



SURVEY FINDINGS

State and Local Government Workforce: 2011 Realities

May 2011

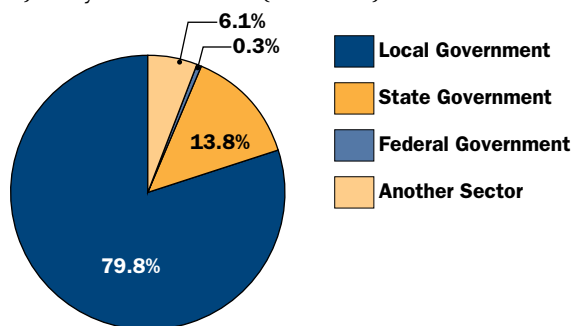
State and Local Government Workforce: 2011 Realities

Retaining staff needed for core services, employee morale, managing workloads, and reducing employee health care costs are the top workforce issues facing local and state governments, according to the latest electronic survey conducted by the Center for State and Local Government Excellence (slge.org). Other key findings are that 25 percent of respondents report that employees are accelerating their plans for retirement and 71 percent say their workforce has shrunk since the 2008 economic downturn.

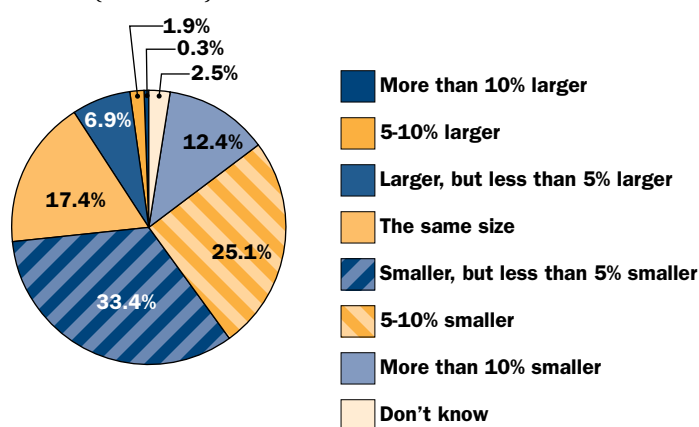
The survey was conducted among members of the International Public Management Association for Human Resources¹ (ipma-hr.org) and the National Association of State Personnel Executives² (naspe.net) from April 18 – May 3, 2011. Three hundred and sixty-three (363) members took part in the survey.

Participants

1) Do you work for... (N = 362)³

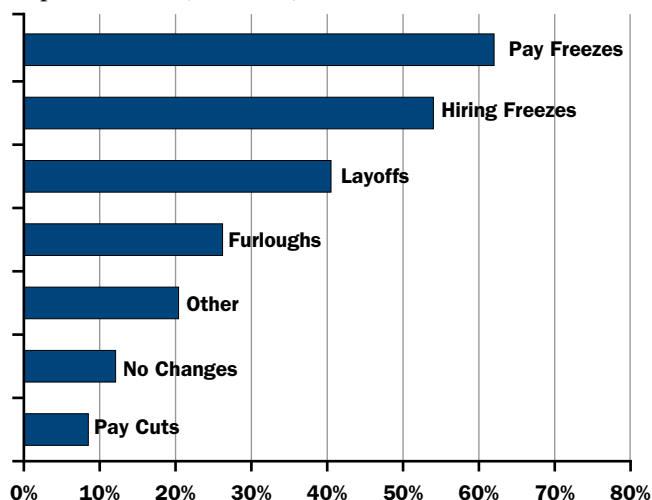


3) Since the economic downturn in 2008, is your workforce: (N = 362)



Workforce Changes

2) Because of the current economic climate, which of the following workforce changes has your government implemented? (N = 363)



Note: "Other" changes offered were: reorganization; outsourcing; early retirement incentives; benefit reductions; reduction in hours; early renegotiations; reduction or elimination of employee vehicles/cell phones; cuts in operating budget.

Unfilled Positions

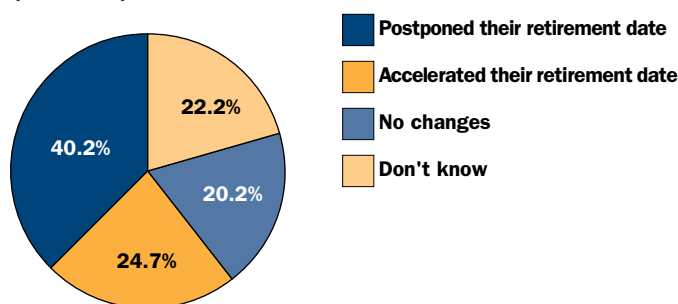
4) What **positions**, if any, do you continue to have a hard time filling in the current economic climate? (N = 223)

