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there is not hard data saying that the turnover is excessive at this point. For whatever reason, they're staying. And remember, in many cases it isn't all wages when you work for the state of Nebraska. The retirement, the benefits are pretty good in most cases, particularly over a long-term period of time. It's worthwhile employment for the state of Nebraska. It isn't...we don't necessarily reward to the salary levels that maybe some could get on the outside, but there is somewhat more job security in many cases. I'll state that very carefully. But those two, I think, are the long-term effects of this, and so I am concerned about that. Thank you.

SENATOR CUDABACK: Thank you, Senator Wehrbein. Senator Pahls, followed by Senator Bourne.

SENATOR PAHLS: Yes, just to make a little bit of a clarification, out of the 15 inspectors, 13 of them at their highest training, 2 of them are in the journeymen category. So sometimes you ask, well, they can't write a letter; well, like it was explained to me, 13 of them have risen as high as they can. So that's an issue there. And just to let...I looked at...if the salary would pass for this year, a person at the maximum would get \$19 per hour. If you're out in the working world, they average \$29 plus benefits. So they are substantially paid less. And also, just to give you an idea, in the community of Bellevue they no longer have a local inspector. They're depending on the state to do that, and they can do that. Those fees follow that inspection. But I was told by the executive director dealing with the electrical division...association said that's a potential, especially in some of the larger areas, that if they...they could not find at that time somebody who...to be an inspector, because of the pay difference. The industry is very supportive of this. They want qualified inspectors. Thank you.

SENATOR CUDABACK: Thank you, Senator Pahls. Senator Bourne.

SENATOR BOURNE: Thank you, Mr. President, members. I'm trying to figure out what the confusion is on this bill. I mean, this is a bill, the industry wants better and better paid inspectors, and they're willing to pay for it. And, Senator Pahls, if I've