

RESEARCH & 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.

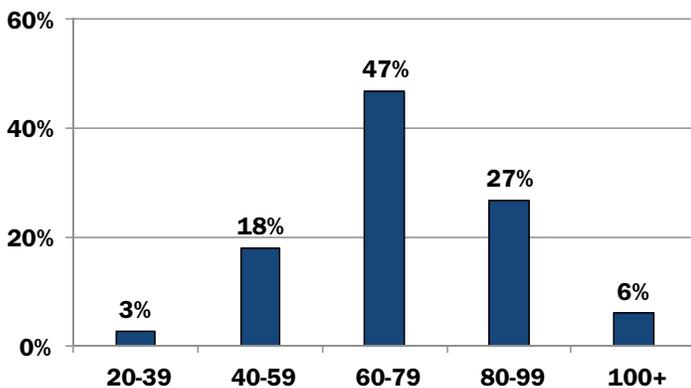
Access all Center publications and sign up for its e-newsletter at www.slge.org

RESEARCH ON PENSIONS

Since 2007, 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 three recent briefs:

The Funding of State and Local Pensions: 2013–2017: An analysis of the effects of the economic downturn on state and local government pension plan funding, along with future projections.

Distribution of Funded Ratios for Public Plans, 2013



Source: *The Funding of State and Local Pensions: 2013–2017*

Are City Fiscal Woes Widespread? Are Pensions the Cause?:

Examines the extent to which economic factors, poor fiscal management, and/or pensions contribute to cities' financial problems.

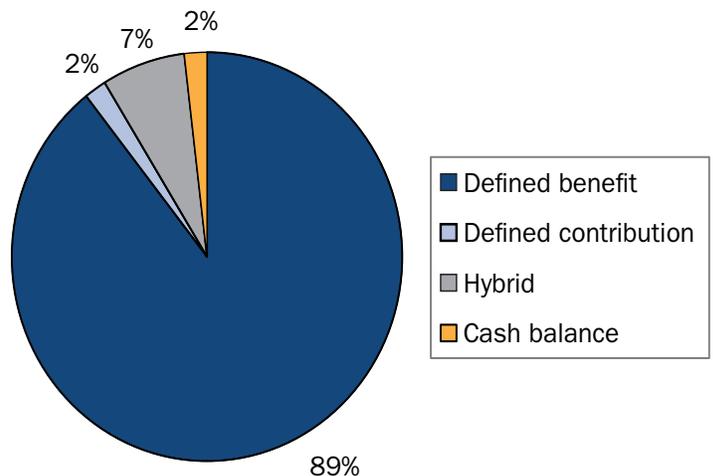
PUBLIC PLANS DATABASE

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

Defined Contribution Plans in the Public Sector: An Update:

Describes recent activities, data on participation and assets, and factors leading to changes.

Distribution of State and Local Participants by Plan Type, 2012



Source: *Defined Contribution Plans in the Public Sector: An Update*

Using Automatic Enrollment in Local Government Retirement Plans to Increase Savings and Using Automatic Escalation in Public Sector Retirement Plans to Increase Savings: In 2014, the Center worked with researchers from the University of Georgia to develop two issue briefs that look at the use of automatic features in public sector retirement plans.

Effects of Pension Plan Changes on Retirement Security: In 2014, the Center partnered with the National Association of State Retirement Administrators to calculate the retirement benefit income of state and local employees before and after recent pension modifications.

THE FUTURE OF RETIREMENT SUMMIT

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. View video of the sessions and most of the speaker presentations at slge.org/uncategorized/retirement-summit.

Pension Funding: A Guide for Elected Officials: An explanation of why developing a pension funding policy is essential; includes 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.

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.

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 funding case studies and fact sheets: Case studies analyze five plans (Delaware, Denver, Illinois Municipal, Iowa, and North Carolina) that have maintained a funding ratio of more than 80 percent in their defined benefit plans. Fact sheets provide an overview of a sample of state retirement plans. Additional fact sheets document the progress of local and state pension plans that have negotiated pension reforms.

RESEARCH ON WORKFORCE TRENDS

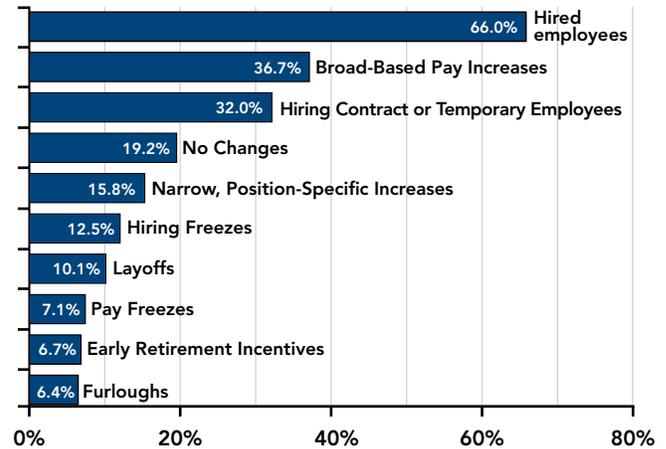
Local Health Department Workforce Recruitment and Retention: Challenges and Opportunities: Researchers at the Center and the University of Illinois at Chicago examine challenges and opportunities in recruitment and retention programs and provide six case studies of promising practices.

Survey: State and Local Government Workforce: 2014 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.

Workforce Changes

Which of the following workforce changes has your government implemented over the past year? (n=298)



Source: SLGE/IPMA-HR/NASPE, "State and Local Government Workforce: 2014 Trends"

Local Government Employment, Benefits, and Retirement:

In 2012, one-third of local governments made changes to the retirement plans they offer to employees.

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**

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



Helping state and local governments become knowledgeable and competitive employers

www.slge.org

777 N. Capitol Street NE | Suite 500 | Washington DC 20002-4201 | 202 682 6100 | info@slge.org