

State and Local Employees Views on Their Jobs, Pay and Benefits



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By Tyler Bond and Kelly Kenneally

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Brian Perlman, Ph.D, CLU, ChFC

Greenwald & Associates



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Methodology



- **Conducted by Greenwald & Associates between August 22 - September 12, 2019.**
- **1,118 public sector pensioned employees aged 18 and older, including 362 teachers, 284 law enforcement personnel, 204 firefighters and 268 other public sector employees.**
- **Data weighted by age, gender, and personal income to reflect the demographics within each of these professions according to the Census Bureau's 2018 Annual Social and Economic Supplement to the Current Population Survey. The results were also weighted to reflect the distribution of these professions within the public sector workforce.**

9 Key Findings: State and Local Workers

1. State and local employees place a high value on serving the public and their community and are generally satisfied with their job despite high stress.
2. Benefits are among the most important job features for state and local employees.
3. State and local employees have mixed views on the competitiveness of their salary. They are in agreement that their benefits are competitive -- but without a pension, their compensation is less competitive.
4. Benefits are viewed as a powerful recruitment and retention tool across state and local government professions.

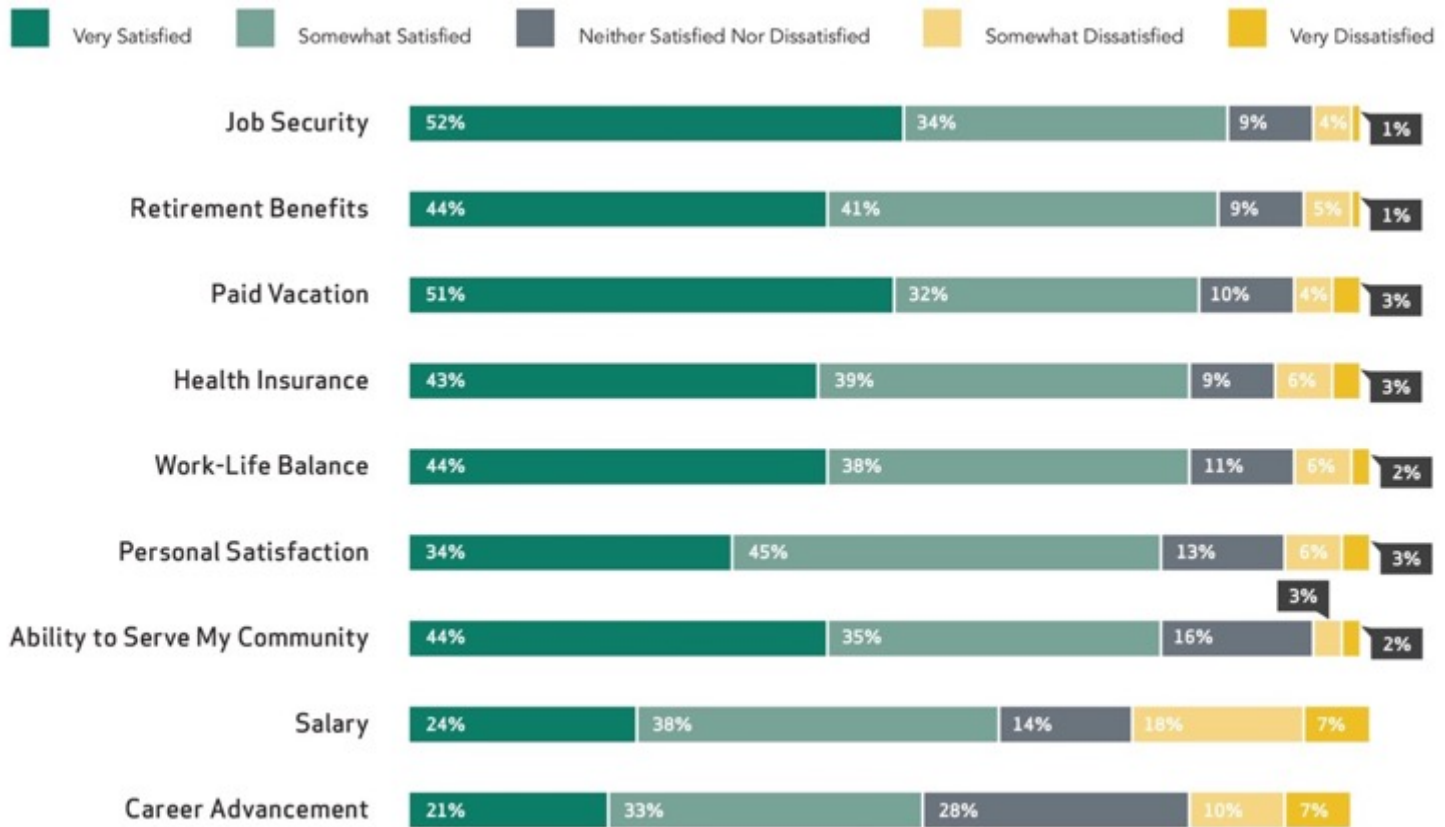


Key Findings (continued)

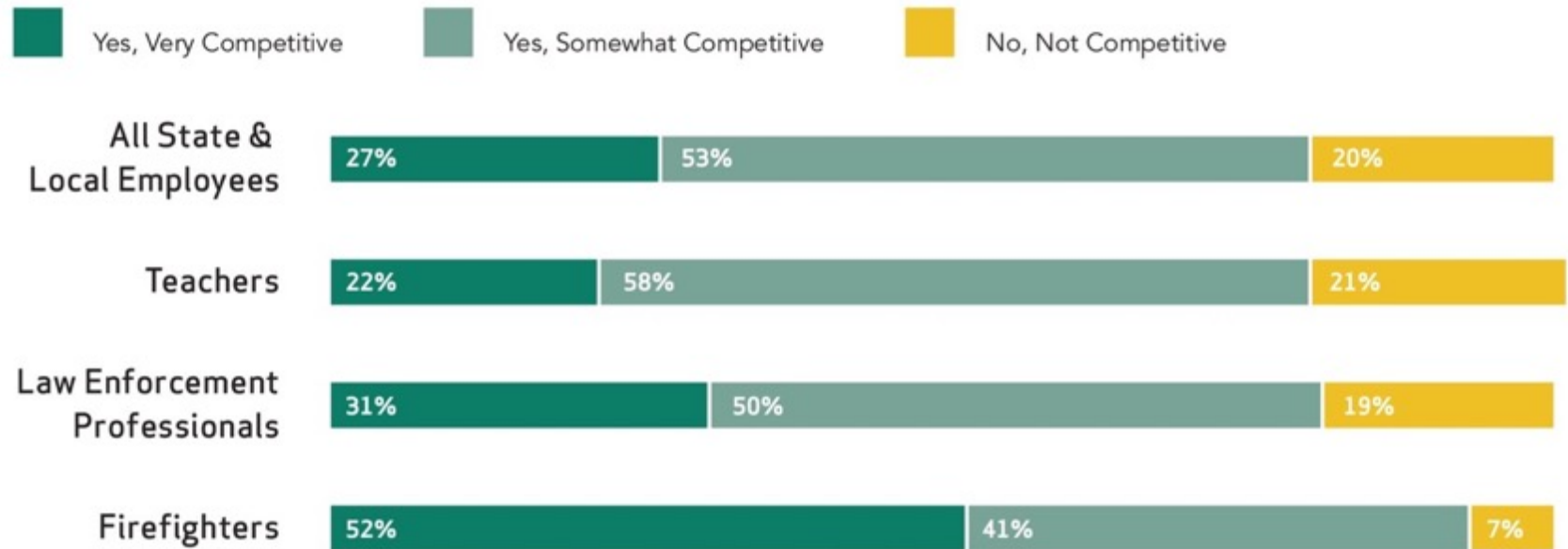
5. State and local government employees overwhelmingly have favorable views of pensions, with lasting retirement income and monthly checks the most important features.
6. Most public workers feel they will be financially secure in retirement, but the vast majority of state and local employees are highly concerned about cuts to retirement benefits & government officials underfunding of pension plans.
7. Cutting state and local employee benefits could drive them out of the public workforce.
8. State and local employees say eliminating pensions for state and local workers has risks.
9. Millennials working in state and local generally share the views of Baby Boomers and GenXers on their job, serving the public, pay, and benefits.



