

Category of Question	Topic
Demographic	Retirement
Demographic	Employment
Satisfaction	General benefits
Satisfaction	General benefits
Communication	General benefits
Importance	Retirement
Importance	Retirement
Importance	Retirement
Importance	Retirement
Understand Current	Retirement
Understand Current	Retirement
Importance	Retirement
Understand Current	Retirement
Understand Current	Retirement
Understand Current	Retirement
Satisfaction	Retirement
Importance	Retirement
Importance	Retirement
New Benefits	Retirement
Satisfaction	Retirement
Importance	Retirement
Understand Current	Retirement

Satisfaction Retirement

Understand Current Retirement

Understand Current Retirement

New Benefits Retirement

Importance Medical

Satisfaction Medical

Satisfaction Medical

Satisfaction Medical

Trade-off Medical

Trade-off Medical

Satisfaction Medical

Satisfaction Medical

Communication Medical

Understand Current Medical

Communication Medical

Understand Current Medical

Understand Current Medical

Understand Current Medical

Understand Current Medical

Understand Current Medical

Importance Medical

Satisfaction	Medical
Satisfaction	Medical
Satisfaction	Medical
Trade-off	Medical
Importance	Medical
Importance	Medical
Satisfaction	Medical
Satisfaction	Medical
Importance	Dental
Trade-off	Dental
Trade-off	Dental
Satisfaction	Dental
Satisfaction	Dental
Importance	Vision
Satisfaction	Vision
Satisfaction	Vision

Importance	Insurance
Importance	Insurance
Satisfaction	Insurance
Importance	Insurance
Understand Current	Wellbeing
Importance	Insurance
Importance	Insurance
Importance	Insurance

Importance	Insurance
Satisfaction	Insurance
New Benefits	Insurance
Importance	Time Away
Satisfaction	Time Away
Importance	Time Away
Understand Current	Time Away
Satisfaction	Time Away

Importance	Time Away
Satisfaction	Time Away
Importance	Time Away
Importance	Time Away
Importance	Time Away
Importance	Time Away
New Benefits	Financial Wellbeing
Importance	Financial Wellbeing
New Benefits	Financial Wellbeing
New Benefits	Financial Wellbeing
New Benefits	Financial Wellbeing
Trade-offs	Financial Wellbeing
Importance	Financial Wellbeing
Importance	Financial Wellbeing
Importance	Financial Wellbeing
Importance	Financial Wellbeing
Importance	Financial Wellbeing
Importance	Professional Growth
Satisfaction	Professional Growth
Importance	Professional Growth
Importance	Professional Growth
Satisfaction	Wellbeing
Satisfaction	Wellbeing
Importance	Wellbeing
Satisfaction	Wellbeing
Satisfaction	Wellbeing
Satisfaction	Wellbeing
Satisfaction	Wellbeing
Satisfaction	Wellbeing
Satisfaction	Wellbeing
Satisfaction	Wellbeing
Importance	Wellbeing
New Benefits	Wellbeing

Importance
Importance
Importance
Importance

Wellbeing
Wellbeing
Wellbeing
Wellbeing

Satisfaction

General benefits

Question

I plan on retiring in the next ...

I plan to stay with my agency for the next

Overall, I am satisfied with my agency's benefits package.

I believe that my agency's benefits package is competitive.

I can get the information I need about my benefits.

Your retirement plan is one part of your total compensation package. How important is a retirement plan to you?

A defined benefit retirement plan (that pays a monthly pension in retirement) is valuable to me.

The defined benefit retirement plan (that pays a monthly pension in retirement) played a role in my decision to work here.

A defined contribution retirement plan (that provides an investment account that can be used towards retirement) is valuable to me.

I understand that the FERIP defined benefit retirement plan will provide me a monthly payment when I retire.

I understand that the FERST defined contribution retirement plan, administered by Mutual of America, provides me with an investment account that I can use towards my retirement.

How important to you is having guaranteed monthly income after you retire?

I understand that my employer contributes to the FERIP defined benefit retirement plan with no required contribution on my part.

I understand my employer contributes to the FERST defined contribution retirement plan with no required contribution on my part.

I know the amount my employer contributes to the FERST defined contribution retirement plan on my behalf.

I am satisfied with my current retirement plan.

My retirement plan provides an incentive to stay with my agency.

I would prefer a portable investment account that can be used towards retirement (defined contribution plan) to a plan that pays a monthly pension in retirement (defined benefit plan).

I would contribute more funds towards my retirement if my agency matched a portion of what I put in.

How would you like us to improve your retirement plan?

How important to you is a 403(b) investment account that allows you to put money aside towards retirement?

I currently contribute to a 403(b) retirement plan sponsored by my employer.

I am satisfied with my 403(b) plan.

I understand that the contributions I make to a 403(b) plan lower my current taxes and that the growth of my retirement funds is not taxable until I withdraw the funds.

I understand that I can elect to contribute as little or as much as I want to a 403(b) plan up to the legal limits and that I can start and stop my contributions to a 403(b) plan at any time during the year.

I would like the option of a Roth 403(b), which does not reduce my current taxes but would not be taxable when I draw the money in retirement.

How important to you is the Health Insurance provided by your agency?

I am able to get the medical care I need through my agency-sponsored health insurance.

My Healthcare plan is affordable.

If not, why not?

I am willing to pay more out of my paycheck in order to have a greater selection of doctors and hospitals.

I would rather pay more out of my pocket when I need medical care and prescriptions in exchange for lower payroll deductions.

I prefer a plan that only requires copayments (office visit fee) to a plan that has deductibles and coinsurance.

