



# ISSUE BRIEF

## **Supplemental Retirement Plans Offered by City and County Governments**

**February 2014**



**A**s many local governments have reduced the level of pension benefits they provide to new hires, the importance of boosting savings through supplemental retirement plans has grown. Yet, very little is known about these plans.

In this issue brief, the North Carolina State University research team, led by Robert L. Clark, examines the structure and terms of supplemental savings plans offered by 20 cities and counties around the country. Four of the local governments in the study do not participate in Social Security; all offer a defined benefit pension plan.

Key findings:

- Fifteen of the local government employers offer only one type of plan; all 20 local government employers in the study offer at least one 457 savings plan.
- Most plans allow loans.
- Employers match employee contributions in just four plans.
- Employees need more financial literacy and good information about plans to make optimal decisions when they have more choices to make.
- More choices for employees may not be better if the quality of the plans, in terms of fees and investment options, is inferior to the quality of a more restricted access model.

More research will need to be undertaken to discover what motivates employees to save more for retirement. The Center for State and Local Government Excellence gratefully acknowledges the financial support from the ICMA-RC to undertake this research project.

A handwritten signature in black ink that reads "Elizabeth K. Kellar".

Elizabeth K. Kellar  
President and CEO  
Center for State and Local Government Excellence

# Supplemental Retirement Plans Offered by City and County Governments

BY ROBERT L. CLARK, MELINDA SANDLER MORRILL, MATTHEW ANDERSON, AND ADITI PATHAK\*

## Introduction

With the recent recession and the aging of the Baby Boomer population, there has been a growing concern about the financial status of public pension funds and the financial sustainability of governmental spending on retirement benefits.

The Center for State and Local Government Excellence (Center) has been a leader in sponsoring data collection and the study of large state and local pension plans.<sup>1</sup> A Center-sponsored Future of Retirement Summit highlighted many of the main issues facing public sector employers.<sup>2</sup> Because of plan size and data availability, most of this analysis has been limited to retirement plans covering state employees and teachers; however, the financial difficulties of the retirement plans in some cities are now front-page news.<sup>3</sup> In general, reporting and research has focused almost exclusively on the primary pension plans in which all state employees are required to participate, while very little research has focused on the importance of supplemental retirement saving plans in the public sector.

As annual costs of primary retirement plans increase and unfunded liabilities rise, many public employers are reducing the generosity of these plans (Clark, Craig, and Sabelhaus, 2011).<sup>4</sup> If future generations of public employees are going to have adequate retirement income, they will need to save more, both on their own and through supplemental retirement saving plans.

All governmental employers have the option of offering 457 plans as primary or supplemental retirement plans. Many cities and counties either retain legacy 401(k) plans or have the option of adopting state-managed 401(k) plans if their employees partici-

pate in state-managed primary pension plans. In addition, employers that provide health care or educational services can offer 403(b) plans.

Relatively little is known about coverage rates of these supplemental plans, why public employers choose to offer one type of plan versus another, why some public employers offer both 401(k) and 457 plans, and what determines public employees' decisions to participate in these plans. As a starting point, this issue brief provides a detailed picture of the structure and terms of the supplemental saving plans that are offered by 20 cities and counties around the country. The plan offerings are quite similar across the 20 governments examined here: 457 plans are the dominant plan type, and almost all plans are locally managed and offer a single/sole vendor. The brief concludes with suggested avenues for future research.

## Background and Data

Local government employers seeking to provide access to supplemental retirement savings plans for employees have the option of offering one or more 457, 401(k), or 403(b) (if an educational or health services institution) plans. Only a governmental entity may offer a 457 plan. These plans allow for earlier withdrawals than traditional 401(k) plans. The 1986 Tax Reform Act bars state and local governments from establishing new 401(k) plans; however, existing 401(k) plans were grandfathered, so governmental units with legacy 401(k) plans have the option of either retaining grandfathered 401(k) plans or terminating them. Alternatively, if a local government participates in a state-managed pension plan in a state that offers a state-managed 401(k) plan, the local employer can add the state-managed 401(k) plan.