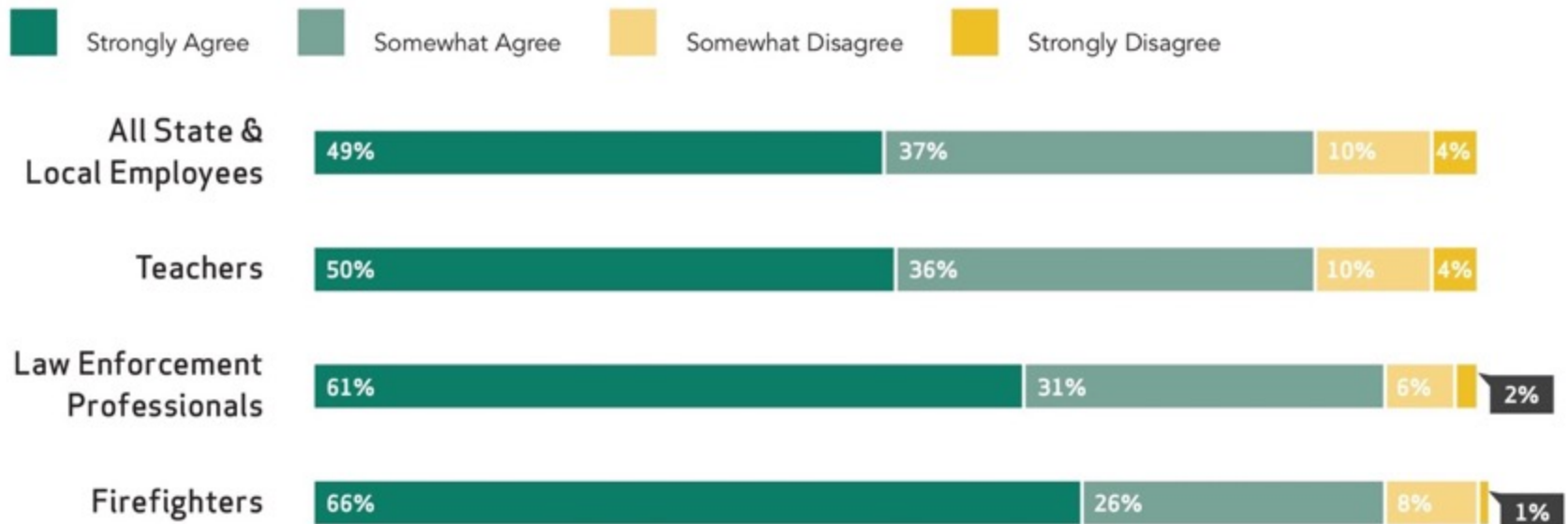
State and local employees more satisfied with benefits than salary.



And the vast majority (80%) agree that their total compensation is competitive.



86% say a pension is a major reason state and local workers stay in public service.

