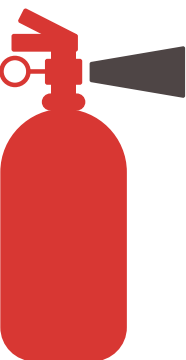




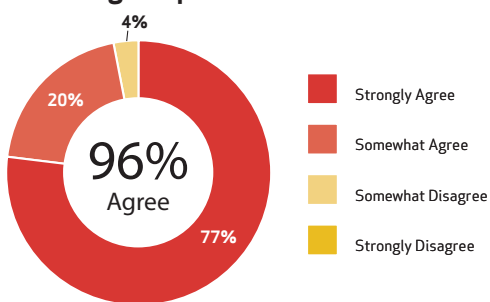
## WHAT DO FIREFIGHTERS THINK ABOUT THEIR JOBS AND PENSIONS?

To understand how firefighters feel about their jobs and benefits, the National Institute on Retirement Security conducted a national poll to gain deep insight into their views at a time when state and local governments are struggling to recruit and retain employees. This fact sheet provides a snapshot of key highlights of the research. More information is available in the full report, *State and Local Employee Views on Their Jobs, Pay and Benefits*, issued in November 2019 and available at [www.nirsonline.org](http://www.nirsonline.org).

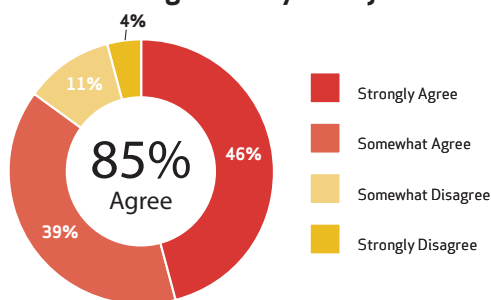


### FIREFIGHTERS ARE COMMITTED TO PUBLIC SERVICE DESPITE THE FACT THAT THEIR JOBS ARE STRESSFUL.

96% of firefighters say they are committed to serving the public.

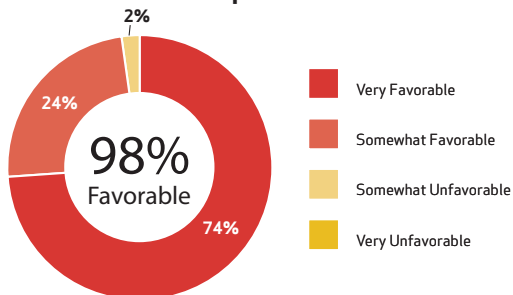


85% of firefighters say their jobs are stressful.

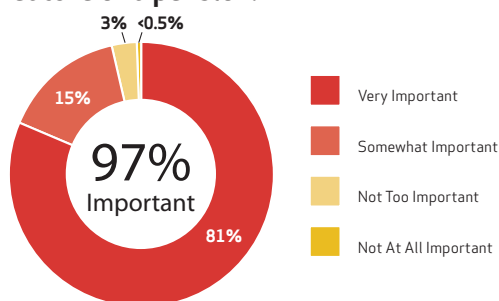


### FIREFIGHTERS HAVE HIGHLY FAVORABLE VIEWS ON THEIR PENSIONS AND THE DEATH/DISABILITY BENEFITS INCLUDED IN THEIR PENSION.

98% of firefighters have favorable views of defined benefit pensions.



97% of firefighters say that providing death and disability benefit is an important feature of a pension.



NATIONAL INSTITUTE ON  
**Retirement Security**

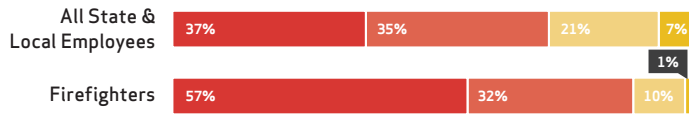
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## FIREFIGHTERS AGREE THAT THEIR PENSION IS A MAJOR REASON THEY CHOSE THEIR JOB AND IT IS A MAJOR REASON THEY STAY.

Strongly Agree Somewhat Agree Somewhat Disagree Strongly Disagree

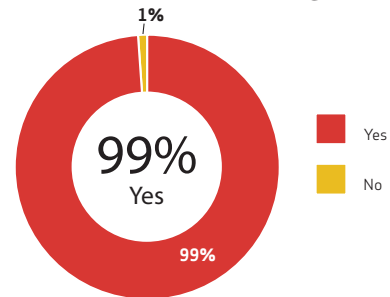
**Firefighters overwhelmingly agree that a pension benefit is a major reason they chose a public sector job.**



**92% of firefighters agree that a pension benefit is a major reason why they stay in their job.**

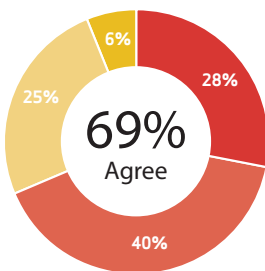


**99% of firefighters say they plan to stay with their current employer until they are eligible for retirement or can no longer work.**

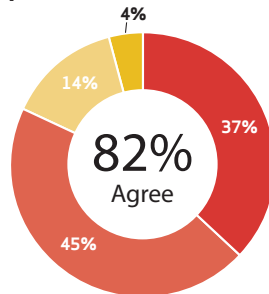


## FIREFIGHTERS OVERWHELMINGLY AGREE THAT ELIMINATING PENSIONS WOULD WEAKEN PUBLIC SAFETY.

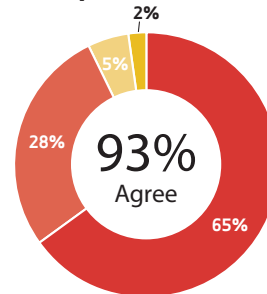
**69% of firefighters say switching out of a pension would make them more likely to leave their job.**



**82% of firefighters say they would be more likely to leave their job if their pension were cut.**



**93% of firefighters say eliminating pensions for the public workforce would weaken public safety.**



## FIREFIGHTERS AGREE THAT PENSIONS ARE AN EFFECTIVE TOOL FOR RECRUITING AND RETAINING PUBLIC EMPLOYEES.

**Firefighters overwhelmingly agree that offering a pension is an effective tool for attracting new public employees.**

Yes, Very Effective Yes, Somewhat Effective No, Not Effective



**99% of firefighters say offering a pension is an effective tool for retaining employees.**

