

decision to go to a hiring freeze and the consequences of it are something I think we are paying for with increased costs in consultants and increased costs in temporary workers and I think we're losing efficiency as a result of that decision. I mean it's all part of the process, the political process here to look like we're doing something and hope that the consequences are ultimately good. I'm not so sure though that in this case anything but negative results have happened so far, at least in the perceptions that I have had. But I do feel that we need to talk and look at this and so I thank Senator Chambers for raising the issue. Over in the Health and Human Service field, if you look at...there was one handout I've gotten previously, but the largest agencies in terms of utilization of this SOS have been health and social services, at least in the '93-94 fiscal year. I don't have figures from '94-95 and obviously we're still in the middle of that year, but clearly over in Health I've seen it and I've seen it in Social Services and it worries me because what it says is that you've got this hiring freeze so rather than hiring individuals to get the job done, we'll turn to this SOS office and hire temporary people. There we don't necessarily have any investment in them for any long term. They don't have any investment in us either. They would perhaps like to have a job, a full-time job, make a commitment and I've had employees get ahold of me telling me that, but there isn't the sort of situation where somebody comes to work for you, you make an investment in them, you train them and in turn those individuals have some loyalty back to you and hopefully perform with that training and that ability for a long period of time. Now we're just deciding what to avoid the hiring freeze, we'll bring in people short term, try to cut costs and try to hopefully patch things along. It's like the tires going flat, running flat, pumping them up with air and putting a Band-Aid here and when they go flat, adding a Band-Aid there. In the end, what you really need to do is do the job right, get a new tire and get maybe a new employee in these cases where the job is open and with a hiring freeze it's impossible to act on it. I've got a couple of examples for you. One is we've got a cash-funded program where the Health Department inspects manufactured homes, has for a long time. The manufactured homes society here in the State of Nebraska has had a good relationship, feels that a good job is being done, everybody is satisfied with it, but the Health Department introduced a bill to stop that program and just do away with it, not that you don't have the inspections, but somebody else will have to do it and instead take the FDE off of that and put it