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\$185,000 for these jobs.

SENATOR SMITH: Okay. Thank you, Senator Cornett. And I'm glad that there is a need in Sarpy County for workers. That's a good problem to have (laugh), a really good problem to have. I wish that that same concept applied across the state. And we do have some needs for workers across the state, but certainly in a different manner. And I want to emphasize the fact that a better way to go about this would be a slower phase-in. I think that is much more fair because...I wish, being involved in the real estate business, when I started several years ago I wish that I'd have kept a list of all those folks who have left the state because of our tax burden. We are close to other states, Wyoming and South Dakota primarily, who don't have any state income tax at all. That is a big issue. And if we really want to address worker shortages, we wouldn't do it with this committee amendment. Now, I would like to give tax relief almost of any kind, but as long as it applies on a fair basis, on a consistent basis, across the state. That's why I hope that we can defeat the committee amendment and move on to the green copy and...or at least to move on to another type of amendment to have a slower phase-in of the green copy, because that way we could afford it, we could eventually arrive at some policy that helps out the entire state. It would help out the military...

SENATOR CUDABACK: One minute.

SENATOR SMITH: ...retiree. It would help out the military retiree who is now an educator or working in the community in any kind of job, and then we can eliminate Nebraska from the list of five states who doesn't give any type of military retirement consideration whatsoever. Thank you, Mr. President.

SENATOR CUDABACK: Thank you, Senator Smith. On with discussion. Senator Cornett.

SENATOR CORNETT: Thank you, Mr. President and members of the Legislature. I just wanted to finish where I left off earlier in regards to Senator Engel's comments. When I was speaking about homegrown companies, when he said that we ought to offer a better wage, it's not the wage that attracts these people. The