

1. Which range indicates your current age?		
Under 21	2	0.2%
22-30	159	14.9%
31-40	296	27.8%
41-50	293	27.5%
51-60	259	24.3%
60+	56	5.3%
2. Please indicate your gender:		
Male	533	50.1%
Female	531	49.9%
3. Which category describes your family status?		
Single	224	21.0%
Single parent with dependent children	80	7.5%
Married	353	33.1%
Married with dependent children	410	38.4%
4. Are you primarily responsible for providing your children's insurance?		
Yes	419	38.6%
No	313	28.8%
Not Applicable	353	32.5%
5. If you are married, does your spouse work outside the home?		
Yes	607	59.3%
No	170	16.6%
Not Applicable	247	24.1%
If yes, is your spouse employed by Johnson County?		
Yes	52	8.8%
No	539	91.2%
6. Is your spouse eligible for benefits through his/her employer?		
Yes	484	47.2%
No	215	21.0%
Not Applicable	327	31.9%
7. If eligible, does your spouse participate in his/her employer's Medical plan?		
Yes	303	30.6%
No	254	25.6%
Not Applicable	434	43.8%
8. How long have you been employed by Johnson County?		
Less than 1 year	80	7.5%
1 - 3 years	202	18.9%
4 - 6 years	195	18.3%
7 - 9 years	135	12.7%
10 - 12 years	102	9.6%
13 - 15 years	102	9.6%
16+ years	251	23.5%

9. Which range indicates your current annual salary?

Less than \$20,000	5	0.5%
\$20,000 - \$29,999	201	18.9%
\$30,000 - \$39,999	345	32.5%
\$40,000 - \$49,999	205	19.3%
\$50,000 - \$74,999	232	21.8%
\$75,000+	74	7.0%

10. What is your current position grade?

10	19	2.5%
11	27	3.6%
12	36	4.8%
13	119	15.9%
14	127	16.9%
15	136	18.1%
16	111	14.8%
17	63	8.4%
18	46	6.1%
19	36	4.8%
20	8	1.1%
21	6	0.8%
22	3	0.4%
23	8	1.1%
24	1	0.1%
25	2	0.3%
26	2	0.3%

11. Approximately how long have you been in your current position in the County? (Do not include time in previous positions with the County. If your position has been reclassified, base your answer on when you entered the job originally - not the reclassification date).

0 - 4.99 years	519	50.3%
5 - 9.99 years	246	23.9%
10+ years	266	25.8%

12. Please indicate which Medical benefit plans/programs you are enrolled in:

Blue Advantage HMO	508	49.1%
Blue Care HMO	294	28.4%
Preferred Care Blue PPO	117	11.3%
Do not participate in Johnson County Medical Plan	116	11.2%

13. Please indicate which Medical tier you are enrolled in:

Individual	364	35.2%
Employee & 1	198	19.2%
Family	362	35.0%
N/A	109	10.6%

14. If you are enrolled in the Blue Advantage or the Blue Care HMO plan, please indicate your reason(s) for making this choice. (select all that apply)

My doctors are in the network	397	28.8%
Convenience of the HMO	160	11.6%
Cost	591	42.9%
Other	46	3.3%
Not Applicable	183	13.3%

15. If you are enrolled in the Preferred Care Blue PPO plan, please indicate your reason(s) for making this choice. (select all that apply)

Ability to go to the doctors outside the network	77	8.5%
My doctors are in the preferred network	62	6.9%
I do not like HMO's	41	4.5%
Other	16	1.8%
Not Applicable	706	78.3%

16. Have you used the Express Scripts (Mail-Order) prescription benefit?

Yes	219	21.7%
No	789	78.3%

If yes, indicate your level of satisfaction with the benefit (1 = very satisfied, 5 = not satisfied at all):

1	91	41.6%
2	50	22.8%
3	26	11.9%
4	30	13.7%
5	22	10.0%

If no, please indicate why you have not used this benefit:

I did not know about this benefit	147	33.6%
It is difficult and confusing to use	98	22.4%
I do not use maintenance medications	193	44.1%