When an employer chooses to offer a supplemental plan, that employer assumes the administrative burden of making sure that the plan complies with IRS guidelines. These IRS guidelines may include, for example, maximum contribution limits, equal access provisions, loan and hardship withdrawal procedures, early withdrawal procedures, and rules regarding rollovers.<sup>5</sup>

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An employer may issue a request for proposals (RFP) or seek bids from potential vendors in an attempt to ensure that employees are offered quality products from vendors.<sup>6</sup> The employer may choose to work with only one vendor or may allow multiple vendors to offer products within a plan. Thus, there is some flexibility in what supplemental retirement saving plans could be available to local employees, as well as in the terms and structure of these plans.

While expanding the number of plans, vendors, and investment options allows for more choices, employees will also need greater financial literacy and adequate information about the plans to make optimal decisions.<sup>7</sup> This seems especially true for public school teachers and their 403(b) plans, which often allow all interested vendors to be part of the plans.<sup>8</sup> Clark and Richardson (2010) show how this "open access" for vendors can lead to a wide range of fees for similar investment funds, thereby systematically reducing accumulated wealth of teachers who save in these high-fee plans. More choices may not be better for employees if the quality of the plans, in terms of fees and investment

options, is inferior relative to the quality that a more restricted-access model would provide.

Working with the leaders of the Center, the authors selected 20 local government employers that offer supplemental retirement plans to be included in this analysis. The sample includes both city and county governments of varying size. The 20 governmental units chosen should not be considered a representative sample of the thousands of local governments around the country. Rather, the governments included in the sample provide a more detailed picture of a selected group of city and county employers. Table 1 presents background information on each city/county included in the analysis. The sample includes governments of varying sizes, diverse geographic areas, and a range of per capita income levels. All of the local employers also offer defined benefit plans, but four are not a part of Social Security.

Table 2 (pg. 5) lists each plan offered by the 20 governmental units. Two of the local employers also offer 401(a) plans, which are described in more detail on pages 8–9 of this brief and are not included in the subsequent

**Table 1.** *Characteristics of Local Employers Included in the Study*

Local Employer	City or County	Covered by Social Security	Number of Employees	Population Size	Per Capita Income of Population
Alexandria, VA	City	Yes	2,240	146,294	\$54,892
Austin, TX	City	Yes	8,348	842,592	\$31,170
Boston, MA	City	Yes	19,418	636,479	\$33,158
Charlotte/Mecklenburg, NC	County	Yes	—	969,031	\$32,506
Cincinnati, OH	City	No	2,384	296,550	\$24,509
Contra Costa County, CA	County	Yes	10,843	1,049,025	\$38,141
DC Police and Fire	City	No	5,510	623,323	\$43,993
Denver, CO	City	Yes	8,149	634,265	\$32,051
Fairfax County, VA	County	Yes	14,256	1,118,602	\$50,145
Houston Firefighters	City	Yes	3,788	2,160,821	\$26,849
LA County, CA	County	No	91,952	9,962,789	\$27,954
Loudon County, VA	County	Yes	14,256	336,898	\$46,493
Milwaukee, WI	City	Yes	3,972	598,916	\$19,111
New York City	City	Yes	184,982	8,336,697	\$31,417
Philadelphia, PA	City	Yes	28,805	1,547,607	\$21,671
Phoenix, AZ	City	Yes	8,576	1,488,750	\$24,365
San Diego, CA	County	Yes	16,457	3,177,063	\$30,955
San Francisco, CA	County	Yes	27,956	825,863	\$46,777
Tacoma, WA	City	Yes	3,038	202,010	\$26,096
Tallahassee, FL	City	No	2,576	186,971	\$24,195

Source: Social Security coverage and number of employees are from the employers' websites, where available. Population and per capita income figures are derived from the 2010 decennial census.

tables. As noted above, governments can offer multiple retirement saving plans. Our survey includes 26 supplemental plans [excluding the two 401(a) plans] offered by the 20 governments. All of the cities and counties in the sample have a mandatory defined benefit plan that covers their entire labor force. Each government also provides a voluntary supplemental plan. IRS guidelines state that all full-time employees must have access to the supplemental plan, but access can be limited for individuals who work fewer than 20 hours per week or fail to meet other criteria.

