

is your performance-based evaluation with your people?

SENATOR HEFNER: Our performance-based evaluation is when they earn more money in the bonus or commission column. That's their performance based. Some of it's on volume, some of it's on net, and we have different programs for different employees.

SENATOR ROBINSON: Yes, but you do have some employees that are not selling and so forth, I mean they're just workers, don't you?

SENATOR HEFNER: Yes, we do have, but we try to work out some kind of commission plan with them.

SENATOR ROBINSON: Yes. Well, what kind of a performance-based system do you use? Do you have some kind of a system that you use?

SENATOR HEFNER: It depends upon what they do. Yes, we have a volume based and we also have a net based.

SENATOR ROBINSON: Okay. Thank you.

SENATOR HEFNER: And you was mentioning something about state employees. I wished we could find an incentive-based pay for state employees, and I think we need to work towards that end.

SENATOR ROBINSON: Well, Senator Warner had a plan I think, brought it to the Appropriations Committee, some type of a seminar that would start us out in that direction. I don't think we're...I don't know if we're going to spend any money on that. But there's one thing we've forgotten, people. Senator Horgan talked about it briefly. He said we were 41st in...as far as teachers' salaries go. Well, we actually, according to the information I have, we're at 39. Well, a couple spots really doesn't make too much difference. We dropped one percentage point for the average teacher salary. Well, that doesn't mean...that doesn't mean anything to you people. They're getting paid plenty of money because they're not getting evaluated. I'm putting you on. But you realize that, compared to the wealth that we have in this country, not this country, this state, we're around 28th to 29th in that. So we're the 39th average teacher salary, but we're the 29th richest state. Now that doesn't jive, does it? That means we're...our teachers are paid below average whether you like it or not. Okay, let's