

intertwined in our state. They all come before the Legislature by and large for public employees. We have the school districts which are obviously locally administered but it's the state and this Legislature that determines the retirement benefits for those schools. Likewise for counties and for a while we did it for cities. Some changes have occurred there and obviously state employees and judges and the other state employees. So what you find is, and I chaired the Retirement Committee back in the early eighties and I did not realize how all that you do in retirement has a ripple effect that goes far beyond what you may see. So when you talk about, as Senator Beutler was talking about, raising the formula factor to 1.8, and, yes, it is only affecting the Omaha Public Schools and, yes, they have agreed to this, you also have to realize as he is saying is you set a benchmark then for the rest of the schools and the teachers there who say how can it be fair that Omaha has this and we don't have it because the whipsaw effect has always been there with the schools. Omaha will see something that the rest of the state has and want it and then take another piece and go one step further and then the rest of the state will say, well Omaha has that, we want that and then take another piece one step further. And it has in fact over the years been exactly how retirement plans have been adjusted, so you can make the argument that this only affects OPS but it also is the fact that what we do with OPS will have an impact on teachers' retirement plans for the rest of the state. And when you deal with any retirement plan you also have to anticipate that other groups will be watching as well, so the teachers will have a plan that is perhaps a little more generous than the judges, actually the judges have quite a generous plan, but let's say some other employee group will be watching and say well we want that same sort of benefit. You'll see that bill come in and it will be hard to argue why we did it for one and not the other. So if you truly want to look at the issue in the broadest context which we ought to be looking at it, you have to think in terms of how does this affect not only the other teachers in the state, but the other retirement plans in the state and so although it does only affect OPS, in this particular sense I'm arguing that it's anytime you touch a retirement issue, you've got to look at how it affects and sets the stage for other retirement plans to make adjustments. So the 1.8 is what the issue is before us and I don't know, again, it's an arbitrary figure, 1.7, 1.8, it's all just something that used to be if I remember right, like 1.5 when I first got elected so we've tried to make an adjustment and improve the retirement system. 1