17. Have you utilized the Vision Service Plan benefit?

Yes	734	72.0%
No	285	28.0%

If no, please indicate why you have not used the benefit:

I do not have a need for the Vision benefit	72	44.7%
Could not access a network provider	12	7.5%
I do not know how the Vision benefit works	52	32.3%
Not eligible to participate	25	15.5%

18. If you could elect Vision coverage without enrolling for Medical coverage, would you elect that option?

Yes	428	42.5%
No	580	57.5%

19. Please indicate your Dental coverage tier:

Individual	346	33.4%
Employee & 1	169	16.3%
Family	348	33.6%
Do not participate in Johnson County Dental Plan	172	16.6%

20. Do you use your Dental benefits?

Yes, at least twice a year for recommended check-ups	647	64.1%
Yes, but sometimes less than twice a year	153	15.2%
No, I am enrolled but have not used my benefits	71	7.0%
Not Applicable	138	13.7%

21. Please indicate which Voluntary Benefits you participate in (select all that apply):

Voluntary Life	593	33.8%
Voluntary Short-Term Disability	283	16.2%
457 Deferred Compensation	623	35.6%
Flexible Spending Account (Medbank or Dependent Care)	253	14.4%

22. Do you currently have Life insurance coverage other than what is provided and offered through Johnson County?

Yes	510	49.0%
No	530	51.0%

23. Please indicate which Retirement Plans you participate in (select all that apply):

KPERS	774	73.9%
KP&F	183	17.5%
KPERS & KP&F	46	4.4%
Not eligible to participate	44	4.2%

24. If you are not enrolled in the Deferred Compensation (457) plan, please indicate why. Please mark the answer that best applies.

Don't understand what the plan provides	114	12.6%
Investment choices do not meet my needs	16	1.8%
Employer match doesn't provide enough incentive	58	6.4%
Do not want another payroll deduction	124	13.7%
I think Social Security and KPERS/KPF will support my retirement	11	1.2%
I have sufficient personal savings to meet my retirement needs	10	1.1%
Not Applicable	572	63.2%

25. I usually get information about the retirement plan(s) from:

Provider website	150	14.9%
Printed materials available at work	330	32.8%
Co-workers	147	14.6%
OFM Benefits Division	134	13.3%
Counselor available via toll-free provider number	22	2.2%
On-site visit with provider representative	145	14.4%
Not Applicable	79	7.8%

26. I access my retirement account(s) via the Internet:

0 times per year	553	54.7%
1-5 times per year	271	26.8%
5-10 times per year	30	3.0%
10+ times per year	58	5.7%
Not Applicable	99	9.8%

27. I access my retirement account(s) via the toll-free number:

0 times per year	749	75.0%
1-5 times per year	135	13.5%
5-10 times per year	3	0.3%
10+ times per year	7	0.7%
Not Applicable	105	10.5%

28. How satisfied are you with the following benefits that are offered to you as an employee of Johnson County?

Medical Plan

1	176	17.3%
2	337	33.1%
3	263	25.8%
4	114	11.2%
5	27	2.7%
Do not participate	101	9.9%

Dental Plan

1	166	16.3%
2	292	28.7%
3	257	25.3%
4	109	10.7%
5	44	4.3%
Do not participate	148	14.6%

Vision

1	171	16.9%
2	287	28.3%
3	260	25.7%
4	91	9.0%
5	48	4.7%
Do not participate	156	15.4%

Employer Paid Term Life Insurance

1	232	23.2%
2	287	28.7%
3	263	26.3%
4	77	7.7%
5	33	3.3%
Do not participate	108	10.8%

Voluntary Group Term Life Insurance

1	129	13.0%
2	244	24.5%
3	188	18.9%
4	53	5.3%
5	30	3.0%
Do not participate	350	35.2%

Voluntary Short Term Disability

1	77	7.8%
2	120	12.2%
3	154	15.7%
4	37	3.8%
5	38	3.9%
Do not participate	557	56.7%

Deferred Compensation (457) Plan

1	133	13.4%
2	245	24.6%
3	210	21.1%
4	73	7.3%
5	48	4.8%
Do not participate	287	28.8%

Paid Leave Benefits (Sick, Vacation, etc.)

