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SENATOR DW. PEDERSEN: Thank you, Mr. Speaker, members of the Legislature. You know, as I look at the bill, I want to go back just a little bit, because it's in the same area that I have some question about. When we're talking about salary, I come up with the part that I was concerned about last week, was benefits. And it says average benefits. And salary has so much to do with benefits, for any one of us who work for companies that have benefits, unless you work for yourself, like my...like me. But the benefits are such a big part of the salary when they're brought in. And the committee amendments talked about average benefits. And I would just like to give my time to Senator Landis and have him...ask to explain what they meant by that part in the committee amendments. Because there's so many ways that you get these benefits. There's different companies that give what they call flex hours...or, flex dollars, not hours. Flex dollars. And you can spend them any way you want to, and that's part of your salary, and vice versa. I mean, it goes many different ways. So I would like...Senator Landis, you can have the rest of my time, Senator Landis, and address that area, if you would, please.

SPEAKER BROMM: Senator Landis.

SENATOR LANDIS: Thank you, Senator Pedersen. I can tell you that I think the thinking that was part of the introducers who gave us this idea was the Iowa experience. Because in Iowa, they have a minimum for their companies for their tax incentive. Their minimum is \$11.96 per hour for production workers, plus 80 percent of their health and dental benefits. So, and 80 percent of their health and dental benefits. That's what Iowa asks. And that's, you know, their standard, that's their floor. What we did was, I think we tried to respond to the desire that we differentiate between jobs with health insurance and jobs without. So when we use that...those phrases, we're trying to get at health insurance. Frankly, I admit, there is an administrative difficulty in determining what's the average health benefits. Right now, we hand that problem over to the Department of Revenue. They've done a lot of work, you know, in a lot of different fields. We could give them better criteria. We could improve that section by giving them better criteria. But we hand it over to them. You know, we've got average weekly