

the testimony of Sonny Foster, the DAS chief deputy director and the personnel director and the state's chief labor negotiator, I'm going to cite specifically from his testimony before the committee. He indicates the efforts of the Governor's streamlining initiatives are not intended to eliminate permanent positions by replacing them with ongoing temporary employees. The hiring of temporary employees to fill temporary short-time positions of no longer than 12 months will continue. The Governor and the chief negotiator will not tolerate actions to hire temporary employees as a means of replacing permanent ongoing positions, positions which are performing ongoing work and required by the agency will be performed by permanent employees. These are some of the questions that the committee had and that Mr. Foster, and I appreciate very much him providing that information to us. He goes on to say the DAS State Personnel Division will be making a significant change in the way we monitor and review temporary positions throughout state government. That's very good. Further in his testimony he says, however, we agree that it is time to tighten the belt and improve our method of tracking uses and potential abuses of the SOS program. To address the committee's concern about potential agency abuse of the program, we propose to develop a job order tracking program. These are some very positive benefits that I think have come out of the work of the committee. Further in his testimony he indicates agencies will not be allowed to hire a temporary through SOS for more than one year. He does indicate that there has been a steady decline in the total number of temporaries in state government from 2,043 in December of '91 to 1,757 as of December 1994. And the committee asked and DAS did provide the committee with a statistic based on the number of hours worked by temporary employees; and while the number of temporaries have dropped by number of bodies, the number of hours worked by SOS employees has increased 49 percent which does indicate that there has been a dramatic increase in the use of this particular management tool. The last positive point that I would like to raise is a letter of agreement that has been provided to the committee that has been worked out between the State of Nebraska and NAPE/AFSCME Local 61 to clarify the state's intent relative to the use of temporary employees and new contracts for temporary employee services. I'm sure a copy of this would be available to the members if they would want it. A couple of the points that this letter of agreement between the state and NAPE/AFSCME; when filling an employee position with new service contracts or temporary employees which will exceed 90 days in length, state