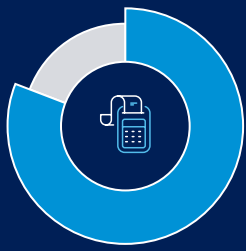


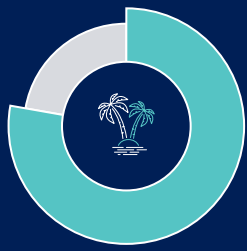
Public Service Employees' Financial and Retirement Security

Public sector employees across the nation are worried about their financial security in retirement. Results of a new MissionSquare Research Institute nationally representative survey of state and local government workers conducted in collaboration with Greenwald Research offer insights into workers' worries and how to shore up workers' retirement confidence.

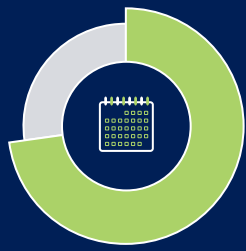
Retirement Security Concerns: Employees Worry About...



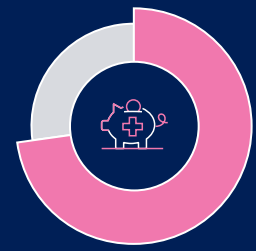
81% having **enough money** to last throughout retirement.



78% having enough money to **live comfortably** in retirement.



73% being able to retire **on time**.



73% having sufficient **emergency savings**.

Factor Most Influencing the Amount You Save for Retirement



48% cite **current living expenses** (housing, food, etc.) as a major concern affecting their financial stability.

15% reference their **level of debt** impacting their financial security and retirement readiness.

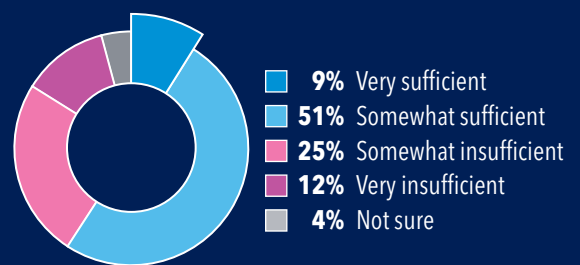
Public Sector Employees Value Their Retirement Benefits...

44% of those in public service believe their **retirement benefits are better** than those offered in the private sector (while only 13% believe the private sector offers better retirement benefits).

60% say **retirement benefits make them more inclined to stay** in their job.

61% feel that **other benefits** like healthcare, insurance, and time off also contribute to **job retention**.

...But Only 9% Feel Their Benefits Are Very Sufficient



Top 3 Actions Employers Could Take to Bolster Retirement Readiness

1 **78%** suggest **higher wages** would improve their retirement readiness.

2 **54%** advocate for **better retirement benefits**.

3 **50%** recommend **better healthcare benefits** in retirement.

Employees Say They Would Benefit from Financial Education and Planning Information on:



Conclusion

These findings highlight the **significant financial concerns** among public service employees and the importance of robust retirement and non-retirement benefits in ensuring their **financial security, job satisfaction, and employee retention**.

Public sector employers can take actionable steps to address these concerns and enhance the financial well-being of their workforce.

MissionSquare Research Institute promotes excellence in state and local government and other public service organizations so they can attract and retain talented employees. The organization identifies leading practices and conducts research on retirement plans, health and wellness benefits, workforce demographics and skill set needs, labor force development, and topics facing the nonprofit industry and the education sector. MissionSquare Research Institute brings leaders together with respected researchers. For more information and to access research and publications, visit research.missionsq.org and follow [LinkedIn](#).



This survey by MissionSquare Research Institute in collaboration with Greenwald Research reached out to a nationally representative sample of 1,009 state and local government workers. It was conducted from September 13 to October 4, 2024.