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municipal employees. I believe this proposed legislation will possibly result in more litigation. It would drive up employers' costs and increase local taxes. This is not the environment we're in right today, to be driving up costs and taxes. Labor union relations should be left to the local agencies that have a staff of local enforcement agencies. In a city like the one I represent, the city of Fremont, where a police union exists, labor relations issues should...needed to be addressed in the context of union negotiations. Police unions should not be allowed to do an end run around local governments, in my opinion, to have a state mandated regulation. This preempts the local bargaining process. The local elected representatives of the property taxpayers, in my opinion, lose their ability to effectively staff the organizations. This legislation, in my opinion, would result in increased litigations, which will cost taxpayers more money. More attorneys will be needed to use to...in order to comply with these regulations. More litigation will occur, which will drive up the legal expenses and local taxes, at a time we don't need any more taxes. We need, in my opinion, less litigation, not more. This legislation, in my opinion, will result in the retention of marginal employees, and will reduce productivity. City governments who cannot afford the expenses of more litigation will be less likely to try to weed out marginal employees. This will result in the retention of employees who are less productive and who may have...not have the interests of the public at heart. With current budget...we need more productivity and more productive employees, not less productive ones. I'm not saying that this is the case in every situation. These are ideas that have come to me, and when I think about the size of the city that I represent. Police officers in cities of first class already have the protection of a civil service commission. Disciplinary actions can be appealed by an officer, a police officer, to an unbiased civil service commission that is comprised of local citizens, not police or city administrators. This is a protection that only police officers and firefighters are afforded. When I see that the Police Officers Association in Nebraska has indicated their opposition to this bill, they know that it will reduce the productivity and increase legislation.