

good ones. I don't know what we would do without the good ones in the Department of Water Resources, and the Natural Resources Commission, for example, and our area of natural resources. But if these people all are subject to be thrown out the next election cycle, is that a good policy? And remember, these are people that probably the next Governor that comes around is not going to be aware of, they're not going to be the high profile people up there at the very top, these are going to be the real management experts that you need to have on a continuing basis, and you need to encourage them to stay there if you're going to develop the kind of expertise that allows bureaucracies...

PRESIDENT ROBAK: One minute.

SENATOR BEUTLER: ...to operate effectively. Now all this is...all this change being proposed is on the...is on the premise that it's too hard to get rid of people. And that part of it distresses me some because I don't think it's too hard to get rid of people. If you want to get rid of somebody all you need to do is follow the procedures and do a little documentation, and you can get rid of people, and they have gotten rid of people. And it just says something to me about the managers in place if they're not willing to get rid of people. And it says something to me about the agencies...agency heads if they're not willing to get rid of deputies and people on down the line who aren't willing to get rid of people who don't work, or don't work effectively, don't do their jobs.

PRESIDENT ROBAK: Time. Thank you, Senator Beutler. Senator Crosby.

SENATOR CROSBY: Thank you, Madam President and members. Senator Withem clarified a few things that I was concerned about and also Senator Beutler. But, Senator Wesely, he's going to wonder. When you come back, I'll just ask you a couple questions, because I understood what Senator Withem was saying, that's very close to home because my father was a policeman in our small town, and his job depended, every two years, on who was elected mayor and who was elected to the city council. It was all political. He was a highly qualified policeman, but it was all political. So when the civil service system came in for the policemen, and the firemen, and so on, everyone thought, and I still believe that was a step forward, can't have safety people constantly being battered back and forth by the political