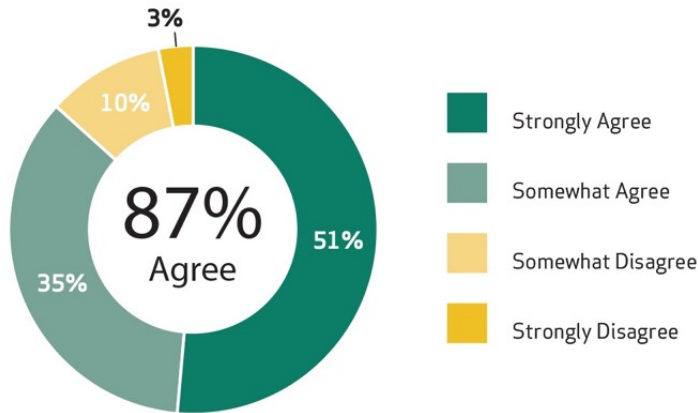


89% plan to stay in jobs until retirement or unable to work, including Millennials.

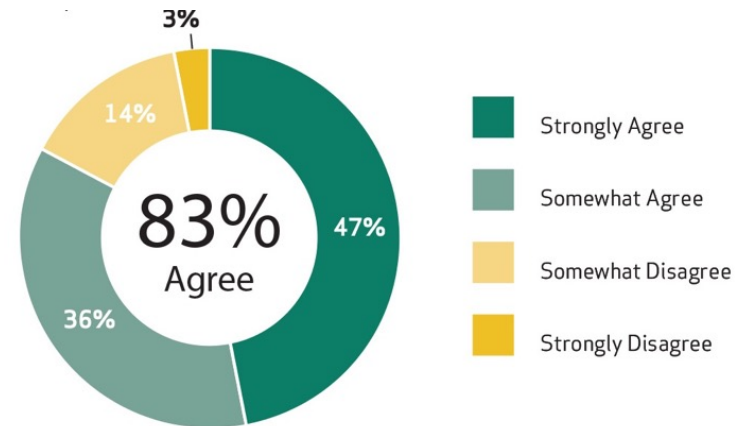


Most state and local workers say eliminating pensions would weaken public services.