As seen in Table 2, 15 of the local government employers offer only one type of plan, four governments offer two plan types, and one allows employees to select from three different supplemental retirement saving plans. The modal plan type is the 457 plan, which is the

special retirement saving plan reserved for government employers. When both are available, an employee may choose to participate in both a 401(k) plan and a 457 plan in order to maximize contributions. The maximum contribution limit for 401(k) plans was \$17,500 in 2013, and the contribution limit for 401(k) plans must also account for other 401(k) or 403(b) plans. On the other hand, 457 plans are treated separately for determining contribution limits. So, an individual employee seeking to maximize contributions could elect to participate in both the 401(k) and 457 plans and contribute up to \$17,500 to each plan, as of 2013. Interestingly, all of these plans except Denver have only a single vendor, which is similar to how the private sector structures its 401(k) plans, but very different from how 403(b) plans are managed by school districts. Since we are examining

**Table 2.** Supplemental Retirement Plans Included in Study

Local Employer	Type of Plan	Plan Provider(s)	Local or State Plan
Alexandria VA	457(b)	ICMA-RC	Locally managed
Austin, TX	457(b)	ING	Locally managed
Boston MA	457(b)	Great West Retirement Services	State managed
Charlotte/Mecklenburg	457(b)	Prudential	State managed
Charlotte/Mecklenburg	401(k)	Prudential	State managed
Charlotte/Mecklenburg	457(b)	ICMA-RC	Locally managed
Cincinnati, OH	457(b)	Nationwide	State managed
Cincinnati, OH	457(b)	ICMA-RC	Locally managed
Contra Costa County, CA	457(b)	Hartford	Locally managed
DC Police and Fire	457(b)	ING	Locally managed
Denver, CO	457(b)	Hartford, ICMA-RC	Locally managed
Fairfax County, VA	457(b)	T. Rowe Price	Locally managed
Houston Firefighters	457(b)	Great West Retirement Services	Locally managed
LA County, CA	401(k)	Great West Retirement Services	Locally managed
LA County, CA	457(b)	Great West Retirement Services	Locally managed
Loudon County, VA	457(b)	ICMA-RC	Locally managed
Milwaukee, WI	457(b)	Nationwide	Locally managed
New York City	401(k)	NYCDPC	Locally managed
New York City	457(b)	NYCDPC	Locally managed
Philadelphia, PA	457(b)	ICMA-RC	Locally managed
Phoenix, AZ*	457(b)	Nationwide	Locally managed
San Diego, CA*	457(b)	Nationwide	Locally managed
San Francisco, CA	457(b)	Great West Retirement Services	Locally managed
Tacoma WA	457(b)	ICMA-RC	Locally managed
Tallahassee, FL	457(b)	Prudential	Locally managed
Tallahassee, FL	401(k)	Prudential	Locally managed

Sources: Employer and provider websites and contacts with employers and plan providers.

\*These governments also offer a 401a plan, described on pages 8–9, but not included in the subsequent tables.

plans for general employees, none of these entities has a 403(b) plan.

### Structure of Supplemental Plans

The next several tables consider the structure of the supplemental plans offered by our 20 case study local governments. Table 3 shows a wide range of values for the number of investment options available to employees. New York City has the only self-administered plan and has the fewest investment options (eight), which are accessible either through the 457 or 401(k) plan. At the other end of the spectrum, employees in Denver have access to a total of 86 investment funds, 45 through the vendor ICMA-RC and 41 through the vendor Hartford. The average number of investment fund options is 32; the median is 28. Having more than one plan does not necessarily result in more investment products available to employees. Several of the governments that offer both

a 401(k) and a 457 plan have the same vendor with the exact same investment options in both plans.

