In May 2021, MissionSquare Research Institute conducted an online survey of 1,203 state and local government employees, fielded by Greenwald Research. Final data were weighted by gender, age, income, and industry type to reflect the distribution of the state and local government workforce as found in the U.S. Census Bureau’s Current Population Survey and the U.S. Census of Governments.

Financial impact

43% say they and their family have been negatively impacted financially by the pandemic.

38% have had to spend money from their emergency fund to make ends meet.

41% have had to take on more debt.

Well-being at work and job outlook

Top 5 emotions felt at work about the pandemic

1. Stressed
   - May 2020: 44%
   - October 2020: 42%
   - May 2021: 44%

2. Burnt-out
   - May 2020: 27%
   - October 2020: 47%
   - May 2021: 42%

3. Anxious
   - May 2020: 43%
   - October 2020: 44%
   - May 2021: 43%

4. Grateful
   - May 2020: 31%
   - October 2020: 33%
   - May 2021: 25%

5. Optimistic
   - May 2020: 23%
   - October 2020: 21%
   - May 2021: 15%

Views on work

74% consider their job at least somewhat risky in terms of potential exposure to people who may have COVID-19.

60% say they value serving their community during this difficult time.

56% have found it difficult to balance both work and homelife demands during the past 6 months.

31% said working during the pandemic had made them consider changing jobs. Of those, 25% want to leave the government sector entirely.

Looking toward the future

Think there will be a change in opportunity for remote work post-pandemic?

- 23% significantly less opportunity
- 8% no difference
- 42% somewhat more opportunity
- 19% significantly more opportunity
- 7% somewhat less opportunity

Top 3 realistic actions employer could take to make the workplace better

1. Issue raises/bonuses
   - May 2020: 21%
   - October 2020: 21%
   - May 2021: 21%

2. Allow work from home/remote work and flexible hours
   - May 2020: 17%
   - October 2020: 20%
   - May 2021: 20%

3. Promote safety by following CDC guidelines and providing/enforcing PPE
   - May 2020: 17%
   - October 2020: 17%
   - May 2021: 17%