

CENTER FOR STATE AND LOCAL GOVERNMENT EXCELLENCE

RESEARCH & RESOURCES

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

SLGE's research has been covered by the *New York Times*, *Wall Street Journal*, NBC Nightly News, National Public Radio (NPR), 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 SLGE research regularly.

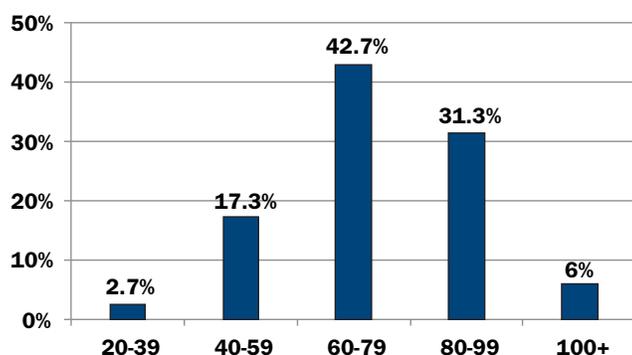
Access all SLGE publications and sign up for its newsletter at www.slge.org

RESEARCH ON RETIREMENT PLANS

Since 2007, SLGE has partnered with the Center for Retirement Research at Boston College (CRR) to produce highly respected research on state and local government retirement plans:

- **The Funding of State and Local Pensions: 2014-2018**

Distribution of Funded Ratios for Public Plans, FY 2014



Source: SLGE/CRR, Alicia H. Munnell and John-Pierre Aubry, "The Funding of State and Local Pensions: 2014-2018"

- **How Will Longer Lifespans Affect State and Local Pension Funding?**
- **An Update on Pension Obligation Bonds**

Researchers from North Carolina State University examine the supplemental retirement plans offered by public employers:

- **Importance of Supplemental Retirement Savings Plans for City and County Employees**
- **Retirement Benefit Decisions by City and County Governments**
- **Supplemental Retirement Plans Offered by City and County Governments**

In 2014, SLGE worked with researchers from the Carl Vinson Institute of Government at the University of Georgia to develop two issue briefs that look at the use of automatic features in public sector retirement plans:

- **Using Automatic Escalation in Public Sector Retirement Plans to Increase Savings**
- **Using Automatic Enrollment in Local Government Retirement Plans to Increase Savings**

A recent SLGE brief features case studies analyzing 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:

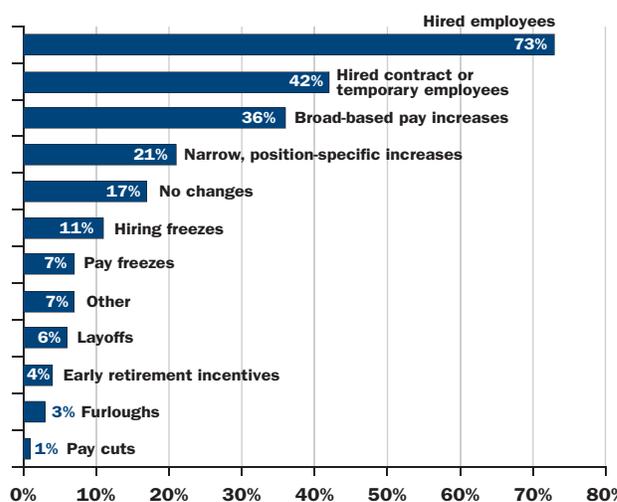
- **Success Strategies for Well-Funded Pension Plans**

RESEARCH ON WORKFORCE TRENDS

State and Local Government Workforce: 2015 Trends

An annual online survey of human resource managers examines how governments have coped with fiscal constraints, a shrinking workforce, and a growing number of retirements.

Which of the following workforce changes has your government implemented over the past year? (n=334)



Source: SLGE/IPMA-HR/NASPE, "State and Local Government Workforce: 2015 Trends"

In 2014, for the second year in a row, the majority of state and local governments reported hiring employees in the past year. More than half made changes to health care benefits, and more than two-thirds made changes to the retirement plans they offer to employees.