The values shown in Table 4 (pg. 7) illustrate that many of the key plan characteristics are similar across the governments in the sample. The first column summarizes the information presented in the previous tables, showing that of the 20 local employers, 15 have only one plan, four have two plans, and one has three plans. A total of 26 plans are represented in this table. Similar to plans in the private sector, most of these public plans allow employees to borrow from their accounts. IRS rules allow plans to offer loans and hardship withdrawals, but do not require it. Loan features are available in 22 of the plans, but in four cities/counties employees do not have access to a plan with a loan feature. Studies of the private sector indicate that the availability of loans is a popular feature in 401(k) plans and tends to increase participation in, and contribu-

**Table 3.** Number of Investment Options by Plan Type

Local Employer	Total Number of Investment Options	457 Investment Options	401(k) Investment Options
Alexandria VA	45	45	N/A
Austin, TX	33	33	N/A
Boston MA	28	28	N/A
Charlotte/Mecklenburg	63	63 <sup>a</sup>	18
Cincinnati, OH	53	53 <sup>b</sup>	N/A
Contra Costa County, CA	44	44	N/A
DC Police and Fire	28	28	N/A
Denver, CO	86	86 <sup>c</sup>	N/A
Fairfax County, VA	25	25	N/A
Houston Firefighters	26	26	N/A
LA County, CA	19	19	19
Loudon County, VA	36	36	N/A
Milwaukee, WI	11	11	N/A
New York City	8	8	8
Philadelphia, PA	19	19	N/A
Phoenix, AZ	16	16	N/A
San Diego, CA	33	33	N/A
San Francisco, CA	19	19	N/A
Tacoma WA	36	36	N/A
Tallahassee, FL	16	16	16
Mean	32.2	32.2	15.25
Median	28	28	17

Sources: Employer and provider websites and contacts with employers and plan providers.

a Charlotte/Mecklenburg County: ICMA-RC 45; Prudential 18

b Cincinnati: ICMA-RC 36; Nationwide 17

c Denver: ICMA-RC 45; Hartford 41

tions to, retirement saving plans (e.g., Mitchell, Utkus and Yang, 2007; Holden and VanDerhei, 2001). The loan options are very common in defined contribution plans: VanDerhei and Holden (2007) report that 85 percent of all participants were in plans that offered loans in 2006. While popular, loans can have an adverse impact on retirement wealth accumulation as repayment of loans and defaults reduce the account balances in these plans (Lu and Mitchell, 2010; Lu, Mitchell, and Utkus, 2010).

Most private sector retirement savings plans provide for some employer matching of employee contributions.<sup>9</sup> In contrast, the next column of Table 4 shows that only seven of these public sector plans, representing four local employers, have matching contributions.<sup>10</sup>

Only six plans from five local employers allow employees to enroll online. The remaining plans require paperwork to be filed, generally through the vendor. Finally, none of the employers offer automatic enroll-

ment. The incidence of automatic enrollment policies in supplemental retirement plans in the private sector has increased rapidly since the passage of the Pension Protection Act in 2006.<sup>11</sup> In comparison, none of the 26 plans across the 20 governments in our sample has adopted automatic enrollment policies.<sup>12</sup> IRS rules stipulate that no waiting period can be required before newly hired employees are eligible to participate. All of the plans in our study allow employees to change their contribution rates at any time.

Another dimension in which these employers differ is the quality of information provided to employees regarding the supplemental retirement savings plans. Table 5 (pg, 8) provides a summary of the quality of information provided by each local employer. Employers may provide information on the local employer website, the vendor website, or the state website (for state-managed plans). By reviewing these websites,

**Table 4.** Number of Plans with Each Characteristic

Local Employer	Number of Plans Offered	Availability of Loans in Plan	Employer Matching Contributions	Online Enrollment at Vendor Website
Alexandria VA	1	1	0	0
Austin, TX	1	1	0	0
Boston MA	1	0	0	0
Charlotte/Mecklenburg	3	3	3	0
Cincinnati, OH	2	2	0	0
Contra Costa County, CA	1	1	0	0
DC Police and Fire	1	1	0	1
Denver, CO	1	1	0	0
Fairfax County, VA	1	1	0	0
Houston Firefighters	1	1	0	0
LA County, CA	2	2	2	2
Loudon County, VA	1	1	0	1
Milwaukee, WI	1	0	0	0
New York City	2	2	0	0
Philadelphia, PA	1	1	0	0
Phoenix, AZ	1	1	1	1
San Diego, CA	1	0	0	1
San Francisco, CA	1	0	0	0
Tacoma WA	1	1	0	0
Tallahassee, FL	2	2	1	0
<b>Total Number of Plans</b>	<b>26</b>	<b>22</b>	<b>7</b>	<b>6</b>
<b>Number of Employers with at least 1 plan satisfying characteristic</b>	<b>20</b>	<b>16</b>	<b>4</b>	<b>5</b>

Sources: Employer and provider websites and contacts with employers and plan providers.

