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SENATOR CUDABACK: Thank you, Senator Stuthman. Senator Beutler.

SENATOR BEUTLER: Senator Cudaback, members of the Legislature, I'm probably going to be the only one to vote red on this. And I'm going to vote red on it for a particular reason, because I want to make a statement. And ironically, I want to make a statement in favor of this pay raise. I'm not going to be around, so this is not about me. But is \$24,000 enough? No, it's not. I'm in favor of twice \$24,000. We don't...and the irony of term limits is that you people who can serve only eight years, if you're going to learn faster to make up for the lack of experience--and that's what's going to have to happen if the quality of the Legislature as a whole is going to be maintained--you're going to have to spend a lot more time, quicker than was the case before, to retain the body of knowledge in the Legislature that is here now. That's the only way it can be made up, is if the senators who are serving shorter terms spend more time doing it. The irony of term limits is that it has pushed us toward a full-time Legislature, which those people who are in favor of term limits generally are...do not favor a full-time Legislature. And yet, they've created that kind of pressure. But I've become convinced over the years--and I started at \$4,800 a month (sic)--I've become convinced over the years that this system of one pay increase every 15 years or so is probably the most detrimental thing that happens to this institution. It is the one biggest thing, in my mind, that keeps us from functioning with the quality of people that we need, putting in the quality time to do the job. And so I am now and everlastingly against any pay increases that are dollar amount increases. This matter needs to be taken out of the constitution. And if I'm asked, I'm going to say directly to the face of the people of this state that they do a great disservice to themselves and to the senators by insisting that this be in the constitution and by insisting that this silly game goes on, where every 10 or 15 years the public decides whether the Legislature needs a raise. Each one of them, working in an organization, would never agree to a system that looked at a raise every 10 or 15 years. They would never agree to work for such an organization. And I want to put that