There are people who work for this Legislature and they try to rear families on what we pay them. If they do good work, develop skills and talents, and they cannot get a reasonable compensation for it, we train them for somebody else because they're going to leave and get a job where they will be compensated based on the value that their ability warrants. Senator Hefner mentioned one employee who was given the position as a result of a vote by the Executive Board of Director of Legislative Research, one position. One person gets that position and it's open to nobody else. There is no way to promote somebody within a legislative office. All of the examples that are given are strained and they don't fit reality so when people have to use unreal, impractical arguments to make a point, they have no point. This is for one year, a study of the pay plan that we use in the Legislature will be undertaken during the interim. There are changes that all of us who looked at this situation realize must be made. In the meantime, adoption of this amendment does not put a new program in...