

I didn't make it up, but I think it applies. Senator Vrtiska has an amendment which I think is offered in good faith. Those who are supporting it, I believe, are operating from a position of good faith. But having been in this Legislature as long as I have been, there is such a thing as being penny-wise and pound-foolish. At this particular moment we might think it's being fiscally conservative in a wise and positive sense to say, start out cheap and don't give these people a salary commensurate with the work we expect them to do. We determine the value we place on a position that we create by the compensation that we offer. When we start out cheap, I'm going to repeat again and again, I ought to get one of those little birds whose song is just cheap, cheap, cheap, cheap, cheap, and every time I stand let that little bird sing that first to remind us. We will not do the right thing. We're talking about three positions. Unlike what Senator Avery suggested, these are waters which I don't think ever will be calm, they're always going to be troubled. Sometimes they may be more troubled, other times a bit less, but there will always be trouble in these waters because nobody wants to do what they're going to be required to do. And, Senator Avery, I'm so reluctant to really get into it, I won't even mention by name what it is we're talking about, but we all know what it is. Senator Schimek was correct in mentioning the types of people we're not anxious about drawing to this position. Some of us are in the Legislature out of a sense of dedication. We know that \$12,000 a year is not adequate compensation for what we do, but we're not here just as employees doing a certain amount of work in exchange for an established fee. That is peanut money so that we can get a bag of peanuts and an occasional bottle of pop to sustain ourselves physically. But because we are kept impoverished by the public does not mean that when we have the opportunity to set an appropriate salary for a position we are creating that we ought not do so. Driving down here today I listened to public radio, the Iowa station. They mentioned that the Iowa Legislature is drawing a salary now of \$31,800 something and a per diem. We don't get anything because we think cheap, we travel cheap. If we're going to scrimp and cut corners we should not do it in those areas where important work is to be done. We want this to be quality work, we want competent people. If we pay peanuts, and this is what Armand Hammer said, you will get monkeys. We don't want monkeys. If all we were going to ask somebody to do...

PRESIDENT ROBAK: One minute.