

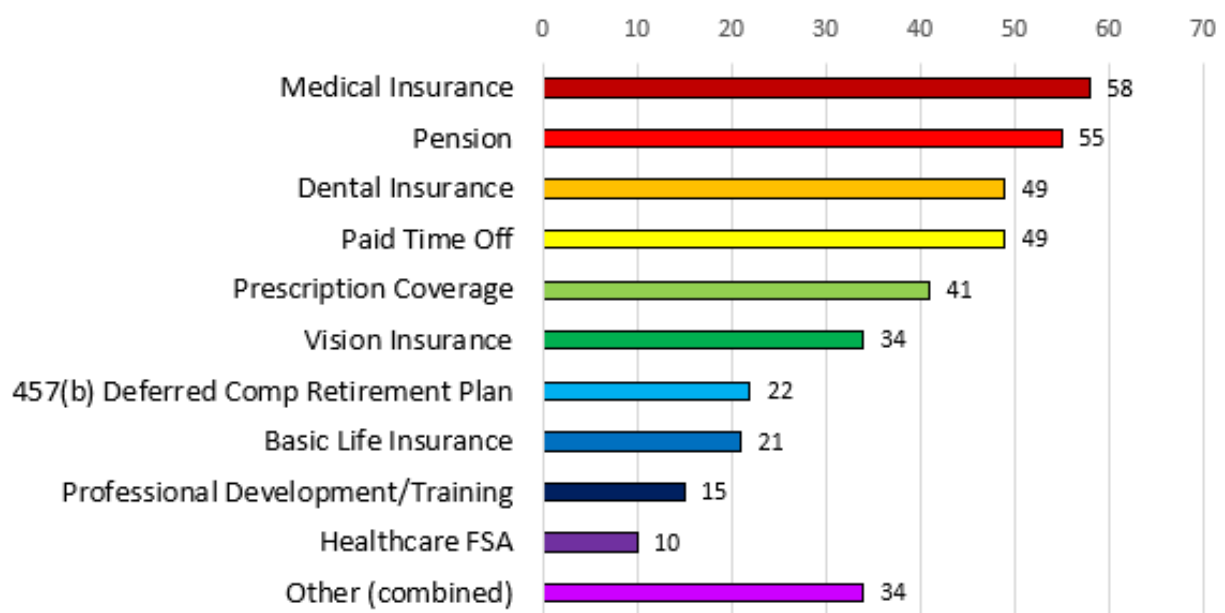
## City Employee Benefits Survey Summary

The employee benefits survey was conducted from October 19th, 2023, to October 31<sup>st</sup>, 2023. The results of this survey will help Administration and Human Resources make decisions about benefits that are informed by the workforce. This summary is intended to make it easier to understand the survey results. One consistent theme is the desire for more information about benefits. Stay tuned for more benefit information in the future. Thank you to those who participated!

### Most Important Benefits

Employee Benefits are a vital part of the overall employee experience at West Chicago. Employees were asked to identify their top five benefits that are most important to them. The top five most important benefits as of this survey were Medical Insurance (95%), Pension (90%), Dental Insurance (80%), Paid Time Off (80%), and Prescription Coverage (67%). The City is proud to offer these strong benefits to our employees.

**Sample Size: 61 employees**



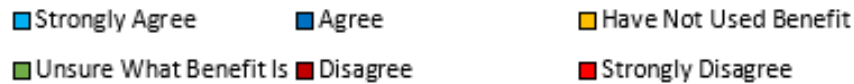
**Other:** Tuition Reimbursement (7), EAP (6), Opt-out incentive (6), Supplemental Life (6), NCPERS Voluntary Life (5), FSA (2), AFLAC (2).

### Satisfaction with Core Benefits

The City is proud to offer a strong core benefits package which was rated highly by employees in this survey. Employees were asked to rate their satisfaction with the City's core benefit offerings. Choices included Strongly Agree, Agree, Disagree, Strongly Disagree, Have Not Used This Benefit, and Unsure What This Benefit Is. The comments include some desire for increased dental coverage and an increased opt out incentive for medical and dental. Paid time off considerations are included as well.