Note: Each cell represents the number of plans in each city/county with each characteristic.

the authors concluded that only 14 out of 20 websites provide comprehensive information about the plan. Comprehensive information refers to plan features, vendor contact information, investment information, and enrollment details. Similarly, only 12 out of 20 websites provide information to employees on how to enroll. In the cities/counties without this information, employees must seek out vendors and actively determine how to enroll. These barriers may lead to lower participation rates.

**Additional Plan Types, 401(a)**

Two of the local employers, Phoenix and San Diego, offer a 401(a) plan in addition to a locally-managed 457(b) plan.<sup>13</sup> In both cases, these plans allow for enrollment only within the first 90 days of employment, require a fixed contribution rate, and do not allow participants to alter contribution amounts for the duration of employment. According to IRS guide-

lines, 401(a) plans allow for employer and/or employee contributions and therefore may be used to provide additional compensation to specific types of employees. In San Diego, the maximum annual contribution rate is the lesser of \$51,000 and 25 percent of earnings, while in Phoenix the annual additions limit is the lesser of a cost of living adjusted \$40,000 or 100 percent of earnings. In addition, the maximum limit is calculated separately from any contributions to a 457 plan or to a 401(k)/403(b) plan. Thus, in these two governments, the 401(a) plans allow for a substantial pre-tax benefit to those that participate.

Phoenix’s 401(a) plan has three components: Special Pay, Non-Elective City Contribution, and Supplemental. The Special Pay is mandatory for all employees and allows for eligible accumulated leave payouts of retiring employees to be transferred into the pre-tax plan. The Special Pay component allows all city employees to avoid FICA taxes on accumulated vacation leave, compensatory time, and eligible sick leave up to the IRS

**Table 5.** *Quality of Plan Websites*

Local Employer	Primary Source of Information (Website)	Comprehensive information about plan(s) on website	Enrollment information on website
Alexandria VA	Local	Yes	Yes
Austin, TX	Vendor	Yes	Yes
Boston MA	State	Yes	Yes*
Charlotte/Mecklenburg	Local	Yes	No
Charlotte/Mecklenburg (State Plan)	State	Yes	Yes
Cincinnati, OH	Local	Yes	Yes
Cincinnati, OH (State Plan)	State	Yes	Yes
Contra Costa County, CA	Local	Yes	Yes
DC Police and Fire	Vendor	No	No
Denver, CO	Local	Yes	No
Fairfax County, VA	Local	No	No
Houston Firefighters	Local	No	No
LA County, CA	Local	No	Yes
Loudon County, VA	Local	No	No
Milwaukee, WI	Vendor	Yes	Yes
New York City	Local	Yes	Yes
Philadelphia, PA	Vendor	Yes	No
Phoenix, AZ	Vendor	Yes	Yes
San Diego, CA	Vendor	Yes	Yes
San Francisco, CA	Vendor	Yes	Yes
Tacoma WA	Local	No	No
Tallahassee, FL	Local	Yes	Yes

Sources: Employer websites

\* In Boston, MA, the enrollment information is not available on the city website but is available in the SMARTPlan document and on the plan website.



maximum allowable contribution. Since January 2008, eligible employees automatically receive contributions through the Non-Elective City Contribution feature. The final component, Supplemental, is a voluntary piece whereby any employee can contribute as long as he/she enrolls within 90 days of employment.

San Diego's 401(a) plan requires a one-time, irrevocable commitment to make contributions of 2.5 percent, 5 percent, 10 percent, 15 percent, 20 percent, or 25 percent. The county considers this type of election to be an "employer contribution" for the purposes of tax rules and refers to these contributions as "pickup" contributions. Employer contributions are not subject to federal or state tax at the time of contribution, but are subject to FICA taxes, if applicable. One may also contribute funds by rolling over distributions from other tax-qualified plans. Because the "pickup" accounts are considered employer contributions, San Diego refers to the plan types as Employer Accounts or Rollover Accounts. Participation in San Diego's 401(a) plan is voluntary.

