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that's based on the fact that you have five Public Service Commissioners. If you looked at that and figured out how much that would be per person for the state of Nebraska, you'll see it's 7 cents per person, so we're not talking huge numbers here. And in fact, the total salaries, as they are now with the addition, would be about \$780,000 a year, and that adds up to about 46 cents per person. So I'd like next for you to take a look at the orange sheet that we passed out, and I'd like to just illustrate for you why I think the salaries do need to be increased. If you look at the Governor's column, notice that this column is divided into regions, and I want to concentrate mainly on the Midwest, because I don't think that we necessarily have to compare ourselves to California or New York or Michigan, one of the big states, although Michigan is in our region. If you'll look there, you'll see that the highest salary paid in our region for Governor is \$177,000 at the present; in Nebraska, as I said, it's \$85,000. If you look a little bit further, you'll see that Nebraska is the lowest one in the region, but not only that, there's only two states in the whole United States that pay a lower salary. I won't go over the Lieutenant Governor, because that's a little bit hard, because not everybody has a full-time Lieutenant Governor, but you will notice in our region, the high salary is \$123,900; the low is \$60,000, that's Nebraska, and we are the lowest, again, in the region. If you look at the Secretary of State, again, Nebraska is the lowest...oh, I take it back. Wisconsin is the lowest in the region; Nebraska is just a little bit behind. And for the Attorney General, Nebraska is the lowest in the region, and for the State Treasurer...no, North Dakota is; Nebraska is closely behind. For the State Treasurer, again, Nebraska is the lowest in the region. And if you take it one step further, in most cases when Nebraska is lowest, that's the lowest in the nation, too, except by maybe one other state. So all I'm wanting you to see is that what we're proposing here will maybe bring us up from 49th or 48th, in some cases, not that we expect to necessarily be first, but I'd like to see us keep pace with the other states, and what the other states are doing. But even discounting that, I do think it is a matter of paying people for the job responsibilities that we give them, and we do give our elected officials a lot of responsibility. There's a lot of stress with the job; there's a lot of necessity to have good