1	265	26.1%
2	337	33.2%
3	223	21.9%
4	114	11.2%
5	63	6.2%
Do not participate	14	1.4%

29. How satisfied are you with the following aspects of the Medical plan offered to you as an employee of Johnson County?

Not Applicable	86	
Medical Plan Customer Service		
1	133	14.8%
2	313	34.7%
3	334	37.1%
4	89	9.9%
5	32	3.6%
Medical Claims Payment		
1	163	18.1%
2	330	36.6%
3	302	33.5%
4	77	8.5%
5	29	3.2%
Physician Choice		
1	233	25.6%
2	340	37.4%
3	229	25.2%
4	76	8.4%
5	32	3.5%
Hospital Choice		
1	221	24.4%
2	302	33.3%
3	282	31.1%
4	77	8.5%
5	25	2.8%
Prescription Drug Copay Amount		
1	112	12.3%
2	222	24.4%
3	300	33.0%
4	171	18.8%
5	103	11.3%
Employee Premium Cost for Coverage		
1	105	11.6%
2	208	23.0%
3	345	38.1%
4	159	17.6%
5	88	9.7%
Copays and Deductibles		
1	88	9.7%
2	223	24.6%
3	331	36.5%
4	178	19.6%
5	86	9.5%
Vendor Website Quality		
1	83	10.1%
2	199	24.2%
3	422	51.2%
4	83	10.1%
5	37	4.5%

30. How satisfied are you with the following aspects of the Dental plan offered to you as an employee of Johnson County?

Not Applicable	137	
Dental Plan Customer Service		
1	143	17.3%
2	287	34.7%
3	310	37.5%
4	57	6.9%
5	29	3.5%
Dental Claims Payment		
1	171	20.5%
2	273	32.8%
3	259	31.1%
4	97	11.6%
5	33	4.0%
Provider Choice		
1	196	23.5%
2	305	36.6%
3	222	26.6%
4	74	8.9%
5	37	4.4%
Employee Premium Cost		
1	119	14.2%
2	226	27.0%
3	312	37.3%
4	114	13.6%
5	66	7.9%
Copays and Deductibles		
1	94	11.3%
2	206	24.7%
3	284	34.0%
4	166	19.9%
5	85	10.2%
Vendor Website Quality		
1	74	9.9%
2	177	23.6%
3	402	53.6%
4	58	7.7%
5	39	5.2%

31. How satisfied are you with the following aspects of the Vision plan offered to you as an employee of Johnson County?

Not Applicable	167	
Vision Plan Customer Service		
1	165	20.5%
2	280	34.7%
3	296	36.7%
4	46	5.7%
5	19	2.4%
Vision Claims Payment		
1	165	20.4%
2	274	34.0%
3	274	34.0%
4	62	7.7%
5	32	4.0%
Provider Choice		
1	177	21.9%
2	286	35.4%
3	237	29.3%
4	72	8.9%
5	36	4.5%
Vision Plan Benefits		
1	120	14.8%
2	203	25.1%
3	287	35.4%
4	139	17.2%
5	61	7.5%
Vendor Website Quality		
1	105	14.4%
2	182	25.0%
3	357	49.0%
4	57	7.8%
5	28	3.8%

32. How satisfied are you with the following aspects of the 457 plan offered to you as an employee of Johnson County?

Vendor Customer Service

1	110	16.1%
2	247	36.2%
3	244	35.7%
4	61	8.9%
5	21	3.1%

Investment Options / Choices

1	104	15.0%
2	251	36.2%
3	254	36.6%
4	56	8.1%
5	29	4.2%

Education / Information

1	83	11.9%
2	214	30.7%
3	267	38.4%
4	87	12.5%
5	45	6.5%

Vendor Website Quality

1	72	11.4%
2	183	29.0%
3	289	45.7%
4	58	9.2%
5	30	4.7%
Not Applicable	250	

33. How satisfied are you with the following aspects of the Supplemental Retirement (401a) plan offered to you as an employee of Johnson County?