## Conclusions

Although it is optional for a local government employer to offer supplemental retirement saving plans, all 20 cities/counties selected for our case study offer at least one 457 plan, and some also offer a 401(k) plan. With one exception, each plan has only one associated vendor. The plans differ in the number of investment options. Most plans allow loans, while only four of the employers match contributions. Employees have access to information about the plans from local employer, vendor, or state websites, but high-quality information is not always available.

While there are many similarities in the supplemental retirement saving plan offerings of the 20 local employers, this brief has highlighted some of the main differences across the plans that might be important for determining participation and contribution rates. Future work will explore how the supplemental plan offerings are related to coverage by Social Security, the generosity and parameters of the defined benefit plan, and whether the governments also extend health insurance to retirees. To understand the importance of 457 and 401(k) plans for city and county employees more fully, it is important to determine participation and contribution rates and to determine whether the factors highlighted in this brief influence employee retirement savings behavior.

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## Endnotes

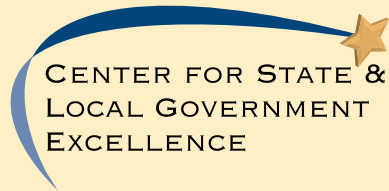
- 1 See the issue briefs posted on the Center's website at <http://slge.org/research>. Much of this research has been conducted by the Center for Retirement Research at Boston College (CRR), led by Alicia Munnell, for the Center. In addition to a series of issue briefs and other reports, the CRR and the Center have compiled an extensive database on large public pensions.
- 2 Videos of the Summit presentations may be viewed at <http://slge.org/uncategorized/retirement-summit>.
- 3 For example, see a series of articles posted on *The Detroit News* website concerning the bankruptcy application of Detroit and the role of employee benefits, <http://www.detroitnews.com/article/99999999/METRO01/130718001&template=theme&theme=DETROIT-BANKRUPTCY>; also other articles concerning similar situations in Chicago, <http://www.nytimes.com/2013/12/05/us/chicago-pursues-deal-to-change-pension-funding.html?hpw&rref=us&r=0>; Stockton CA, <http://www.reuters.com/article/2013/04/02/us-stockton-bankruptcy-idUSBRE9300GP20130402> and <http://www.npr.org/2012/03/11/148384030/an-example-to-avoid-city-of-stockton-on-the-brink>; and San Jose, <http://www.nytimes.com/2013/09/24/us/struggling-san-jose-tests-a-way-to-cut-benefits.html?hp>.
- 4 The National Conference of State Legislatures periodically provides legislative updates on changes in state retirement plans. These reports indicate the large number of plan changes that have been adopted by states in the past few years, see <http://www.ncsl.org/issues-research/labor/2012-enacted-state-pension-legislation.aspx>. The National Bureau of Economic Research (NBER) has organized a series of conferences examining the key issues facing public pension plans. Papers from the 2010 conference can be found in the April 2011 issue of *Journal of Pension Economics and Finance*. Papers from the 2012 and 2013 conferences have been issued as NBER Working Papers and can be found collectively at <http://conference.nber.org/confer/2012/SLP/summary.html> and <http://conference.nber.org/confer/2013/SLHP13/summary.html>.
- 5 As an example, a comparison of the structure of the state-managed 457 and 401(k) plans in North Carolina can be found at: <https://www.nctreasurer.com/ret/401k%20Plan%20Features/PlanComparisonChart.pdf>
- 6 An important advantage of using the RFP or similar process to select vendors is that the employer can specify the terms of the plan that the vendor has to accept before they can be included in the retirement plan. An open access model allows vendors to enter the market and select investments that are included and fees that are charged. Our review indicates that governments that offer 401(k) and/or 457 plans tend to select a single vendor for the plan. This is much different than the common practice of having multiple vendors by school districts that offer 403(b) plans [see Clark and Hanson (2013) for a discussion of the management of 403(b) plans across the country].
- 7 Lusardi and Mitchell (2013) provide a comprehensive review of recent studies examining the importance of financial literacy and its impact on retirement saving.
- 8 Clark and Hanson (2013) find that open access resulting in numerous vendors in 403(b) plans is the norm in many school districts across the country.
- 9 The BLS reported that in 2010, 69 percent of private sector workers who participated in a retirement saving plan were in plans where the employer matched employee contributions up to a certain percent. The median maximum employer match was 5 percent of the employee's salary. Other plans offered matches up to a certain dollar maximum or the match varied by years of service or employee contributions. <http://www.bls.gov/ncs/ebs/detailedprovisions/2010/ownership/private/table26a.pdf>
- 10 Governmental units that provide an employer match are: Charlotte-Mecklenburg County, L.A County, city of Phoenix, city of Tallahassee [401(k) only].
- 11 The Bureau of Labor Statistics (BLS) reported that in 2010, 21 percent of private sector workers participating in a retirement saving plan were in plans with automatic enrollment and 6 percent were in plans that also had adopted auto escalation provisions. <http://www.bls.gov/ncs/ebs/detailedprovisions/2010/ownership/private/table22a.pdf>
- 12 In general, public employers are much less likely to adopt automatic enrollment policies than private sector employers. Clark and Franzel (2011) provide a case study of South Dakota which found a large increase in the proportion of newly hired state workers enrolled in the 457 plan after the adoption of an automatic enrollment policy. The enrollment rate for covered employees went from about 20 percent to more than 90 percent with the adoption of automatic enrollment. In the private sector, automatic enrollment has been found to be successful at increasing participation rates in 401(k) plans (e.g., Choi et al. 2004; Madrian and Shea 2001; Munnell, et al. 2009).
- 13 For information about Phoenix's 401(a) plan see: [https://www.phoenixdcp.com/iApp/tcm/phoenixdcp/about/401a\\_plans.jsp](https://www.phoenixdcp.com/iApp/tcm/phoenixdcp/about/401a_plans.jsp). For information about San Diego's 401(a) plan see: <https://www.mydcplan.com/iApp/tcm/mydcplan/about/index.jsp>.

