



Representative Kent Smith
8th House District

House Concurrent Resolution 28 Testimony

Government Accountability and Oversight Committee

December 11, 2018

Chairman Blessing, Vice Chair Reineke, Ranking Member Clyde and members of the Government Accountability and Oversight Committee. Thank you very much for providing us an opportunity to explain why our staff should get a raise.

In short, our legislative staff are the most important people in our offices. The best ones are worth their weight in gold. While, paying people based on their weight would be complicated, inconsistent and impractical, this resolution aims to correct the larger problem, which is, our staff are not being paid what they are worth.

This resolution, if enacted, would give our staff a twenty percent raise if they earn less than \$50,000 annually and a ten percent raise if they earn between \$50,000 and \$100,000.

While I have not conducted any type of peer-reviewed research on this topic, it seems like our best staff leave for one reason – to make more money. If less staff left, our constituents would receive better service and our bosses (the voters) would probably enjoy a higher level of customer satisfaction. How is that not worth it.

Pay raises for staff would create stability in the General Assembly and lead to improved staff experience and increased expertise.

Please note, pay raises do not protect bad employees. I can still fire my legislative aid, I just can't give her a raise. How does that make sense?

In conclusion, I bet if this resolution were put on the House Floor for a vote, it would pass. So, I would ask this Committee, to join me today, in standing up for our staff.

I would like to thank the Committee for their collective attention. At this time, myself and my cosponsor would be happy to answer any questions that you all might have.