Would Weaken Education System



Would Weaken Public Safety



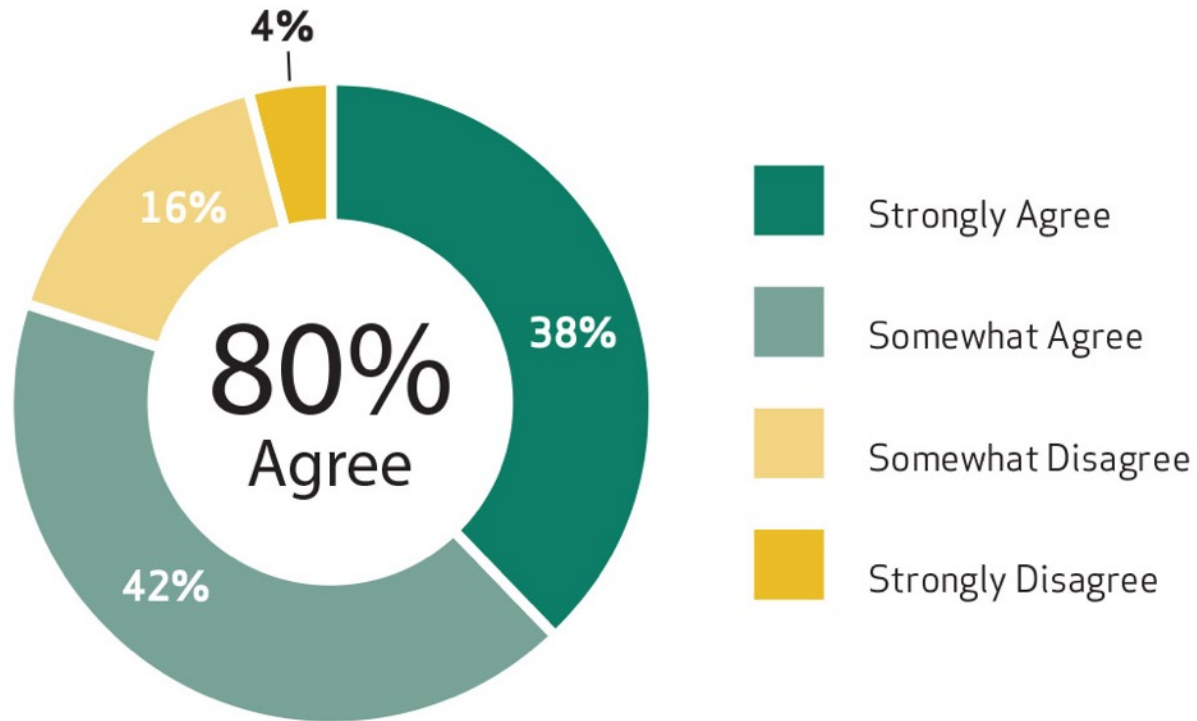
5 Key Findings: Millennials' Views

1. Despite knowing they could earn a higher salary in the private sector, Millennials working in state and local government are satisfied with their jobs and total compensation.
2. State & local government Millennial employees are planning to stick with their current job but changing their benefits might push some out the door.
3. Millennials working in state and local government are highly supportive of pensions, and they see the advantages of their benefits beyond retirement.
4. State and local government Millennial employees feel confident about their retirement but worry about cuts or changes to benefits.
5. State and local government Millennial workers say eliminating pensions has negative consequences.



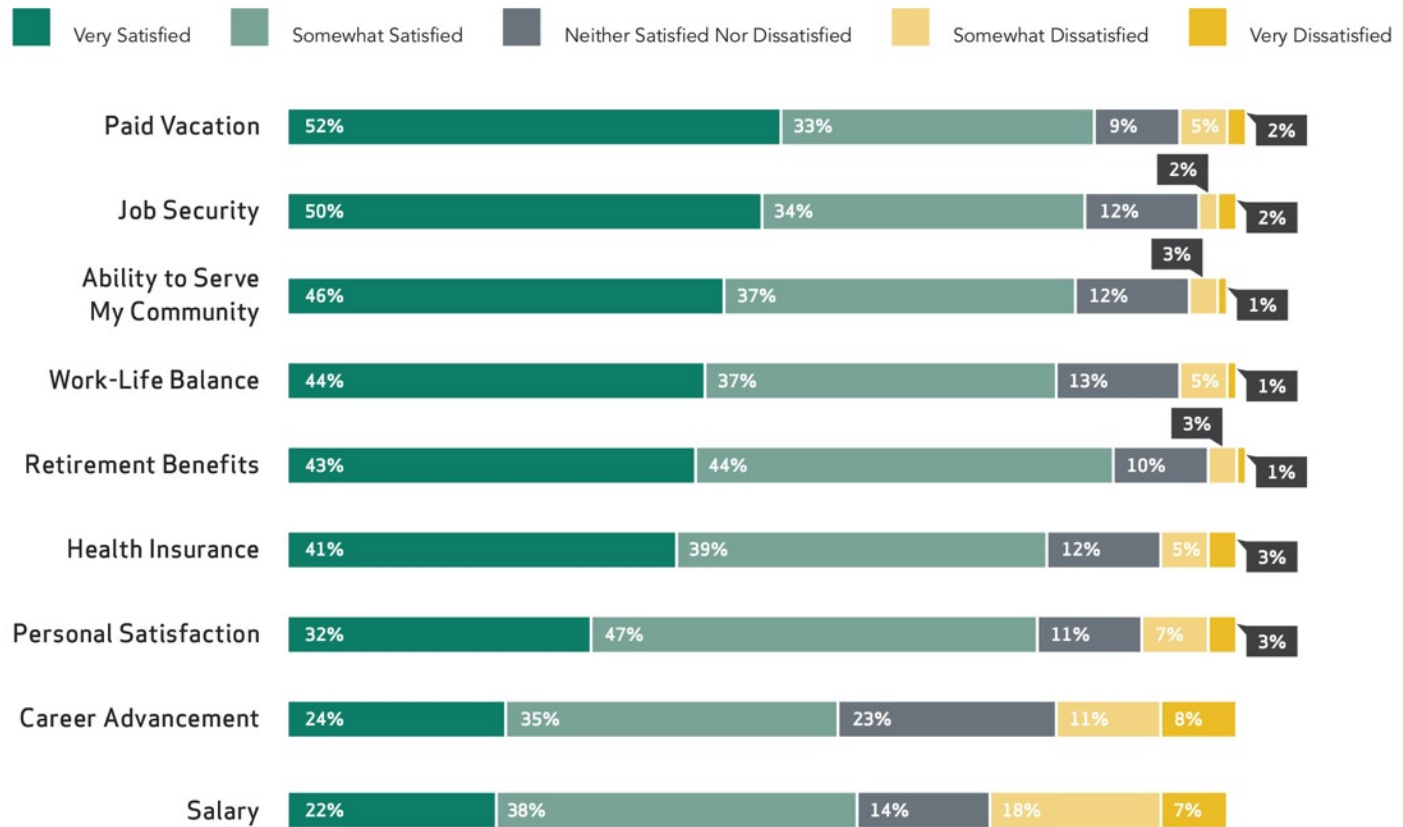
80% of Millennials in state & local government believe they could earn a higher salary in the private sector.

