



NASCIO TWO THOUSAND THIRTEEN
MIDYEAR CONFERENCE
April 28 - May 1 | Washington, D.C.

MISSION: POSSIBLE



Connect, Collaborate, Innovate

Workforce 4 Rs: Reform, Retirement, Retention, Recruitment

The Future Is Speeding Up

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Center for State and Local Government Excellence



What is the most important workforce issue your government is facing?

- A. Compensation package
- B. Public perception of government workers
- C. Turnover
- D. Attracting employees



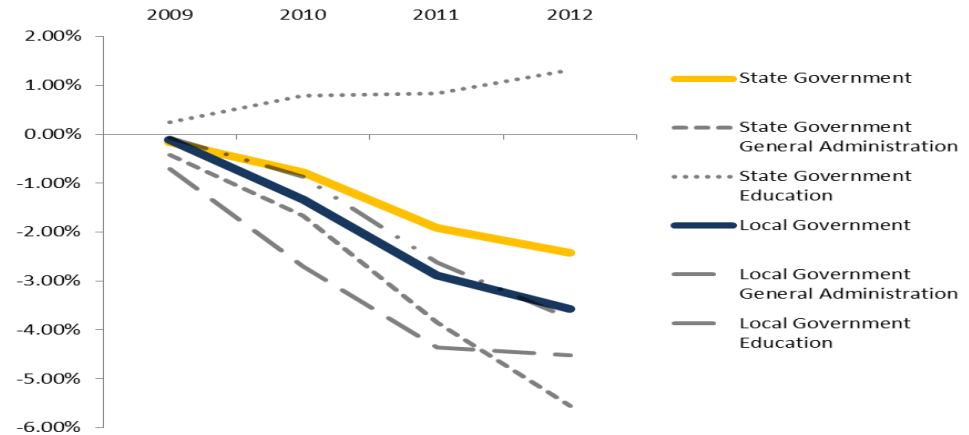
How many states made significant changes to their retirement plans in the last 3 years?

- A. 36
- B. 40
- C. 45
- D. 49



State & Local Government Workforce Change Since 2008 Peak

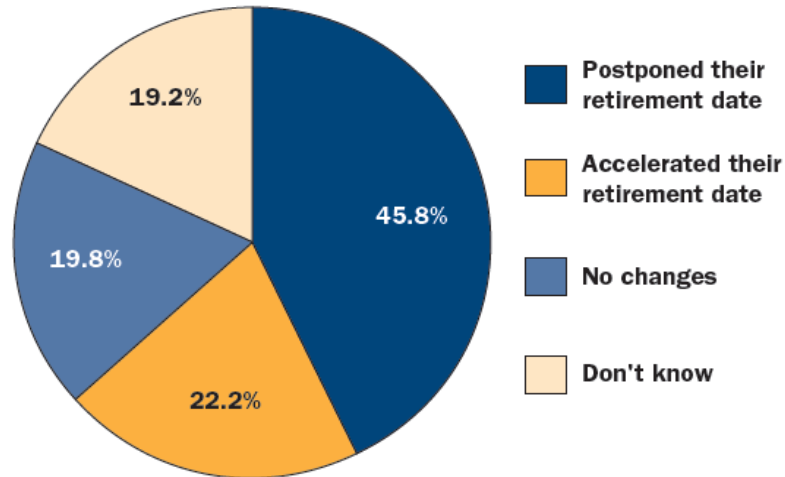
	2008	2012	% change
State	5,177,000	5,052,000	-2.4%
State GA	1,927,100	1,820,000	-5.56%
State Edu	2,354,400	2,385,400	+1.32%
Local	14,571,000	14,051,000	-3.57%
Local GA	4,228,600	4,037,800	-4.51%
Local Edu	8,083,900	7,779,300	-3.77%

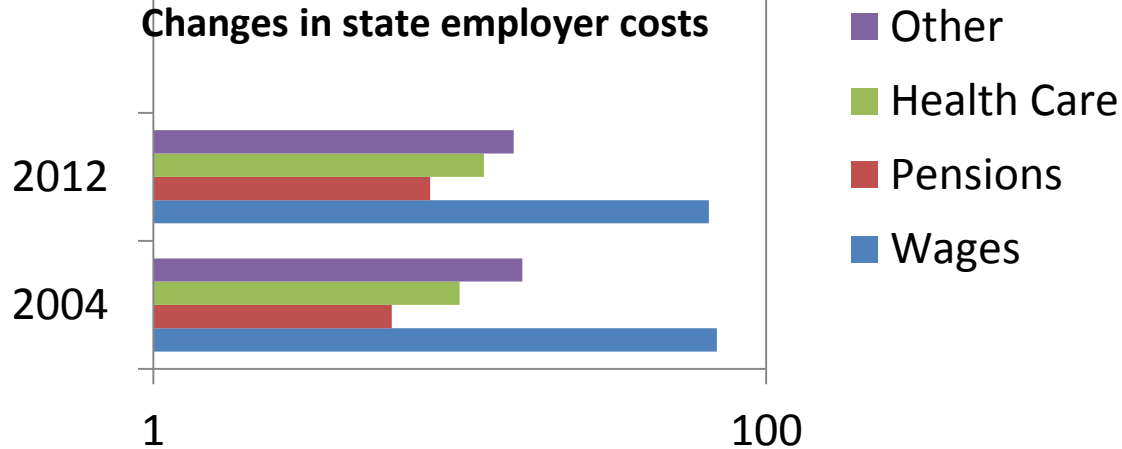




Retirement picture

What changes, if any, have your retirement-eligible employees made regarding their plans for retirement?
(N = 343)





Growing pension & health care costs

% components made up of total compensation based on SLGE data and BLS employer cost data

{2009} Positions Hard to Recruit

- Engineers (all types)
- Environmental, chemical, forensic, credentialed professionals
- Water treatment plant operators
- Most skilled trades & Trained mechanics
- **IT professionals**
- Nurses & Physicians
- Paramedics
- Health Instructors
- Social service case workers
- Finance Professionals
- Acquisition specialists
- Animal control officers
- Police and Correctional officers
- Police/emergency radio operators
- Top management / Department Heads

{+2011} More Positions Hard to Recruit

- Compliance specialists
- Firefighters
- Librarians
- Medical and mental health management
- Middle management and support staff
- Project Managers
- Record management staff

{+2012} And Still More Positions Hard to Recruit

- Building inspectors
- Bus drivers
- Child protective investigators
- Economic development coordinators
- Epidemiologists
- Grant coordinators
- Psychologists
- Speech Pathologists
- Pharmacists



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For more information,
visit:

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Research- local and state government
pensions, health benefits, demographics, and
workforce issues