SLGE gratefully acknowledges the financial support of ICMA-RC for the retirement research initiatives conducted by the Center for Retirement Research at Boston College, North Carolina State University and the Carl Vinson Institute of Government at the University of Georgia.

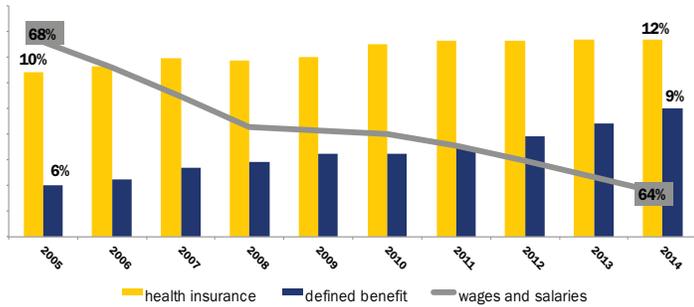
RESEARCH ON HEALTH CARE

Spotlight on Retiree Health Care Benefits for State and Local Employees in 2014 - A review by SLGE and the National Association of State Retirement Administrators of current benefits, funding issues, and changes to retiree health benefits.

Local Government Strategies to Address Rising Health Care Costs - A nationwide survey includes case studies of six local governments that have reduced their health benefit costs.

The University of Tennessee Institute for Public Service provided financial support and guidance for this project.

State and Local Employer Costs for Employee Compensation (% of total compensation)



Source: SLGE analysis of BLS Employer Costs for Employee Compensation

RETIREMENT SECURITY SUMMIT: The Evolving Social Contract

Moderated by Peter Harkness, Founder and Publisher Emeritus of *Governing* magazine, this 2015 summit explored pension and health benefit changes, retirement income trends, the implications of shifting demographics, and the evolving social contract with employees.

View video and speaker presentations from the Summit at <http://www.slge.org/events/2015summit>

PUBLIC PLANS DATABASE

Public Plans Data (PPD) is the most comprehensive database of public retirement plans. It includes data on employee and employer contributions, benefits, investment income and fees, plan membership and plan provisions on more than 150 state and local retirement plans.

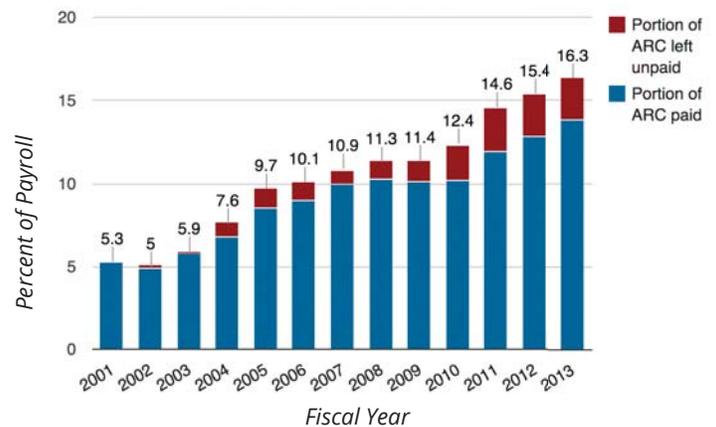
Key features of the PPD include:

- Quick Facts on pension plans at the national, state, and local plan levels;
- Downloadable financial reports and actuarial valuations for all plans in the database; and
- An interactive data browser to explore and download data in a variety of table formats.

PPD is developed and maintained through a collaboration of the Center for Retirement Research at Boston College, the Center for State and Local Government Excellence, and the National Association of State Retirement Administrators.

www.PublicPlansData.org @PublicPlansData

Employer's Annual Required Contribution as a Percent of Payroll and Portion Paid, 2001-2013



Source: Public Plans Data



In 2007, Center for State and Local Government Excellence was founded by ICMA-RC to respond to the challenges facing state and local governments as they sought to attract and develop the best workforce for the 21st century.

ICMA-RC is dedicated exclusively to serving local and state government employees. ICMA-RC is a non-profit independent financial services corporation that provides retirement plans and related services for over one million public sector participant accounts with close to \$50 billion in assets under administration and management. Visit www.icmarc.org for more information about its commitment to serving those who serve our communities.



Helping state and local governments become knowledgeable and competitive employers

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