Legislative Summit
San Antonio
August 2011

Legislative Staff Challenges
Survey Responses

- Surveys e-mailed in June 2011: 9,849
- Responses received: 1,260
- Response rate: 13 percent
- Breakout by type of staff
  - Nonpartisan: 79 percent
  - Partisan: 21 percent
- Bias of NCSL lists
Responses by Age

Total responses: 1,260

- 20-34: Partisan (100), Nonpartisan (100)
- 35-49: Partisan (150), Nonpartisan (350)
- 50-64: Partisan (200), Nonpartisan (400)
- 65+: Partisan (20), Nonpartisan (10)
Audience Demographics
Leaving Legislative Service by Type of Staff

- **0-5 years**
  - Nonpartisan: [Value]
  - Partisan: [Value]
- **6-10 years**
  - Nonpartisan: [Value]
  - Partisan: [Value]
- **11-15 years**
  - Nonpartisan: [Value]
  - Partisan: [Value]
- **>15 years**
  - Nonpartisan: [Value]
  - Partisan: [Value]
Leaving Legislative Service by Age

- 0-5 years
- 6-10 years
- 11-15 years
- >15 years

- 20-34
- 35-49
- 50-64
- 65+

NCSL
Legislative Service as a Career

(Scale of 1-Not at all Likely to 7-Very Likely)

- All staff: 5.4
- Nonpartisan: 5.6
- Partisan: 4.7
Legislative Staff Challenges: Top 6

(Scale of 1-Not at all Likely to 7-Very Likely)

- Retiring senior staff
- Salary reductions for staff
- New legislators do not understand staff
- Public cynicism about government employees
- Reductions in number of staff
- Public cynicism about the legislature

(NCSL)
Legislative Staff Challenges: Bottom 6

(Scale of 1-Not at all Likely to 7-Very Likely)

Increased partisanship

Competition with other sectors for job applicants

Incivility among legislators or staff

Attracting young people to legislative service

Partisan/nonpartisan staff imbalance
# Challenges: Types of Staff

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Nonpartisan</th>
<th>Partisan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retiring senior staff</td>
<td>5.5</td>
<td>4.8</td>
</tr>
<tr>
<td>New legislators don’t understand staff</td>
<td>5.5</td>
<td>4.8</td>
</tr>
<tr>
<td>Increased partisanship</td>
<td>4.8</td>
<td>4.3</td>
</tr>
<tr>
<td>Partisan/nonpartisan staff imbalance</td>
<td>3.8</td>
<td>3.2</td>
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</tbody>
</table>
## Challenges: Age Differences

<table>
<thead>
<tr>
<th>Issue</th>
<th>20-34</th>
<th>35-49</th>
<th>50-64</th>
<th>65+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retiring senior staff</td>
<td>4.6</td>
<td>5.2</td>
<td>5.7</td>
<td>6.0</td>
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<tr>
<td>New legislators who don’t understand staff</td>
<td>4.6</td>
<td>5.2</td>
<td>5.7</td>
<td>6.0</td>
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<td>Public cynicism about the legislature</td>
<td>4.5</td>
<td>4.8</td>
<td>4.9</td>
<td>5.2</td>
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<tr>
<td>Lack of appreciation of legislative institution</td>
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<td>4.8</td>
<td>4.8</td>
<td>5.1</td>
</tr>
<tr>
<td>Attracting young people to legislative service</td>
<td>3.8</td>
<td>3.9</td>
<td>4.2</td>
<td>4.5</td>
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</tbody>
</table>
Why Serve?
Addressing the Challenges

What steps can be taken to reduce the impact of the challenges to legislative staff?

1. Replacing retiring senior staff
2. Budget cuts—staff and salary reductions
3. New legislators who do not appreciate staff
4. Public cynicism about government/legislature
5. Partisanship and incivility
6. Competition for job applicants/attracting young people to legislative service