

MissionSquare Research Institute Overview

Research and insights addressing the evolving challenges of the public sector workforce

Who we are

The Research Institute – originally known as the Center for State and Local Government Excellence or SLGE – was founded by MissionSquare Retirement (formerly ICMA-RC) in 2007. We exist to promote excellence in state and local government and other public service organizations so they can attract and retain talented public servants. After operating as a standalone nonprofit, we formally joined MissionSquare Retirement in 2021.

Notable projects include:











- Surveys and other data collection and analysis
- Case studies and leading practices research
- Focus groups
- Studies in behavioral economics
- Explorations of policy alternatives
- Practical guides for policymaking and implementation

Who we serve

We regularly engage with and share research results with state and local government managers and staff, retirement plan administrators, media, and associations like the International City/County Management Association, Government Finance Officers Association, and the National League of Cities.

How we deliver on our mission

The Institute shares research and promising practices via written reports, social media campaigns, and online or in-person events. Examples include:

 <p>Reports Health Partnerships </p>	 <p>Webinars Post-Pandemic Workforce </p>	 <p>Infographics Career Stage Impacts </p>	 <p>Videos Vaccine Views </p>	 <p>Events Public Workforce 2030 Summit </p>
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MissionSquare Research Institute staff have backgrounds in local, state, and federal government; academia; public health; retirement; applied social psychology; and strategic communications. In completing research, we partner with other MissionSquare Retirement teams and organizations like AARP, the National Association of State Retirement Administrators, National Association of Government Defined Contribution Administrators, Pew Charitable Trusts, and the deBeaumont, Robert Wood Johnson, and Sloan foundations.

As a result of those efforts, Institute research has been featured by national and specialty media:

- The Wall Street Journal**
- The New York Times**
- The Washington Post**
- NPR**
- Governing**
- Pensions & Investments**
- PlanSponsor**
- Route Fifty**
- Forbes**

Resources

Since its inception, MissionSquare Research Institute has published numerous research reports related to public retirement, health and wellness, and workforce issues. We highlight a few of the many resources we make available. Click on each to learn more.



Retirement

Studying retirement plans as a workforce management tool and the impact of plan structures, fees, and policies on participant behaviors and overall funding

Public Plans Database for comparative data on 210 DB plans, plus 51 state-administered DC plans

Auto-enrollment and auto-escalation to nudge deferral rates in public sector supplemental plans

Post-retirement return-to-work policies

Impacts of fees on retirement plan performance

Pension benefit cuts and public sector competitiveness

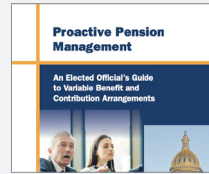
Trends in DB plans shifting to DC or hybrid structures

Police and fire pensions

Elected officials guide to public pensions

Pensions in the broader public service sphere

Decumulation of funds among recent retirees (1 to 5 years after last contributions)



View report:
Proactive pension management



Health and wellness

Addressing costs, alternative benefit structures, and physical, mental, and financial wellness

Financial wellness resources, case studies, and surveys

Multisector partnerships to improve population health

Medicare marketplaces for public sector retiree health

Other post-employment benefits data by state

Local government strategies to address rising **health care costs**

The business case for **employee wellness programs**

Post-implementation summary results and case studies for financial wellness grantees



View report:
Emergency savings benefits for employees



Workforce

Attracting and retaining talent and making public service employment a career of choice

Annual **workforce surveys** of HR managers, including recruitment, retention, benefits, and retirement trends.

COVID-19 surveys of state/local employees, including separate analyses of **K-12 employees**, **African American employees**, and those at different **career stages**

Employment studies: **postsecondary** and **K-12** education, **health and human services**, **public health**, and **overall public service**

Staff sharing for local public health, local/military collaboration, or other services

Succession planning and knowledge management

Employment **projections** and the **workforce of the future**

Perceptions of and interest in public service employment



View report:
Diversity, equity, and inclusion in the public service workforce

Items in italics are pending completion in fall/winter 2021.

For the latest research and event updates, **subscribe** to the Institute's monthly e-newsletter.