- Compliance specialists
- Correctional officers
- Engineers (all types)
- Environmental, chemical, and forensic credentialed professionals
- Finance professionals (all types)
- Firefighters
- Information technology professionals
- Librarians
- Management support staff
- Medical and mental health management
- Middle and top management
- Nurses

- Physicians
- Project managers
- Records management staff
- Skilled trades (all types)
- Social workers
- Police officers
- Police and emergency radio operators
- Water treatment plant operators

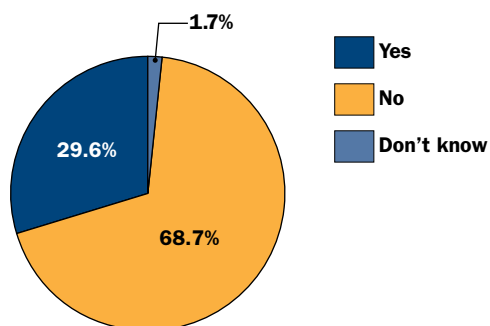
Postponed Retirements

5) What changes, if any, have your retirement-eligible employees made regarding their plans for retirement? (N = 361)

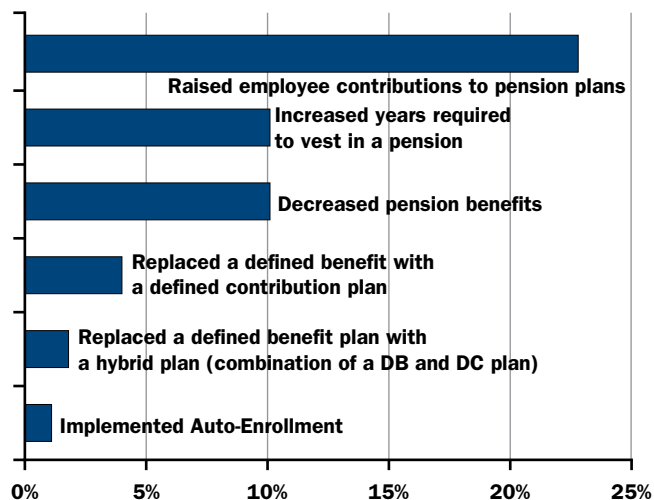


Retirement Plan Changes

6) Over the past year, has your government made any changes to the retirement benefits you offer to your employees? (N = 361)

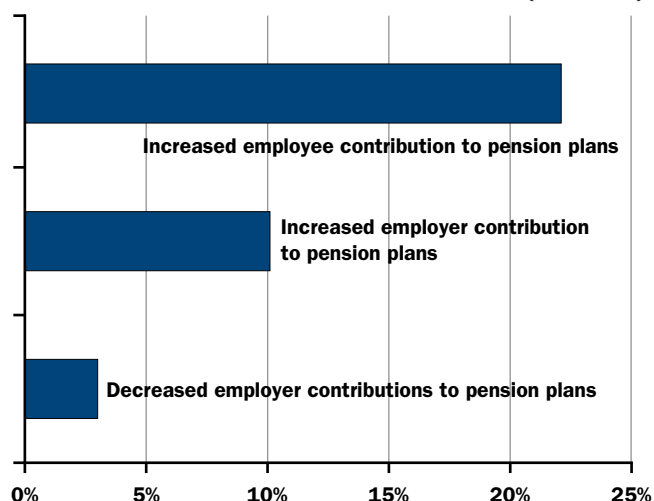


7) If your government has made changes to the retirement benefits, has it made any of the following changes to retirement benefits for **new hires**? (N = 276)



Note: "Other" changes offered were creation of another benefits tier and increased retirement age.

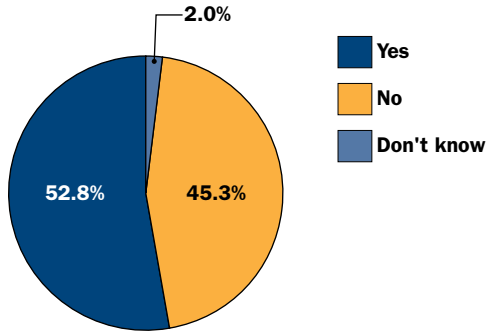
8) If your government has made changes to the retirement benefits, has it made any of the following changes to retirement benefits for **current workers**? (N = 267)