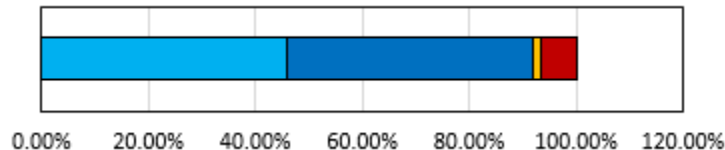
Sample Size: **61 employees \*35 employees**

The following key will be used for all graphs about core benefits below:



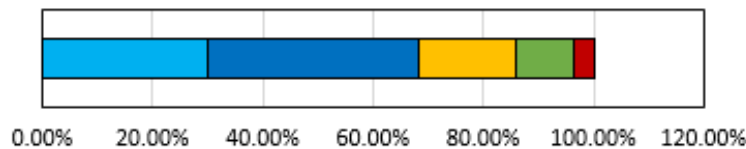
- **Paid Time Off:**

91.8 % of employees agree or strongly agree that they are satisfied. 1.6% have not used the benefit and 6.5% disagree.



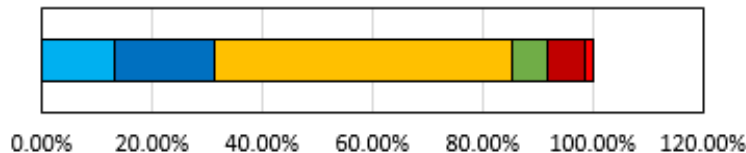
- **Professional Development:**

68.4 % of employees agree or strongly agree that they are satisfied. 17.5% have not used the benefit and 10.5% are unsure what the benefit is. 3.5% disagreed.



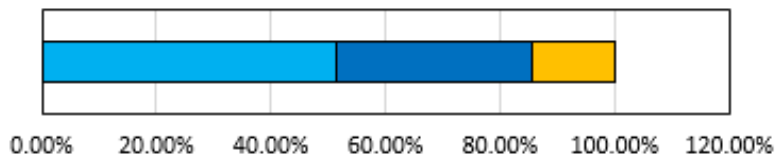
- **Tuition Reimbursement:**

31.1% of employees agreed or strongly agreed that they are satisfied. 54.1% have not used the benefit and 6.5% are unsure what the benefit is. 6.5% disagreed and 1.64% strongly disagreed.



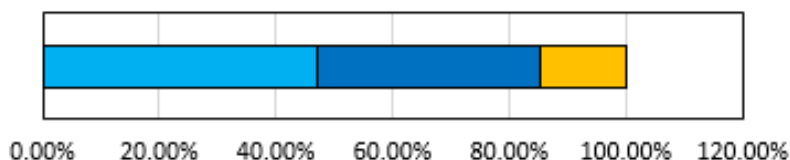
- **Medical Insurance\*:**

85.7% of employees agree or strongly agree that they are satisfied. 14.3% have not used this benefit.



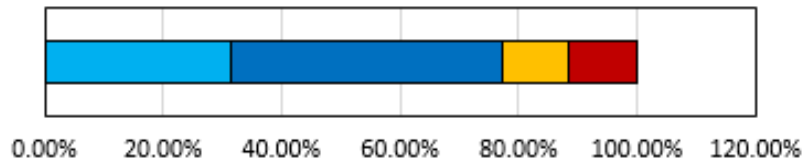
- **Prescription Coverage\*:**

85.3% of employees agree or strongly agree that they are satisfied. 14.7% have not used this benefit.



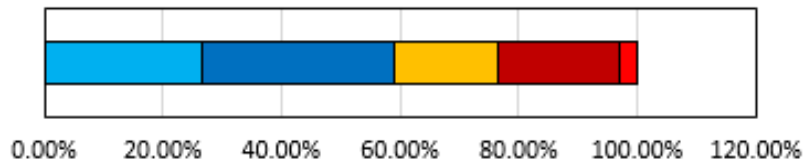
- Dental Insurance\*:

77.1% of employees agree or strongly agree that they are satisfied. 11.4% have not used this benefit and 11.4% disagree.



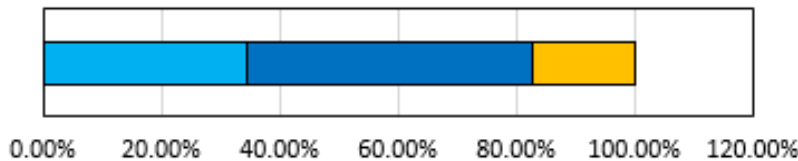
- Vision Insurance\*:

58.8% of employees agree or strongly agree that they are satisfied. 17.7% have not used the benefit. 20.6% disagree and 2.9% strongly disagree.



