

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.

Research on pensions and compensation

Over the past five 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:

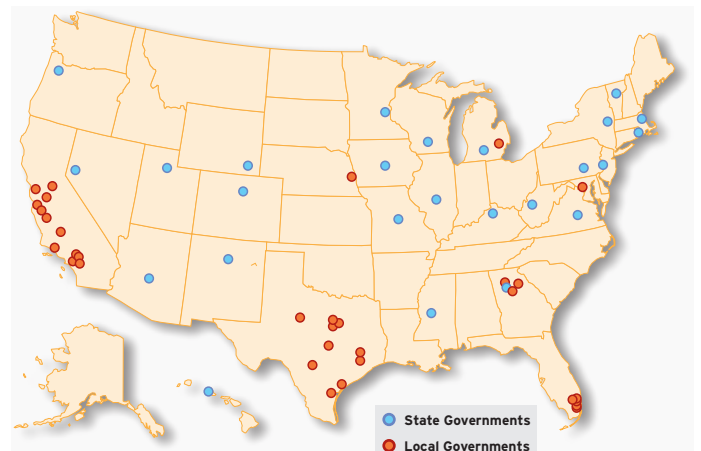
- **The Funding of State and Local Pensions: 2011–2015:** An analysis of the effects of the economic downturn on state and local government pension plan funding, along with future projections.
- **Comparing Compensation: State-Local Versus Private Sector Workers:** While state and local government workers earn less than private sector workers with similar jobs and education, their pension and health care benefits help close the total compensation gap
- **Unions and Public Pension Benefits:** How unions and other factors affect benefit levels, wages, and employment

What are Hybrid Retirement Plans? A quick reference guide to the range of hybrid retirement plans governments offer, with examples and links to additional resources.

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.



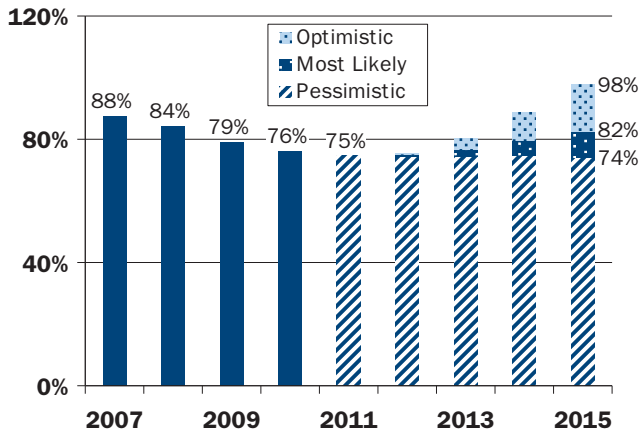
Center Pension Consulting: A New Service

Are you interested in an independent analysis of your pension plan? The Center can prepare an individualized analysis that compares your plan's funding status, plan design, contribution rates, assumptions, and funding practices with the Public Plans Database and leading practices. The report can be used as an educational tool for elected and appointed officials or to help government leaders identify areas where changes could improve funding or achieve other human resources goals. Contact the Center for more information.

Public Plans Database: Comprehensive financial, governance, and plan design information for more than 120 state and local defined benefit plans, developed jointly by the Center and CRR.

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: Authors' estimates for 2011-2015; and *Public Plans Database* (2007-2010).

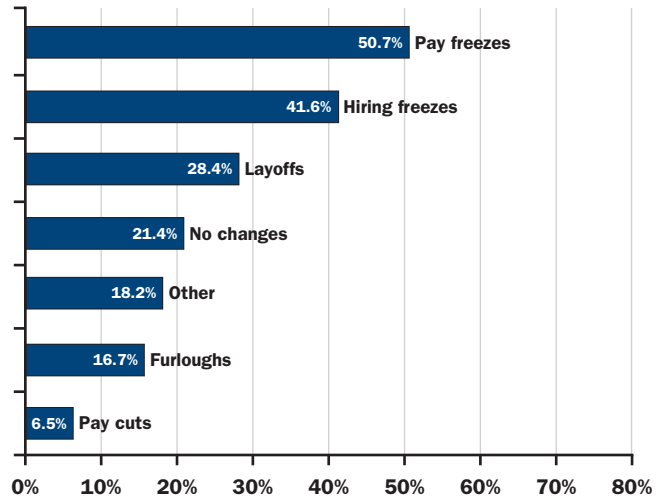
Pension funding case studies and fact sheets: Case studies analyze four plans (Delaware, Illinois Municipal, Iowa, and North Carolina) that have maintained a funding ratio of more than 80 percent in their defined benefit plans, even after the 2008 economic downturn. Fact sheets provide an overview of 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.

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

Research on workforce trends

Survey: State and Local Government Workforce: 2012 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.

Which of the following workforce changes has your government implemented over the past year? (N = 341)



Research on health care

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.

- **Health Insurance for Active and Retired City Employees: Asheville, Denver, and Oklahoma City**
- **Health Insurance for Active and Retired State Employees: California, North Carolina, and Ohio**
- **State Health Plans During Times of Fiscal Austerity**

Report: 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.



Helping state and local governments become knowledgeable and competitive employers

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