Not Applicable	283	
Vendor Customer Service		
1	89	14.2%
2	203	32.4%
3	267	42.7%
4	40	6.4%
5	27	4.3%
Investment Options/Choices		
1	89	14.1%
2	209	33.0%
3	246	38.9%
4	56	8.8%
5	33	5.2%
Education/Information		
1	78	12.3%
2	180	28.3%
3	258	40.6%
4	77	12.1%
5	42	6.6%
Vendor Website Quality		
1	66	11.3%
2	159	27.3%
3	276	47.3%
4	49	8.4%
5	33	5.7%

34. Are you currently eligible to retire and receive KPERS/KP&F benefits?

Yes	178	17.8%
No	821	82.2%

Enjoy current position and responsibilities

1	98	40.0%
2	71	29.0%
3	49	20.0%
4	20	8.2%
5	7	2.9%

Spouse is not eligible for retirement

1	45	22.1%
2	33	16.2%
3	39	19.1%
4	16	7.8%
5	71	34.8%

Concerned about maintaining current standard of living

1	137	57.6%
2	60	25.2%
3	23	9.7%
4	5	2.1%
5	13	5.5%

Concerned about maintaining health insurance in retirement

1	178	73.6%
2	29	12.0%
3	13	5.4%
4	5	2.1%
5	17	7.0%

35. Please rate the following benefits according to their importance to you and your family.

Medical Plan

1	833	82.1%
2	64	6.3%
3	24	2.4%
4	7	0.7%
5	24	2.4%
Do not have this benefit	62	6.1%

Dental Plan

1	591	58.3%
2	221	21.8%
3	51	5.0%
4	23	2.3%
5	24	2.4%
Do not have this benefit	103	10.2%

Vision Plan

1	504	50.0%
2	246	24.4%
3	120	11.9%
4	32	3.2%
5	24	2.4%
Do not have this benefit	83	8.2%

Basic Group Term Life Insurance (Employer Paid)

1	471	46.7%
2	260	25.8%
3	149	14.8%
4	50	5.0%
5	26	2.6%
Do not have this benefit	53	5.3%

Voluntary Group Term Life Insurance (Employee Paid)

1	297	29.6%
2	205	20.4%
3	171	17.0%
4	48	4.8%
5	65	6.5%
Do not have this benefit	219	21.8%

Voluntary Short Term Disability

1	183	18.2%
2	138	13.7%
3	162	16.1%
4	76	7.6%
5	57	5.7%
Do not have this benefit	388	38.6%

Deferred Compensation (457) Plan

1	430	43.0%
2	201	20.1%
3	90	9.0%
4	18	1.8%
5	24	2.4%
Do not have this benefit	237	23.7%

36. Please indicate your level of satisfaction with the following paid leave time benefits provided by Johnson County.

Bereavement Leave

1	334	33.9%
2	305	30.9%
3	219	22.2%
4	76	7.7%
5	52	5.3%

Sick Leave

1	383	38.1%
2	326	32.4%
3	157	15.6%
4	82	8.2%
5	57	5.7%

Vacation Leave

1	371	36.9%
2	330	32.8%
3	165	16.4%
4	100	9.9%
5	40	4.0%

Holiday Leave

1	390	38.8%
2	332	33.1%
3	157	15.6%
4	86	8.6%
5	39	3.9%

37. Overall, how well do you feel the County's current benefit choices/offerings meet your needs and concerns?

1	135	13.5%
2	469	46.9%
3	318	31.8%
4	67	6.7%
5	12	1.2%

38. What do you consider to be the most important Employer-provided benefit?

Medical Insurance	774	85.4%
Dental Insurance	11	1.2%
Vision Insurance	8	0.9%
Retirement Savings Plan	102	11.3%
Group Term Life Insurance	5	0.6%
Short Term Disability Insurance	6	0.7%

39. Which of these Employer-provided benefits is least important to you?

Medical Insurance	15	1.8%
Dental Insurance	37	4.3%
Vision Insurance	162	19.0%
Retirement Savings Plan	30	3.5%
Group Term Life Insurance	199	23.3%
Short Term Disability Insurance	410	48.1%

41. Do you feel that you have a sufficient understanding of these aspects of Johnson County's Medical benefit program?

Total Cost of this benefit (employee and employer contributions)

Yes	840	83.3%
No	168	16.7%

Copays and Deductibles

Yes	848	84.5%
No	155	15.5%

Plan restrictions (in network vs. out-of-network)

Yes	738	73.7%
No	264	26.3%

Covered plan procedures

Yes	717	71.9%
No	280	28.1%

42. How well do you understand the Flexible Spending Account (FSA) benefit (Medbank and Dependent Care Accounts):

I understand the potential tax savings from participating in the FSA.