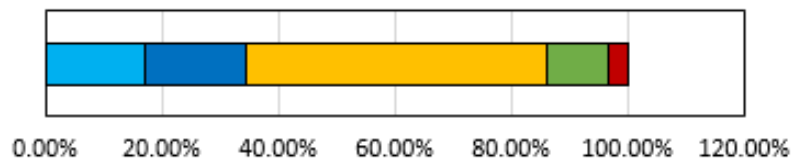
- Basic Life Insurance\*:

82.9% of employees agree or strongly agree that they are satisfied. 17.1% have not used the benefit.



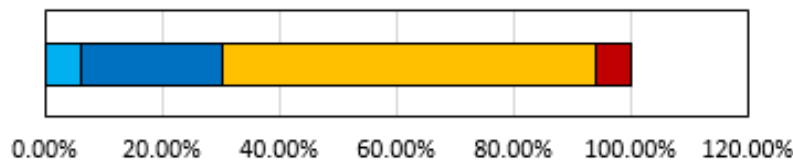
- Employee Assistance Program (EAP):

34.5% of employees agree or strongly agree that they are satisfied. 51.7% have not used the benefit, and 10.3% are unsure of what the benefit is. 3.4% disagreed.



- Employee Opt-Out Incentive for Medical and Dental\*:

30.3% of employees agree or strongly agree that they are satisfied. 63.7% have not used the benefit. 6% disagreed.



## **Voluntary Benefits**

Employees were asked to rate their satisfaction with the City's voluntary benefit offerings. These offerings fit a diverse range of needs for employees, and they are a good candidate for ongoing education as employees move through stages of their lives. The year-to-year usage of these benefits will change as employee needs change. The most highly rated of these benefits were the Voluntary Additional Contribution Program, 457(b) Deferred Compensation Plan (Mission Square), Flexible Spending Account (FSA) for Health Care (WEX), and Supplemental Life Insurance (Securian Financial Ochs). For all of the voluntary benefits, around 20-25% of people are unsure of what these benefits are, excluding the VAC, which had a much lower unsure response rate. This highlights an opportunity for education and learning about these benefits, which the City plans to pursue in the future. The comments include a general desire for more benefit information and curiosity about the wellness reimbursement, including if it could be expanded to cover other fitness centers/activities. There were also some comments about the 457 Plan.

## **Ancillary Benefits**

The City has numerous ancillary benefits which include the Blue Cross Blue Shield (BCBS) health and wellness offerings (PPO, HMO, some both), Delta Dental offerings, and the Securian Lifestyle Program offerings. These benefits may be used as needed and can provide some nice bonuses in the form of health tracking, discounts, and planning and resource management help. The BCBS offerings have an average interest of 77% of eligible respondents. The Delta Dental Offerings have an average interest of 78% of eligible respondents. The Securian Lifestyle Program offerings have an average interest of 92% of eligible respondents. As you can see, many of these benefits have a high amount of interest from those who have not used them before. Information on how to utilize these benefits can be found in the employee shared folder. For BCBS offerings, go to either Employee Shared P:\1. HR Documents for City Staff\Benefits\Medical and Basic Vision\BCBS HMO Enrollment Guide 01-01-24 or Employee Shared P:\1. HR Documents for City Staff\Benefits\Medical and Basic Vision\ BCBS PPO Enrollment Guide 01-01-24. For Delta Dental information, go to Employee Shared P:\1. HR Documents for City Staff\Benefits\Dental\Delta Dental Guide 01-10-24. For Securian Lifestyle Program offerings, go to Employee Shared P:\1. HR Documents for City Staff\Benefits\Life\Securian-Lifestyle-Benefits.

