

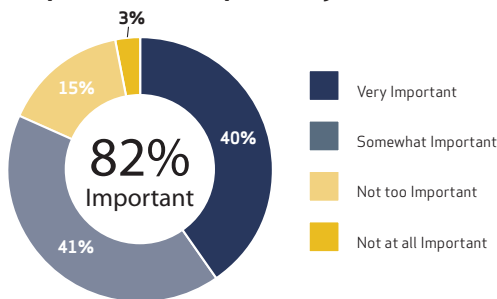


WHAT DO STATE AND LOCAL EMPLOYEES THINK ABOUT THEIR JOBS AND PENSIONS?

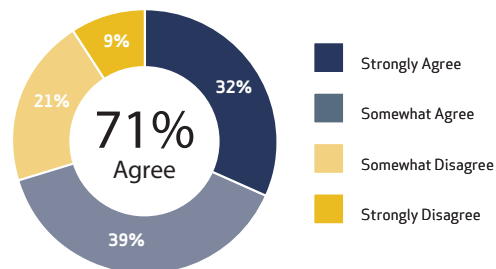
To understand how state and local employees feel about their jobs and benefits, the National Institute on Retirement Security conducted a national poll to gain deep insight into their views at a time when state and local governments are struggling to recruit and retain employees. This fact sheet provides 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.

STATE AND LOCAL EMPLOYEES ARE COMMITTED TO PUBLIC SERVICE DESPITE THE FACT THAT THEY HAVE STRESSFUL JOBS.

82% of state and local employees say serving the public is an important job feature.

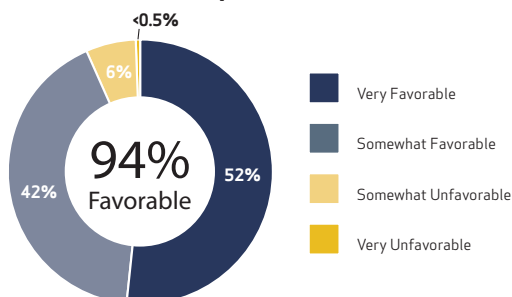


Nearly three-fourths of state and local employees say their jobs are stressful.

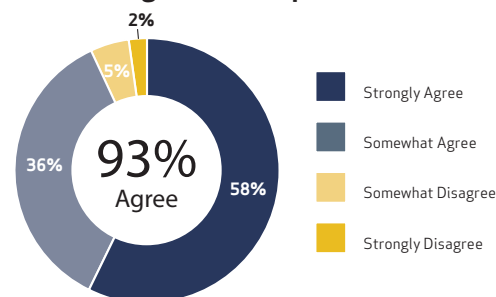


STATE AND LOCAL EMPLOYEES HAVE HIGHLY FAVORABLE VIEWS ON PENSIONS AND SAY THIS BENEFIT IS AN INCENTIVE FOR LONG CAREERS IN PUBLIC SERVICE.

94% of state and local employees have favorable view of pensions.



93% of state and local employees agree that a pension incentivizes public workers to have long careers in public service.



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STATE AND LOCAL EMPLOYEES 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

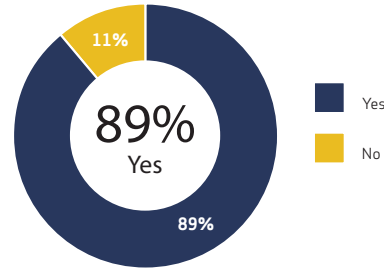
72% of state and local employees say a pension is a major reason they chose a public sector job.



86% of state and local employees say that pension benefit is a major reason why they stay in their job.

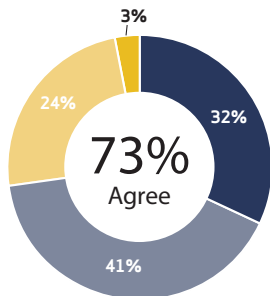


89% of state and local employees say they plan to stay with their current employer until they are eligible for retirement or can no longer work.

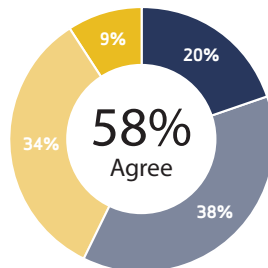


BUT, STATE AND LOCAL EMPLOYEES WOULD CONSIDER LEAVING THEIR JOB IF THEIR PENSION WERE CUT OR SWITCHED TO A 401(K)-STYLE PLAN. THEY ALSO OVERWHELMINGLY AGREE THAT ELIMINATING PENSIONS WOULD HARM PUBLIC SAFETY.

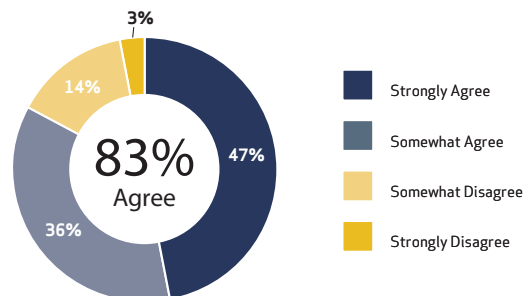
73% of state and local employees say they would be more likely to leave their job if their pension were cut.



More than half say switching out of a pension to an individual retirement account would make them more likely to leave their job.



83% of state and local employees say eliminating pensions for the public workforce would weaken public safety.



ACROSS PROFESSIONS, STATE AND LOCAL EMPLOYEES AGREE THAT PENSIONS ARE AN EFFECTIVE TOOL FOR RECRUITING AND RETAINING PUBLIC EMPLOYEES.

94% of state and local employees agree that offering a pension is an effective tool for attracting new public employees.

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



94% of state and local employees say offering a pension is an effective way to retain current public employees.

