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any, additional employees should be obtained.

SENATOR HOWARD: Well, sir, you would have good information for me, in that case, and I would be open to suggestions, if you feel this would be better served the following year. The unfortunate thing is that there's a time frame built into this.

SENATOR D. PEDERSON: You're talking about a time frame, but we don't have the background that goes with it. I just think it bypasses the process, and I'm trying to be as instructive as much as anything and say that this just is not the way you do it. Thank you.

SENATOR HOWARD: Thank you.

SENATOR CUDABACK: Thank you, Senator Howard. Senator Synowiecki, followed by Senator Cunningham.

SENATOR SYNOWIECKI: I will...thank you, Senator Cudaback. I'll use this mike, because I'd like to ask Senator Howard just a quick question or two.

SENATOR CUDABACK: Senator Howard, would you yield?

SENATOR HOWARD: I would, of course.

SENATOR SYNOWIECKI: Senator Howard, is this an amendment that you're bringing on your...is this something that you're bringing on behalf of the department?

SENATOR HOWARD: This would...this is an amendment that I put in on behalf of the employees, but not Health and Human Services, per se.

SENATOR SYNOWIECKI: And these TANF, these new TANF guidelines...I mean, I guess, how do you arrive from the new TANF guidelines to the correlation that we need ten new social workers?

SENATOR HOWARD: I based that figure on the number of families that will need to be employed, the severity of the problems that