

# Center for State and Local Government Excellence

## Research and Resources

The Center helps state and local governments become excellent employers so they can attract and retain talented public servants. Center research areas include pensions, health benefits, compensation, competitive employment practices, demographic and occupational trends, financial planning, and best practices in workforce programs.

The Center's research has been covered by the *New York Times*, *Wall Street Journal*, NBC Nightly News, National Public Radio, CNBC, Bloomberg News, Fox Business, and many other outlets and trade media. State legislators and agencies, local governments, and federal and congressional entities rely on and cite Center research regularly.

**Access all Center publications and sign up for its e-newsletter at [www.slge.org](http://www.slge.org).**

### Research on pensions and compensation

Over the past six years, the Center has partnered with the Center for Retirement Research at Boston College (CRR) to produce highly respected research on local and state government retirement plans, including these recent briefs:

- **The Funding of State and Local Pensions: 2012–2016:** An analysis of the effects of the economic downturn on state and local government pension plan funding, along with future projections.
- **Locally-Administered Pension Plans, 2007–2011:** Despite having a better track record of paying the annual required contribution, locally-administered pension plans have not yet caught up with the funded levels of state-administered plans.
- **Comparing Compensation: State-Local Versus Private Sector Workers:** While state and local government workers earn less than private sector workers with similar jobs and education, their pension and health care benefits help close the total compensation gap.

**Public Plans Database:** Comprehensive financial, governance, and plan design information for more than 126 state and local defined benefit plans, developed jointly by the Center and CRR.

**Report: The Evolving Role of Defined Contribution Plans in the Public Sector:** Examines the growing importance of defined contribution plans in the public sector, effective designs, and lessons learned from the private sector.

**Report: Strengthening State and Local Government Finances: Lessons for Negotiating Public Pension Plan Reforms:** This study found that while the legal, political, and financial challenges varied in the three statewide and two local government plans that were examined, there were successful strategies common to all of them.

**Pension reforms map:** An interactive map that offers examples of state and local governments that have made changes in pension plans.



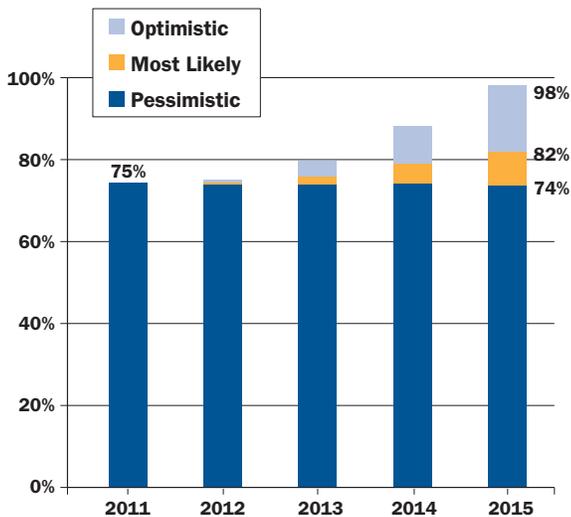
### Center Summit: The Future of Retirement

The April 2013 retirement summit addressed the workforce, legal, financial, policy, and political challenges facing local and state governments as they retool their retirement benefits. Speakers included Robert Clark, North Carolina State University; Alicia Munnell, Center for Retirement Research, Boston College; Keith Brainard, National Association of State Retirement Administrators; Louis Kosiba, Illinois Municipal Retirement Fund; Steven Kreisberg, American Federation of State, County and Municipal Employees; Nancy LeaMond, AARP State and National Group; Joseph Adler, Montgomery County, Maryland; Kelly Logan, Pennsylvania Office of Administration; Maryann Motza, Colorado State Social Security and Colorado PERA; and Center staff. View video of the sessions and most of the speaker presentations at [slge.org/uncategorized/retirement-summit](http://slge.org/uncategorized/retirement-summit).

**Pension Funding: A Guide for Elected Officials:** An explanation of why developing a pension funding policy is essential and guidelines to follow when developing that policy.

**State & Local Pensions: An Overview of Funding Issues and Challenges:** How the 2008 economic downturn affected pension funding levels and what to expect in the future.

*Projected State and Local Funding Ratios Under Three Scenarios, 2011-2015*



Source: BC-CRR estimates for 2011-2015 based on *Public Plans Database*.

**Pension funding case studies and fact sheets:** Case studies analyze four plans (Delaware, Illinois Municipal, Iowa, and North Carolina) that have maintained a funding ratio of more than 80 percent in their defined benefit plans, even after the 2008 economic downturn. Fact sheets provide an overview of a sample of states that have defined benefit pension plans and states that have created defined contribution plans for their employees. Additional fact sheets document the progress of local and state pension plans that have negotiated pension reforms.

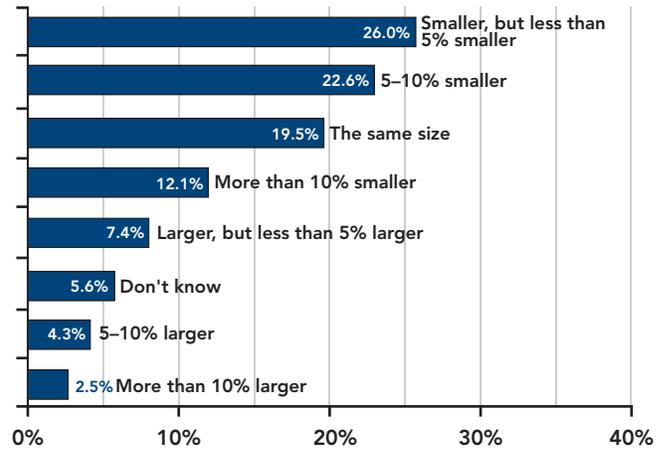
## Research on workforce trends

- **Local Government Employment, Benefits, and Retirement:** In 2012, one-third of local governments made changes to the retirement plans they offer to employees.

*The Center gratefully acknowledges the financial support of ICMA-RC for the retirement and retiree health care research initiatives conducted by CRR and NCSU.*

- **Survey: State and Local Government Workforce: 2013 Trends**  
An online survey of human resource managers examines how governments have coped with fiscal constraints, a shrinking workforce, and a growing number of retirements.

Since the economic downturn in 2008, is your workforce: (N = 323)



Source: SLGE/IPMA-HR, "State and Local Government Workforce: 2013 Trends"

- **Health Reform Brings Workforce Challenges for States:** Researchers at the Center and the Kaiser Family Foundation found that states have the expertise but not enough employees to handle the workload.

## Research on health care

- **Spotlight on Retiree Health Care Benefits for State Employees in 2013:** A review by the Center and National Association of State Retirement Administrators of current benefits, funding issues, and changes to the plans.
- Researchers from North Carolina State University (NCSU) examine strategies that cities and states used to reduce their current and future health care costs in these recent briefs.
  - **The Business Case for Wellness Programs in Public Employee Health Plans**
  - **Health Insurance for Active and Retired City Employees: Asheville, Denver, and Oklahoma City**
  - **State Health Plans During Times of Fiscal Austerity**



**Helping state and local governments become knowledgeable and competitive employers**

[www.slge.org](http://www.slge.org)

777 N. Capitol Street NE | Suite 500 | Washington DC 20002-4201 | 202 682 6100 | [info@slge.org](mailto:info@slge.org)