“HUMAN” RESOURCES

Taking the Nightmare Out of Legislative Staffing

Martha Wigton
Georgia House Research and Budget Office
Fewer state employees than 20 years ago.

House merged budget and research functions, which cut committee staffing by 1/3rd.

House Budget and Research Office was formed and required 8 budget analysts to pick up standing committee work and policy analysts to pick up additional committees.

No raises from FY 2008 to FY 2015.
ISSUES

**Personnel**
- Low Public Opinion
- Misinformed Public Opinion
- Lack of Respect
- Lack of Appreciation
- Low Market Pay
- Long Hours
- Eroding or Disappearing Benefits

**Hiring**
- Fewer recruitment tools
- Eroding institutional knowledge
- Retention
- Career ladders
- Morale
NON-MONETARY REWARDS

Professional

- Make a difference
- Part of and improving the process
- At the table
- Manifesting results
- Complex problem solving
- Skills development
- Conferences
- Never the same day twice
- Mentoring

Personal

- People
- Life/Work balance
- Autonomy/Personal Responsibility
- Continuing education
- Recognition
- Pride in making the state better
- Respect for expertise
- Teamwork
SMART SCHEDULING

- Life/Work balance
- Autonomy/Personal Responsibility
- Continuing education

- Flexible hours
  - Helps commutes
  - Helps family schedules
  - Longer open office hours

- Telework
  - Guidelines and Parameters

- Comp days
  - Track overtime

- Change assignments
Recognition

- Recognition
- Pride in making the state better
- Respect for expertise

Enhanced visibility:
- Credit on projects
- Shout outs in emails
- Names on reports
- Inclusion at events
- Titles and Assignments
THE BULLETIN BOARD

Make it interactive!
ALICIA - TAKING THE HEX OFF THE COPY MACHINE

THE GEORGIA BULLDOGS - SEC CHAMPIONS

CHRISTINE

FOR RIDING ROUGHSHOES OVER THAT BOND PARALLE

KINGDOM

BRIAN

16 BILLS IN WAYS AND MEANS — IS THIS A JOKE??

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SAVING ATLANTA FROM BURNING DOWN A SECOND TIME!