1	508	51.9%
2	272	27.8%
3	199	20.3%

I understand what types of expenses the FSA can be used for.

1	461	47.2%
2	307	31.4%
3	209	21.4%

I know how to estimate my eligible expenses for the year.

1	411	42.2%
2	314	32.3%
3	248	25.5%

I understand that I will forfeit any money not used within the plan year.

1	632	64.9%
2	168	17.2%
3	174	17.9%

I understand the FSA claim process.

1	420	43.3%
2	277	28.6%
3	272	28.1%

43. If you could increase your current knowledge about one of the County's benefit offerings, which one would it be?

Medical Plan	130	13.6%
Dental Plan	11	1.1%
Vision	22	2.3%
Basic Group Term Life Insurance	14	1.5%
Voluntary Group Term Life Insurance	16	1.7%
Voluntary Short Term Disability	47	4.9%
Flexible Spending Accounts	84	8.8%
Deferred Compensation (457) Plan	257	26.9%
Supplemental Retirement (401a) Plan	223	23.3%
Paid Leave Time	32	3.3%
Education Reimbursement Program	121	12.6%

44. Where do you receive the majority of your information regarding the County's benefit programs and plans?

Benefits Division website	137	13.6%
Open Enrollment meetings/newsletter	426	42.3%
Department Personnel/Pay Representative	185	18.4%
Benefits Division Staff	44	4.4%
Co-workers	146	14.5%
Vendor communication (printed, website, etc.)	69	6.9%

45. I believe my pay rate at the time I was hired into my current position was fair based on my knowledge, skills, abilities, and prior experience.

Yes	626	62.0%
No	383	38.0%

46. I believe my current pay rate is fair based on my knowledge, skills, abilities, experience, and performance in this position.

Yes	328	32.5%
No	681	67.5%

47. On a scale of 1-5 (1= Strongly Agree, 5 = Strongly Disagree), please indicate your level of satisfaction for questions 47-55. The benefits provided by Johnson County are as good as other comparable sized local employers.

1	171	16.9%
2	309	30.5%
3	328	32.4%
4	153	15.1%
5	51	5.0%

48. Increasing my wages or salary is more important to me than increasing my benefits.

1	384	38.0%
2	239	23.6%
3	253	25.0%
4	96	9.5%
5	39	3.9%

49. I would like to have more choices about my benefits so I can tailor the benefits to suit my needs.

1	201	19.8%
2	296	29.2%
3	357	35.2%
4	112	11.0%
5	48	4.7%

50. I have a good understanding of my benefits at Johnson County and can access information easily.

1	226	22.3%
2	369	36.4%
3	312	30.8%
4	88	8.7%
5	19	1.9%

51. I would rather have less generous benefit coverage than have to pay more.

1	50	4.9%
2	125	12.3%
3	372	36.7%
4	274	27.0%
5	194	19.1%

52. Healthy habits and lifestyle should be rewarded by Johnson County.

1	433	42.5%
2	225	22.1%
3	210	20.6%
4	71	7.0%
5	79	7.8%

53. Benefits are an important part of my compensation.

1	573	56.5%
2	298	29.4%
3	101	10.0%
4	22	2.2%
5	20	2.0%

54. I would be willing to contribute more of my own money to improve benefits that are important to me.

1	83	8.2%
2	225	22.2%
3	387	38.2%
4	182	18.0%
5	135	13.3%

55. Employees have a responsibility to help employers control the cost of Medical care benefits.

1	332	33.0%
2	279	27.7%
3	266	26.4%
4	80	8.0%
5	49	4.9%