I am or would be comfortable with the requirement that my Primary Care Physician refer me for all specialty care.

I know how to use my health plan's web portal.

I know that my plan offers mental health/substance abuse services.

I know how to access mental health/substance abuse services through my health plan.

I am familiar with Grand Rounds, a service that helps you find high-quality in-network doctors and provides second opinions from top specialists in the nation.

I am familiar with US Imaging, a concierge service that schedules appointments for MRI, CT and PET scans and saves me money.

I am familiar with Teladoc, a 24-hour phone- and web-based service that provides access to physicians for common medical issues – at no cost to me.

I am familiar with the JFHP Wellness Rewards program, a program that allows me to reduce my medical deductible by participating in certain healthy activities.

I am familiar with Taking Control of Your Health, a program that can help people with Diabetes and Cardiovascular Disease manage their conditions and save money on related prescriptions and supplies.

How important to you is Health Insurance through your agency for your family members?

I can afford to cover my family members under one of my employer's health plans.

I would be interested in coverage for my family members if there were more affordable options.

I would like an "Employee +1" or "Employee Plus Children" option.

I would prefer lower family premiums in exchange for fewer vacation days.

Having a Health Savings Account option is important to me.

My medical plan provides an incentive to stay with my agency.

If you have not signed up for our health insurance, please tell us why.

Please explain how we could improve the medical insurance.

How important is agency-sponsored dental insurance to you?

I am willing to pay more out of my paycheck for a higher dental benefit.

I am willing to pay more out of my paycheck to get orthodontic benefits.

I am satisfied with my current dental insurance.

Please explain how we could improve the dental insurance.

How important to you is vision insurance (covers routine eye exams and glasses or contacts).

I am satisfied with my current vision insurance.

Please explain how we could improve the vision insurance.

How important to you are Flexible Spending Accounts that cover medical, dental and/or vision expenses?

How important to you is a Flexible Spending Account that covers dependent care expenses?

It is easy to use my Flexible Spending Account.

How important to you is an Employee Assistance Program?

I am familiar with the CIGNA Life Assistance program (Employee Assistance Program).

How important to you is Life insurance?

How important to you is Short-Term Disability insurance?

How important to you is Long-Term Disability insurance?

How important to you is Long-Term Care insurance?

The employer-paid \$10,000 life insurance is valuable to me

I would prefer to receive a set dollar amount that I can use towards only the benefits I choose.

How important to you is vacation time (PPT/PTO)?

I have enough vacation time.

I would value the opportunity to cash out some of my vacation time.

I am aware that I can donate the value of my vacation time to a coworker who is on unpaid leave.

I have enough paid holidays.

How important to you is sick time?

I have enough sick time.

How important to you are flexible working arrangements?

It is important to me that my employer offer the ability to take time off for childbirth or adoption.

It is important to me that my employer offer paid leave for childbirth or adoption.

It is important to me that my employer offer the ability to take time off to care for a family member.

Student loan debt is a major concern for me.

How important to you is tuition assistance?

I would be interested in a college savings plan for my child/children.

I would be interested in identity theft insurance protection.

I would be interested in pet insurance.

I would reduce my paid days off for a higher base salary.

Employee Discount programs are important to me.

How important is a uniform allowance?

How important is a perfect attendance bonus?

How important are service anniversary gifts?

How important are recognition programs for performance and customer service?

How important to you are professional growth opportunities?

My agency provides me with the resources I need to help me grow professionally.

How important to you is reimbursement for Continuing Education Units/Conferences?

How important to you are English as a Second Language programs?

My employer cares about its employees.

The culture at my workplace is supportive of employee wellbeing.

How important to you is a Wellness Program?

The health or wellness-related initiatives and programs offered by my employer, including the annual biometric screenings, have encouraged me to live a healthy lifestyle.

My Agency can support employee wellbeing by:

I would participate in an employer-sponsored weight loss program.

I would participate in an employer-sponsored tobacco cessation program.

I would participate in an employer-sponsored nutritional counseling program.

I would participate in on-site fitness classes to help me achieve/maintain overall wellbeing.

I would participate in on-site educational programs to help me achieve/maintain overall wellbeing.

Discounted gym memberships offered by my employer help me achieve/maintain overall wellbeing.

Healthy food options at work would help me achieve/maintain overall wellbeing.

How Important is the Employee Annual Recognition/Award meeting?

How important is Birthday Recognition?

How important is Employee of the Month Recognition?

How important are Department Get togethers?

Please let us know if there is anything else you would like to share with us about our benefits package, including any benefits you would like that are not currently offered.

Type of Answer

Definition

What does this question tell us?

Range of years

Range of years

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Very Important to Not at all Important

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Yes no Don't know

Yes no Don't know

Very Important to Not at all Important

Yes no Don't know

Yes no Don't know

Yes no Don't know

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Open-ended

Very Important to Not at all Important

Yes no Don't know

Strongly Agree to Strongly Disagree

Yes no Don't know

Yes no Don't know

Strongly Agree to Strongly Disagree
Very Important to Not at all Important
Strongly Agree to Strongly Disagree
Strongly Agree to Strongly Disagree
Open-ended

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree
Strongly Agree to Strongly Disagree
Yes no Don't know
Yes no Don't know

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree

Strongly Agree to Strongly Disagree
Very Important to Not at all Important

Strongly Agree to Strongly Disagree
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Strongly Agree to Strongly Disagree
Strongly Agree to Strongly Disagree
Strongly Agree to Strongly Disagree
Open-ended
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Open-ended