## Data Appendix

Information discussed in this issue brief was collected primarily from the human resources section of city/county websites, as well as their annual reports on their defined benefit plan. Additional information was collected from the websites of the plan providers. Gaps in information were resolved by contacting the plan representatives, who were listed on the websites. This information was gathered from December 2012–August 2013.

Local Employers:	
Alexandria, VA	<a href="http://alexandriava.gov/Retirement">http://alexandriava.gov/Retirement</a>
Austin, TX	<a href="http://www.coaers.org/index.html">http://www.coaers.org/index.html</a> <a href="https://dcaustin.ingplans.com/eportal/welcome.do">https://dcaustin.ingplans.com/eportal/welcome.do</a>
Boston, MA	<a href="http://www.cityofboston.gov/retirement/options.asp">http://www.cityofboston.gov/retirement/options.asp</a> <a href="https://fascore.com/PDF/mass/SMART_PlanOverview.pdf">https://fascore.com/PDF/mass/SMART_PlanOverview.pdf</a>
Charlotte Mecklenburg County, NC	<a href="http://charmeck.org/city/charlotte/HumanResources/Documents/Benefits%20Summary.pdf">http://charmeck.org/city/charlotte/HumanResources/Documents/Benefits%20Summary.pdf</a>
Cincinnati, OH	<a href="http://www.cincinnati-oh.gov/retirement/">http://www.cincinnati-oh.gov/retirement/</a>
Contra Costa County, CA	<a href="http://www.cccera.org/">http://www.cccera.org/</a>
D.C. Police and Fire	<a href="http://dcrb.dc.gov/sites/default/files/dc/sites/dcrb/publication/attachments/police-fire_spd.pdf">http://dcrb.dc.gov/sites/default/files/dc/sites/dcrb/publication/attachments/police-fire_spd.pdf</a> <a href="https://ingcustom.ingplans.com/einfo/planinfo.aspx?cl=INGDC&amp;pl=DC457PU&amp;page=homehome&amp;domain=ingcustom.ingplans.com&amp;s=5ohhbz50obtjei4kx2srgvcn&amp;d=5f163bc35607be8450353f4b9fb233a61854b5ea">https://ingcustom.ingplans.com/einfo/planinfo.aspx?cl=INGDC&amp;pl=DC457PU&amp;page=homehome&amp;domain=ingcustom.ingplans.com&amp;s=5ohhbz50obtjei4kx2srgvcn&amp;d=5f163bc35607be8450353f4b9fb233a61854b5ea</a>
Denver, CO	<a href="http://www.derp.org/">http://www.derp.org/</a>
Fairfax County, VA	<a href="http://www.fairfaxcounty.gov/retirement/active_employees/active_employees.htm">http://www.fairfaxcounty.gov/retirement/active_employees/active_employees.htm</a>
Houston Firefighters	<a href="https://www.hfrrf.org/default.asp">https://www.hfrrf.org/default.asp</a>
LA County, CA	<a href="http://www.lacera.com/home/index.html">http://www.lacera.com/home/index.html</a>
