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security force to protect you and your family and your residence, how much would you pay that person? How much would you pay somebody to do that? That's a tremendous amount of responsibility. Would you hire somebody for the cheapest that you could do it, for minimum wage? No, you'd probably go out and try to hire the best person that you could hire, and you'd probably try to pay them commensurate with the responsibility that they have. The key to this is, these deal with the pay of legislators. It's an issue...

PRESIDENT MAURSTAD: (Gavel.)

SPEAKER KRISTENSEN: ...that a number of people are uncomfortable with. It has been now over a decade since there's been any change. And I think for most of you realize that we are one of only five states in the country whose pay of senators is put into the constitution. There are only five others in the country. We are unique in that responsibility. Also realize that we've only had five increases in senators' pay since the 1800s. And I believe that's in the 1870s, if I'm...if I'm not correct. The Exec Board has heard several pay increase suggestions. These happen to be the two that came out, and we need a little help. We're not sure, the committee was not sure, which was going to be the best to present to the people. And so there are two different approaches for you this morning, and I'm going to listen to people, and I know Senator Coordsen is going to listen, as to what the best approach is. It's the...an issue that a number of legislators all over the country get real goosy about. And they get goosy because it's hard to stand up and say, you know, I think that we do do a good job and that we need to compensate our people better to attract better people. Because on the one hand you may be saying that the people who are here aren't sufficient. That's not true. And that's the reason this morning in the packets, Council of State Governments and, I believe, Syracuse University, the Maxwell School of Citizenship and Public Affairs, went out and graded the states. So this isn't a self-serving interest group who's trying to push a particular agenda. This is a fairly objective study of how the states are doing in some areas. It is subjective, I agree. But I thought that you'd be interested in seeing how Nebraska graded out compared to other states. We get a B plus for fiscal management. We get an A minus for capital management. We get