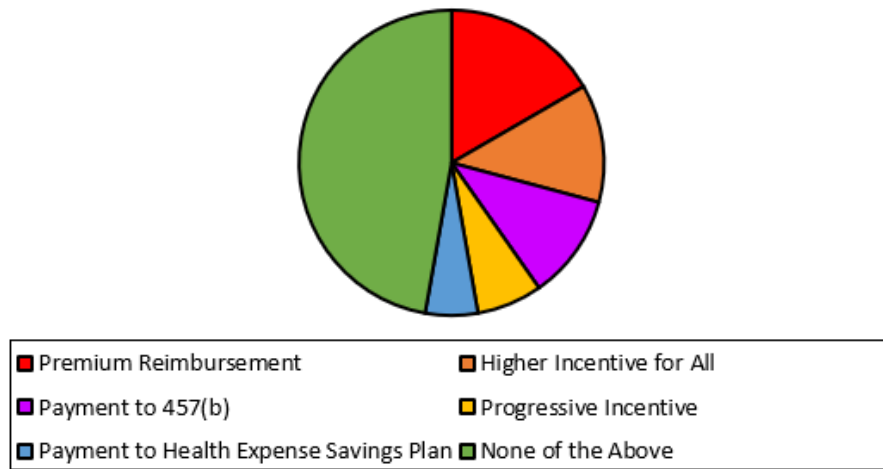
## **General Comments, Suggestions, or Concerns Regarding City Benefits, Insurance Plans, and Carriers**

There were 14 comments submitted. Six mentioned a desire to learn more about benefits from informational sessions or resources sent out by HR. Two mentioned interest in VEBA plans. One indicated a desire for more dental coverage. Another mentioned paid maternity leave for men. Four people mentioned that they appreciate the strong benefits plans.

## **What Type of Incentive Would Prompt You to Consider Waiving Medical Insurance Coverage with The City? (check all that apply) Sample Size: 52**

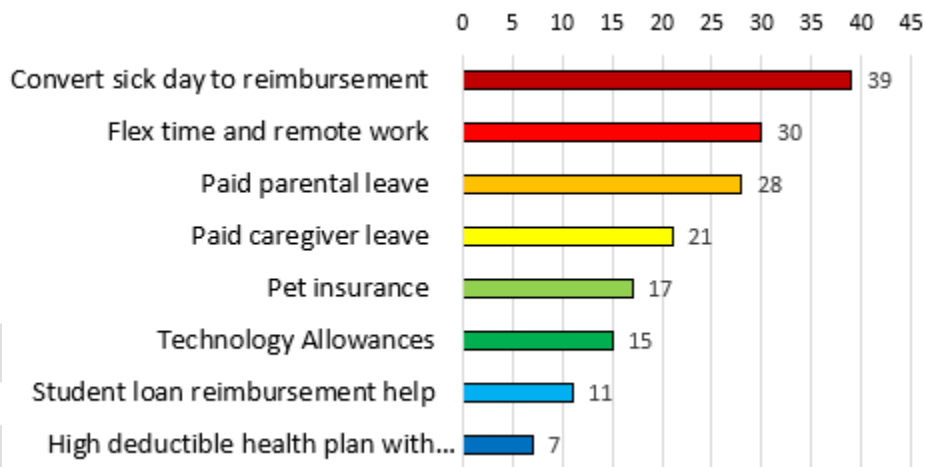
- Reimbursement for premiums paid through a spouse or parent employer plan: 23.1%
- A higher annual incentive for all enrollment tiers: 17.3%
- A payment of the annual opt out incentive into your employer sponsored 457(b) deferred compensation plan in lieu of medical coverage: 15.4%
- A progressive incentive that increases depending on your enrollment tier: 9.6%
- A payment of the annual opt-out incentive into an employer sponsored and pre-tax health expense plan in lieu of medical coverage: 7.7%
- None of the above: 65.4%

- Other – suggested a higher annual incentive and higher per tier incentive



Is there a new benefit that you would like to see offered in the future? (check all that apply)

Sample Size: 58



- An option to convert a sick day per year into a health and wellness reimbursement: 67.2 %
- Opportunities for flex time and remote work: 51.72%
- Paid parental leave: 48.3%
- Paid caregiver leave: 36.2%
- Pet insurance: 29.3%
- Technology allowances
- Assistance with employee student loan reimbursement: 19%
- A high deductible health plan with a health savings account: 12%
- Comments: Comments include suggestions for sick time conversion or buy back, paid maternity leave for men, wellness programs, and an insurance deduction for participating in the wellness event.