Loudon County, VA	<a href="http://www.loudoun.gov/index.aspx?NID=1057">http://www.loudoun.gov/index.aspx?NID=1057</a>
Milwaukee, WI	<a href="http://www.cmers.com/CMERS.htm">http://www.cmers.com/CMERS.htm</a> <a href="https://www.milwaukee457.com/iApp/tcm/milwaukee457/learning/library/why_wilwaukee_and_nationwide.jsp">https://www.milwaukee457.com/iApp/tcm/milwaukee457/learning/library/why_wilwaukee_and_nationwide.jsp</a>
New York City, NY	<a href="https://www.nycers.org/(S(h1h2komji0axil55kngyreex))/index.aspx">https://www.nycers.org/(S(h1h2komji0axil55kngyreex))/index.aspx</a>
Philadelphia, PA	<a href="http://www.phila.gov/pensions//index.html">http://www.phila.gov/pensions//index.html</a> <a href="http://www.icmarc.org/prebuilt/micro/philadelphia/index.html">http://www.icmarc.org/prebuilt/micro/philadelphia/index.html</a>
Phoenix, AZ	<a href="http://phoenix.gov/employment/benefits/benefitsprogram/beneindx.html">http://phoenix.gov/employment/benefits/benefitsprogram/beneindx.html</a>
San Diego, CA	<a href="http://www.sdcera.org/default.aspx">http://www.sdcera.org/default.aspx</a>
San Francisco, CA	<a href="http://www.sfers.org/">http://www.sfers.org/</a>
Tacoma, WA	<a href="http://www.cityoftacoma.org/government/city_departments/tacoma_retirement_systems/tacoma_employees_retirement_system/">http://www.cityoftacoma.org/government/city_departments/tacoma_retirement_systems/tacoma_employees_retirement_system/</a>
Tallahassee, FL	<a href="http://www.talgov.com/retirement/retirement-map-rsvp.aspx">http://www.talgov.com/retirement/retirement-map-rsvp.aspx</a>
Plan Providers:	
ICMA-RC	<a href="http://www.icmarc.org/">http://www.icmarc.org/</a>
ING	<a href="http://ing.us/">http://ing.us/</a>
Great West Retirement Services	<a href="https://www.GreatWestRetirementServices.com/login.do">https://www.GreatWestRetirementServices.com/login.do</a>
Prudential	<a href="http://www.retire.prudential.com/view/page/rs?seg=RetirementNav&amp;name=RetirementServices">http://www.retire.prudential.com/view/page/rs?seg=RetirementNav&amp;name=RetirementServices</a>
The Hartford	<a href="http://www.thehartford.com/individual-retirement-plans/">http://www.thehartford.com/individual-retirement-plans/</a>
T. Rowe Price	<a href="https://www3.troweprice.com/rws/public/v/home.jsp">https://www3.troweprice.com/rws/public/v/home.jsp</a>
Nationwide Retirement Solutions	<a href="https://www.nrsforu.com/iApp/tcm/nrsforu/index.jsp">https://www.nrsforu.com/iApp/tcm/nrsforu/index.jsp</a>





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