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why we should not be going through the regular processes. I would have a much kinder feeling about this bill if in March they were unable to resolve the matter; if in March I heard that the unions were being intransigent and bargaining for more increases elsewhere. But we didn't even give them a chance, did we? Senator Landis, could I ask you a few more questions.

PRESIDENT HEINEMAN: Senator Landis, will you respond?

SENATOR BEUTLER: Could you explain again the impetus for why this bill is in front of us now? What is the nature of the emergency? What brought on this apparent emergency?

SENATOR LANDIS: Well, it has been a festering problem for two years. It is not an emergency in the sense that it is late-breaking. But it is, however, a problem that has gotten steadily worse. We have a loss of our senior examiners by retirement. We have people who do not want to move up to the senior examiner position because the commensurate improvement in their salary is minimal compared to the workload and responsibility and training they'd have to do to get it. And we have a difficulty of finding entry level examiners with the kind of background and skill that we need, and we have suffered the loss or raiding of our examination staff by other entities who pay at a better rate. It's most specifically brought home by the...by a recent examination of our Insurance Department by the NAIC who pointed out that the work that we were doing in examining was not of a timely nature.

SENATOR BEUTLER: What is the nature of this report from this...is this an accrediting institution?

SENATOR LANDIS: Well, gosh, a copy of this was delivered to your office. Senator Beutler, I bet you know what this piece is.

SENATOR BEUTLER: Senator, the truth of the matter is I purposely didn't read it because they told me it was private and confidential and so I wanted to speak today without knowledge of what's in the report.