The federal and state governments in America rely on more than just the governor or president to perform their executive duties. Millions of employees work in America to perform duties the government can no longer fulfill. From the public school teacher to the state psychiatrist, from the prison guard to the FBI agent, both men and women are placed under the government budget.

Since these two trends have appeared, the first is that the number of state and local government employees has increased steadily at a rate of approximately half a million a year. The second is that the number of federal employees has not increased, but instead remained rather constant. If anything, the number has decreased.

It is true that under the Clinton administration the trend in state and local employee numbers was reversed. State and local employees are still much more numerous now than they were 55 years ago. Since in 1945 state and local federal employees were approximately equal in number, this trend means that state and local employees now outnumber federal employees at a rate approximately equal to three to one.

This intense increase in state and local employees has occurred because the federal government in this period began imposing more federal mandates. These are things that the federal government requires the state or local governments to do without giving them funds with which to do it.
This meant more state and local employees had to be hired to perform the service necessary to fulfill the mandate. Block grants also increased during this period. These are grants given to the state governments by the federal government with few strings attached. With this money the state could also hire more employees.

The trends in the employment in our government exist not because our federal government is not doing anything, but instead because it is delegating responsibilities to the lower governments. The government now has more things it does than ever before and it is because of this one sees such a rise in state employees.
The number of full-time civilian federal government employees has remained steady since 1950. The number of state and local government employees has more than quadrupled in the past sixty years.

Block grants widen the gap by increasing the need for state and local employees. The federal government simply gives money to the state, with a broad goal in mind for its usage. It is then up to the state to allocate the money, and every project requires people to do it. In short, block grants allow the states more money to spend on state and local personnel.

Federal mandates, on the other hand, keep state and local management to a minimum. Since states receive no money for mandates, all decision-making is done at the federal level. Therefore, the number of federal employees is higher and the difference is decreased by mandates.
Over the past 50 years, the number of state and local government employees has dramatically increased while the number of paid federal government civilian employees has stayed constant. Over the past years, there has been an increase in the usage of block grants from the federal government to the state governments to help with the better workings of different state institutions. Block grants have a much bigger constituency than revenue sharing, for example, because they have a specific purpose and often mean life and death for some institutions. To receive these block grants, however, states need to abide by the mandates that come with them. For example, increasing the drinking age to be able to get highway improvement funds. Since the incorporation of these mandates is the responsibility of the state that wants to receive the block grants, they need employees to oversee the process of incorporating the requirements of the mandates with the increase in federal funding. There are also
needed to be an increase in staff to allow for the appropriate incorporation of federal mandates if the states wanted to continue getting federal money.