

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.

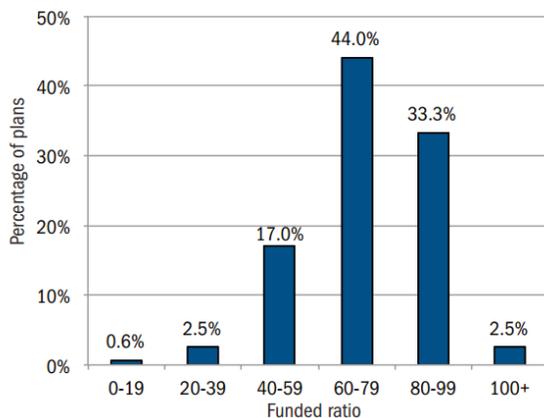
[Access all SLGE publications and sign up for its newsletter at www.slge.org](http://www.slge.org)

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: 2015-2020**

Distribution of Funded Ratios for Public Pension Plans under Traditional Rules, FY 2015



Sources: 2015 Actuarial valuations and authors' calculations from Public Plans Data (2015).

- **Are Counties Major Players in Public Pension Plans?**
- **State Initiatives to Cover Uncovered Private Sector Workers**
- **How Will Unfunded Pension Liabilities Affect Big Cities?**
- **How Will Longer Lifespans Affect State and Local Pension Funding?**

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**

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



In 2007, the 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. 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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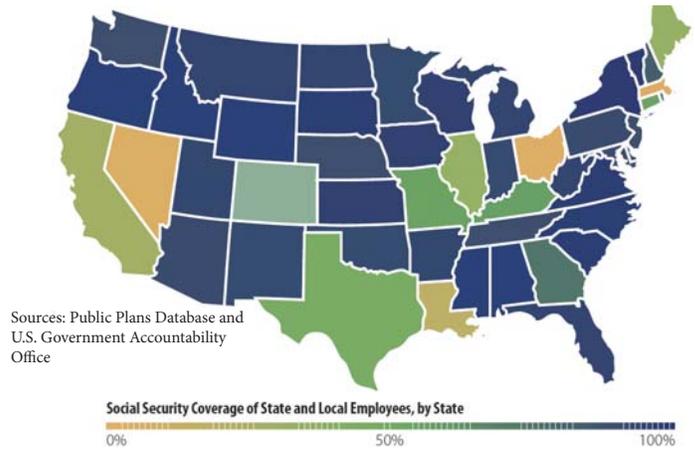
PPD is developed and maintained through a collaboration of the Center for Retirement Research at Boston College, the Center for State and Local Government Excellence, and the National Association of State Retirement Administrators.

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 160 state and local retirement plans, 115 administered at the state level and 45 administered at the local level. PPD's sample represents 90 percent of public plan membership nationwide.

Key Features of the PPD include:

- Quick Facts on pension plans at the national, state, retirement system, and local plan levels;
- An Interactive Data Browser to explore and download data in a variety of table formats;
- Interactive Charts, including a map showing Social Security coverage of state and local employees, by state
- Downloadable Comprehensive Annual Financial Reports (CAFRs) and Actuarial Valuations (AVs) for all plans in the database;
- Recorded webinars which explain how to navigate this free resource.

Interactive Chart: Social Security Coverage of State and Local Employees, by State



Research on Workforce Trends

State and Local Government Workforce: 2016 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.

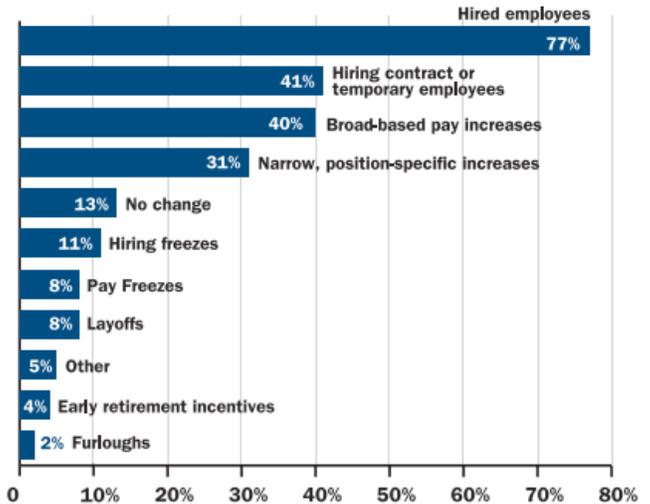
Local Government Workforce of Tomorrow

A report by SLGE and the Local Government Research Collaborative outlines six recommended action strategies for local governments to build the workforce of tomorrow:

1. Empower human resources to champion people management issues and set an actionable workforce agenda.
2. Revamp antiquated policies and practices to compete successfully in the talent race.
3. Develop a local government brand that tells the great story of public service.
4. Actively prepare for workforce transitions, build needed bench strength, and grow future leaders.
5. Create a culture that values and engages employees in meaningful ways.
6. Leverage technology, data, and automation to provide employees with the tools they need to be successful.

Workforce Changes

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: 2016 Trends"

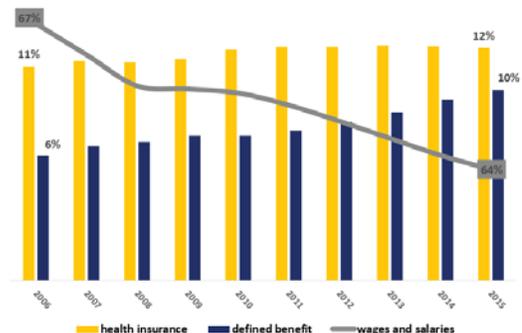
Research on Health Benefits

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