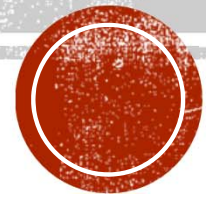
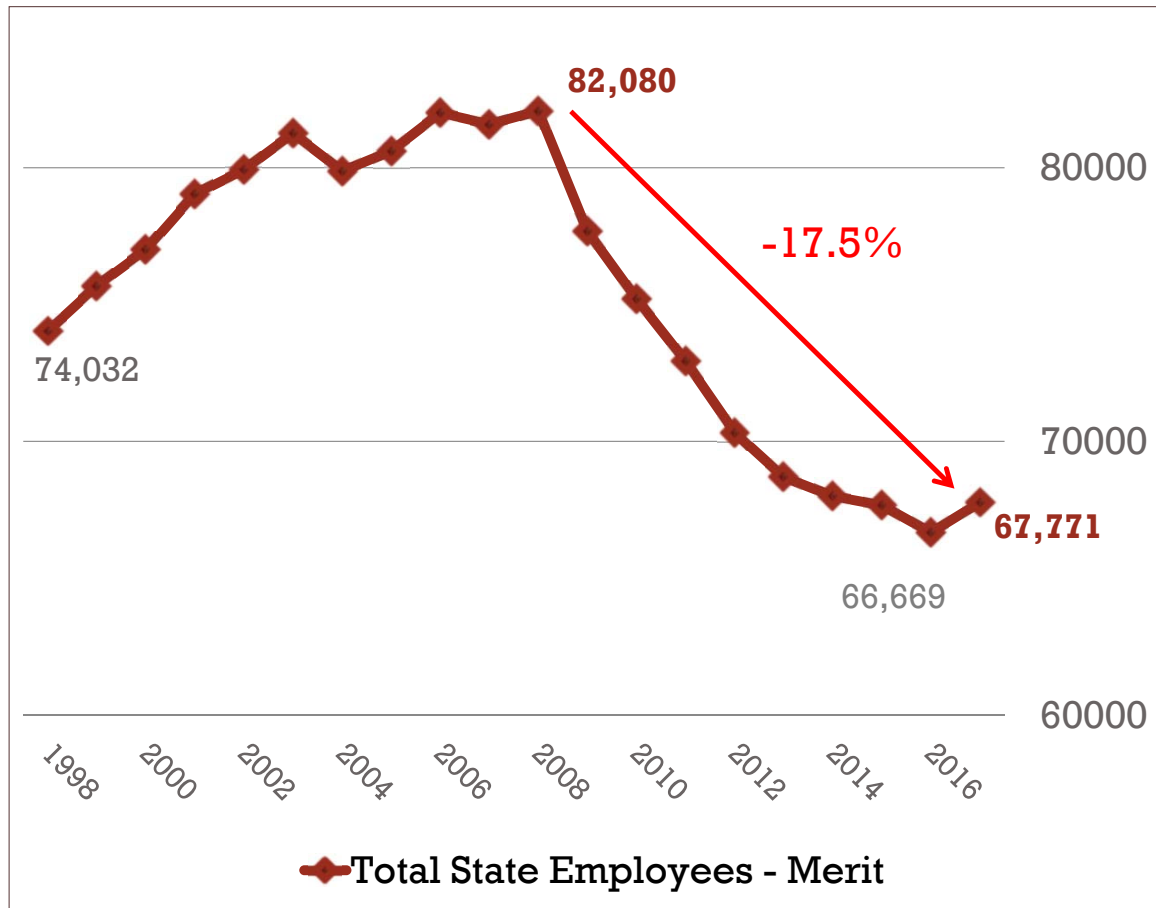


“HUMAN” RESOURCES

Taking the Nightmare Out of Legislative Staffing



Martha Wigton
Georgia House Research and Budget Office



RECESSION IN GEORGIA

- ❑ 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

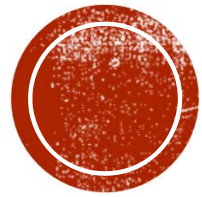


SMART SCHEDULING



- 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



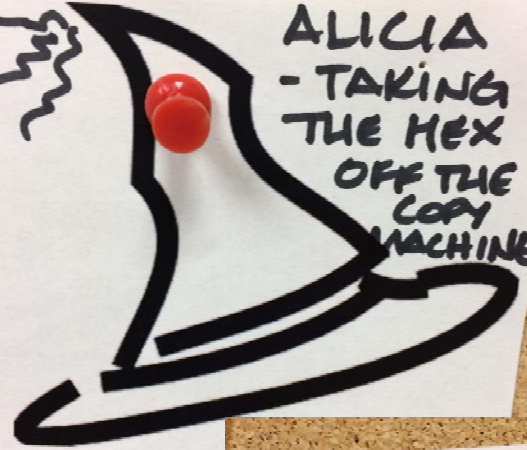


RECOGNITION

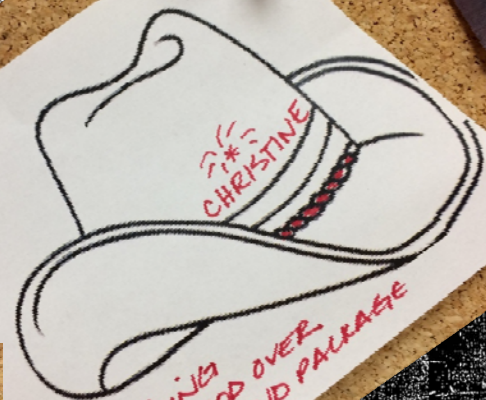
- Recognition
- Pride in making the state better
- Respect for expertise
- Enhanced visibility:
 - Credit on projects
 - Shout outs in emails
 - Names on reports
- Inclusion at events
- Titles and Assignments

the
BOY

ALICIA
- TAKING
THE HEX
OFF THE
COPY
MACHINE



THE GEORGIA
BULLDOGS —
SEC CHAMPIONS



CHRISTINE
FOR RIDING
ROUGHSHOD OVER
THAT BOND PACKAGE

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



BRIAN



David
&
Dezzie

Saving Atlanta from burning
down a second time!

MARTHA



standing strong
in its tracks
For 60+ years