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this general plan for treating everybody alike.

SENATOR PREISTER: And we're talking about the whole plan, not this...

SENATOR LANDIS: The whole plan now.

SENATOR PREISTER: ...segment. Yeah.

SENATOR LANDIS: Some 167 out of the 900 cases have been studied, and it was determined that some classes were up to 30 percent...

SENATOR CUDABACK: One minute.

SENATOR LANDIS: ...below comparability. In other words, they were below comparability by 30 percent. Of the classes that we have, some were 30 percent below, some classes were overpaid, some were underpaid. Some would have jumped considerably, while others only one or two percent. A number of hiring rates would have gone up, which is generally problematic to the union, because of adjustments for incumbents, in other words, starting pay being higher than people who have been there for a while. And that's a problem for a union to agree to. The union wanted all to be adjusted equally so that there'd be a standard salary increase for everyone; that was their position, which would have involved significant budget increases which you can imagine. The administration offered to adjust the hiring rate and the maximum, and everyone in between by the maximum, and that was declined. This offer was declined and no comparability adjustments were made for the contract period. Generally speaking, the unions want large groups of employees treated alike and to have a rising tide that lifts all boats, generally. They are prepared to meet and confer. They did it on the nurses.

SENATOR CUDABACK: Time.

SENATOR PREISTER: They've done it other times.

SENATOR CUDABACK: Thank you, Senator Preister. There are no