NEW Research
State and Local Employee Views on Their Jobs, Pay and Benefits

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EMBARGOED DRAFT

Methodology

- Conducted by Greenwald & Associates, information for this study was collected from online interviews between August 22 - September 12, 2019.
- A total of 1,118 public sector employees aged 18 and older completed the survey, including 362 teachers, 284 police officers, 204 firefighters and 268 other public sector employees. All employees surveyed were required to be currently participating in a pension plan at their job.
- To final data were 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

1. State and local employees place a high value on serving the public, 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 agree 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.

5. State and local government employees overwhelmingly have favorable views of pensions.

6. Most public workers feel they will be financially secure in retirement, but are highly concerned about cuts to retirement benefits & government officials underfunding of pension plans.
Key Findings (continued)

7. Cutting state and local employee benefits could drive them out of the public workforce.

8. Eliminating pensions for state and local workers has risks.

9. Millennials working in state and local government generally share the views of Baby Boomers and GenXers on their job, serving the public, pay, and benefits.

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Key Finding

Firefighters and law enforcement professionals place a high value on serving the public and their community, and are generally satisfied with their job despite high stress.

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Firefighters are committed to serving the public.

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

Even though firefighters say their jobs are stressful...

85% of firefighters say their jobs are stressful.
They plan to stay until retirement.

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

99% Agree

Law enforcement committed to serving the public.

95% of law enforcement professionals say they are committed to serving the public.

95% Agree

Even though law enforcement says jobs stressful...

95% of law enforcement professionals say their jobs are stressful.

95% Agree

They plan to stay until retirement.

90% Agree
2 Key Finding

Firefighters and law enforcement professionals have very favorable views of pensions.

Firefighters like their pension.

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

Law enforcement like their pension.

97% of law enforcement professionals have favorable views of defined benefit pensions.

Death & disability benefits important to firefighters.

97% of firefighters say that providing death and disability benefit is an important feature of a pension.
Death & disability benefits important to law enforcement.

97% of law enforcement professionals say that providing death and disability is an important feature of a pension.

3 Key Finding

Firefighters and law enforcement professionals agree that eliminating public pensions would weaken public safety.

Eliminating pensions would weaken public safety.

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

Eliminating pensions would weaken public safety.

92% of law enforcement professionals say eliminating pensions for the public workforce would weaken public safety.
4 Key Finding

Pension benefits are viewed as a powerful recruitment and retention tool among firefighters and law enforcement professionals.

And a strong retention tool.

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

Firefighters say pensions are key recruitment tool...

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

<table>
<thead>
<tr>
<th>Type of Employee</th>
<th>Strongly Agree</th>
<th>Somewhat Agree</th>
<th>Not Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>All State &amp; Local Employees</td>
<td>99%</td>
<td>9%</td>
<td>2%</td>
</tr>
<tr>
<td>Firefighters</td>
<td>77%</td>
<td>22%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Law enforcement says pensions key recruitment tool....

Law enforcement professionals agree that offering a pension is an effective way for an employer to recruit new public employees.

<table>
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<tr>
<th>Type of Employee</th>
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</tr>
</thead>
<tbody>
<tr>
<td>All State &amp; Local Employees</td>
<td>99%</td>
<td>9%</td>
<td>2%</td>
</tr>
<tr>
<td>Law Enforcement</td>
<td>71%</td>
<td>28%</td>
<td>1%</td>
</tr>
</tbody>
</table>
And a strong retention tool.

99% of law enforcement professionals say offering a pension is an effective tool for retaining employees.

99% Effective
99% Effective
1% No, Not Effective
1% No, Not Effective
1% Yes, Somewhat Effective
1% Yes, Somewhat Effective

Questions

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