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understands takes place, last year when the judges did forego the salary increase that others got...and I'm not denying what judges' salary levels are, and they are paid more than some other people in state government who might want to be paid more, but the fact of the matter is, some positions draw more compensation than do other positions. That's just life. And we may not have a shortfall of applicants now, but the surest way to get a shortfall of applicants is to drop further, in terms of our national standing for the compensation of judges. And we certainly aren't in the top half, or leading the nation. Even if you factor in retirement, which has been done, I'm reliably informed by counsel for the Retirement Committee, so I'm sure all the Retirement Committee members are familiar with that study that indicates that, on a par, teachers and judges and so on are all contributing approximately the right amounts. But the fact rather than the fiction of the last round of negotiations was that in return for giving up any salary increase, and in return for agreeing to increase contributions to the retirement plan--agreeing to increase contributions to the retirement plan--some benefit changes were made, including a spousal benefit. None of these plans are mirror images of the other, and there are pluses and minuses to each of them, and in order to really deal with them informatively for the sake of the whole body, you have to sit down with all of them and talk about them with an understanding of both fact and law. And so, I don't...everybody is entitled to their opinion here. The microphone belongs to each of us. I simply wasn't going to let all the issues that were being raised go without some explanation that the last time the judges didn't take a salary increase is because they agreed not to. The last time the judges took an increase in their contribution to their retirement, it's because they volunteered, since that seems to be our eager word here, volunteered to do it, and there were some adjustments made to the retirement benefit, because that actually made the deal work at law. Teachers I commend for their willingness to step forward and make an increased contribution, and they can do that. And the question will become, if anybody tries to force that down their throat, can they resist it and, legally, could they succeed? So there are two sides to the question, and I will be happy,...