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intending to move from welfare to work. I, for one, have been persistent in holding Health and Human Services accountable for achieving outcomes that demonstrate benefits to families and children. By the same token, I think it is important that we, as Legislatures, let Health and Human Services and other agencies know that we are willing to give them the tools they need in order to achieve the outcomes we expect. Simply put, we can't gamble on whether or not the existing Health and Human Services staff can manage the challenge we have put before them. We have to do our part to ensure that we are able to meet the changes in federal guidelines and to not risk noncompliance. In supporting the number of staff available to do the job, this gives the agency the support they need. And let no one misunderstand...misunderstand what I am saying to you. I am a strong supporter of work. I believe in the dignity of work. I've worked since I was probably 12 years old, doing baby-sitting and helping an elderly neighbor maintain her house, working when my children were young, working when my husband was killed, and I had no choice but to maintain employment. Work is important for each individual. We need to be able to support those individuals who are moving from welfare, from dependency on our system, to gainful employment. This amendment will provide for that. With that said, I return the remainder of my time to the Chair. Thank you, sir.

SENATOR JANSSEN: Thank you, Senator Howard. Those wishing to speak on the amendment to the amendment, Senator Jensen.

SENATOR JENSEN: Thank you, Mr. President. And thank you, Senator Howard, for your work in this area. We have...it's a matter of timing and the Health and Human Services System has already begun to look at this process and how we are going to get there. The time, however, is it's not October of 2006 that we have to have this higher percentage. It's between October of 2006 to 2007. It's the federal fiscal year. So...and the Fiscal Office has said that if we do this it will cost probably, in General Funds, \$250,000 to \$300,000 to employ this new staff. I guess it is a matter of timing, and there is another session that comes up next January that we could perhaps obtain these individuals, but I don't question Senator Howard's motive for moving and moving quickly to make sure that we do address this;