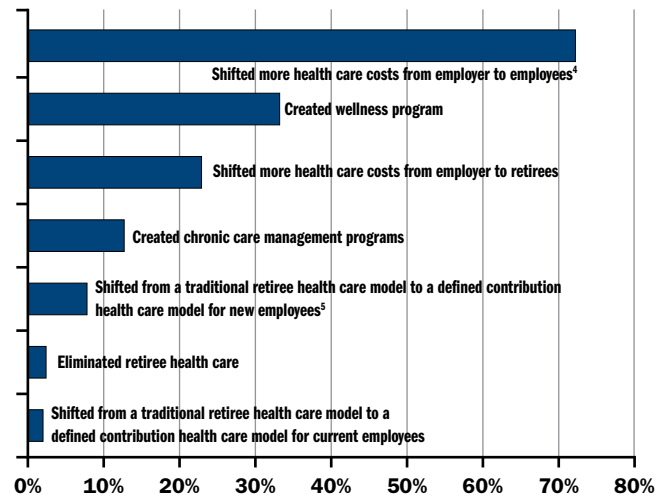
Note: "Other" changes offered were: increased employee contributions temporarily; decreased employer contributions temporarily; offer retirement savings alternatives.

Health Care Plan Changes

9) Over the past year, has your government made any changes to the health benefits you offer to your employees and retirees? ($N = 358$)



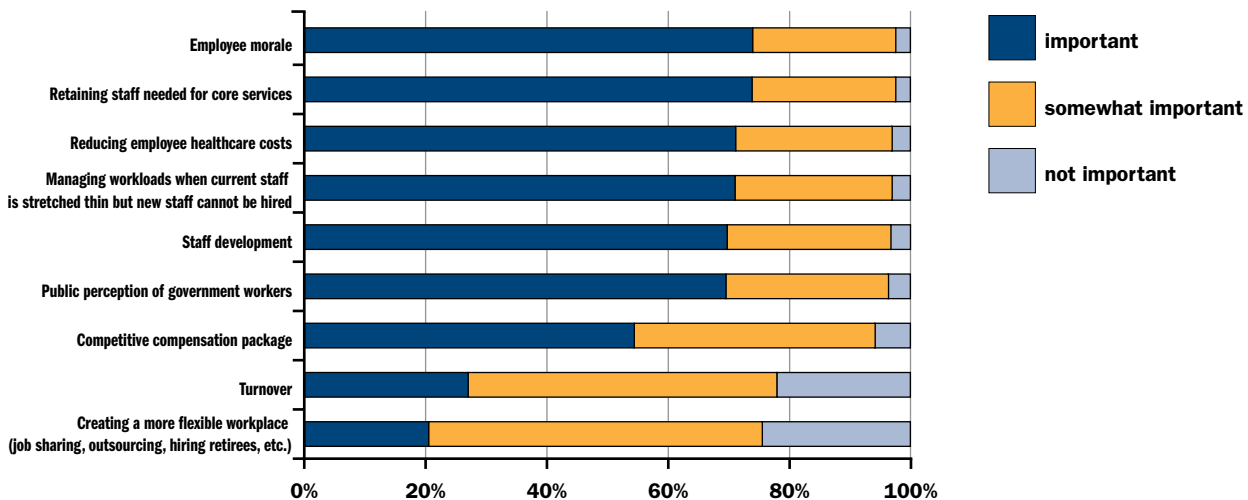
10) If your government has made changes to the health benefits, what changes? ($N = 205$)



Note: "Other" changes offered were: went self insured; joined purchasing consortium; changed insurance carriers; changed plans; implemented an opt-out program; included spouses in wellness program; provided incentives for wellness program; eliminated retiree dependent coverage; provided incentives for shifting to less expensive plan.

Workforce Issues

11) Looking ahead, which workforce issues are important to your organization? ($N = 362$)



1 Sent to about 6600 members

2 Sent to 47 members

3 (N = number of respondents to each question)

4 Examples = higher premiums, co-payment, and deductibles

5 Example = health savings account



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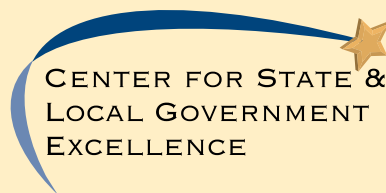
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About the Center for State and Local Government Excellence

The Center for State and Local Government Excellence helps state and local governments become knowledgeable and competitive employers so they can attract and retain a talented and committed workforce. The Center identifies best practices and conducts research on competitive employment practices, workforce development, pensions, retiree health security, and financial planning. The Center also brings state and local leaders together with respected researchers and features the latest demographic data on the aging work force, research studies, and news on health care, recruitment, and succession planning on its web site, www.slge.org.

The Center's five research priorities are:

- Retirement plans and savings
- Retiree health care
- Financial education for employees
- Talent strategies and innovative employment practices
- Workforce development

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