To what extent do you agree or disagree with each of the following statement? I could make a higher salary working in the private sector



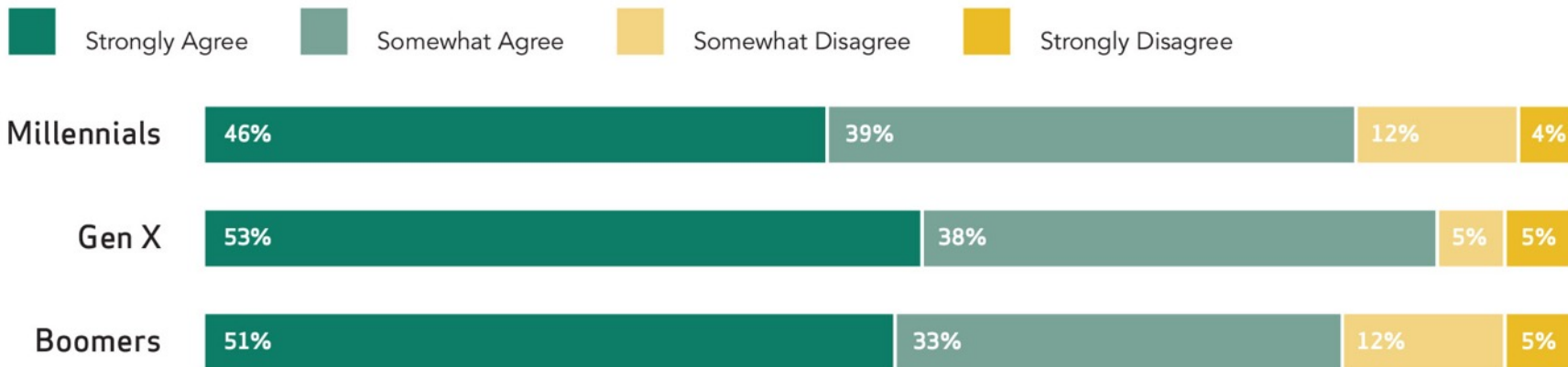
Millennials working in state & local government are satisfied with their job security and benefits, but less satisfied with their salary and career advancement.

How satisfied are you with the following aspects your current job?



Like previous generations, a pension is a reason 84% of Millennials stay in their state/local job.

A pension benefit is a major reason why I stay in the public sector job I have now.



92% of Millennials in state & local government say eliminating pensions will weaken government's ability to recruit & retain workers to deliver public services.

Eliminating pensions for public sector employees will weaken the ability of governments to attract and retain qualified workers to deliver public services.

