

Johnson County Part-time Employees

1 . Which range indicates your current age?

22-30	5	10.9%
31-40	7	15.2%
41-50	14	30.4%
51-60	16	34.8%
60+	3	6.5%

2 . Please indicate your gender:

Male	2	4.3%
Female	44	95.7%

3 . Which category describes your family status?

Single	5	10.9%
Single parent with dependent children	2	4.3%
Married	12	26.1%
Married with dependent children	27	58.7%

4 . If you are married, does your spouse work outside the home?

Yes	36	92.3%
No	3	7.7%

If yes, is your spouse employed by Johnson County?

Not Applicable	7	15.9%
Yes	3	6.8%
No	33	75.0%

5 . Is your spouse eligible for benefits through his/her employer?

Yes	38	82.6%
Not Applicable	7	15.2%

6 . If eligible, does your spouse participate in his/her employer's Medical plan?

Yes	38	82.6%
Not Applicable	7	15.2%

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7 . How long have you been employed by Johnson County?

Less than 1 year	3	6.5%
1 - 3 years	12	26.1%
4 - 6 years	12	26.1%
7 - 9 years	7	15.2%
10 - 12 years	6	13.0%
13 - 15 years	4	8.7%
16+ years	2	4.3%

8 . Which range indicates your current annual salary?

Less than \$20,000	32	69.6%
\$20,000 - \$29,999	8	17.4%
\$30,000 - \$39,999	3	6.5%
\$50,000 - \$74,999	2	4.3%

9 . What is your current position grade?

10	2	5.6%
12	7	19.4%
13	6	16.7%
14	12	33.3%
15	3	8.3%
16	3	8.3%
17	2	5.6%

10 . 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	27	58.7%
5 - 9.99 years	10	21.7%
10+ years	9	19.6%

11 . Please indicate the average number of hours you are scheduled to work each week:

20-24	30	66.7%
25-29	11	24.4%
30-34	3	6.7%

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

Yes	30	66.7%
No	15	33.3%

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

KPERS	41	89.1%
Not eligible to participate	4	8.7%

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**14 . Please indicate the 457 Deferred Compensation plan(s) you are enrolled in:
(check all that apply)**

Nationwide	15	31.3%
ICMA	6	12.5%
Not Applicable	27	56.3%

15 . 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	10	27.0%
Do not want another payroll deduction	5	13.5%
I think Social Security and KPERS/KPF will support my retirement	2	5.4%
Not Applicable	20	54.1%

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

Provider website	2	4.4%
Printed materials available at work	15	33.3%
Co-workers	4	8.9%
OFM Benefits Division	5	11.1%
Counselor available via toll-free provider number	2	4.4%
On-site visit with provider representative	3	6.7%
Not Applicable	14	31.1%

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

0 times per year	28	59.6%
1-5 times per year	5	10.6%
Not Applicable	13	27.7%

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

0 times per year	26	57.8%
1-5 times per year	5	11.1%
Not Applicable	14	31.1%

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19 . 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	4	25.0%
3	5	31.3%
4	3	18.8%
5	2	12.5%

Investment Options / Choices

1	3	16.7%
2	5	27.8%
3	3	16.7%
4	4	22.2%
5	2	11.1%

Education / Information

1	3	16.7%
2	3	16.7%
3	7	38.9%
4	2	11.1%
5	2	11.1%

Vendor Website Quality

Not Applicable	29	67.4%
1	2	4.7%
3	6	14.0%
4	2	4.7%
5	2	4.7%

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

Vendor Customer Service

1	3	21.4%
3	5	35.7%
4	2	14.3%
5	2	14.3%

Investment Options/Choices

1	4	26.7%
2	2	13.3%
3	4	26.7%
4	3	20.0%

Education/Information

1	3	20.0%
2	2	13.3%
3	5	33.3%
4	2	13.3%
5	2	13.3%

Vendor Website Quality

Not Applicable	31	73.8%
1	2	4.8%
3	6	14.3%

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

Yes	7	16.7%
No	35	83.3%
Enjoy current position and responsibilities		
1	7	63.6%
Spouse is not eligible for retirement		
1	3	30.0%
5	6	60.0%
Concerned about maintaining current standard of living		
1	5	50.0%
3	3	30.0%
Concerned about maintaining health insurance in retirement		
1	2	20.0%
3	2	20.0%
5	5	50.0%

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22 . If you had the ability to participate in the following benefits, please rate them accordingly to their importance to you and your family.

Medical Plan

1	20	46.5%
2	2	4.7%
4	2	4.7%
Do not have this benefit	16	37.2%

Dental Plan

1	17	39.5%
2	2	4.7%
3	2	4.7%
4	2	4.7%
5	3	7.0%
Do not have this benefit	16	37.2%

Vision Plan

1	16	37.2%
2	5	11.6%
4	2	4.7%
5	2	4.7%
Do not have this benefit	16	37.2%

Basic Group Term Life Insurance (Employer Paid)

1	16	38.1%
2	8	19.0%
3	4	9.5%
4	3	7.1%
Do not have this benefit	9	21.4%

Voluntary Group Term Life Insurance (Employee Paid)

1	12	30.8%
2	4	10.3%
3	7	17.9%
4	4	10.3%
5	4	10.3%
Do not have this benefit	7	17.9%

Voluntary Short Term Disability

1	6	15.8%
2	5	13.2%
3	7	18.4%
4	3	7.9%
5	3	7.9%
Do not have this benefit	13	34.2%

Deferred Compensation (457) Plan

1	14	32.6%
2	7	16.3%
3	5	11.6%
5	4	9.3%
Do not have this benefit	12	27.9%

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

Bereavement Leave

1	11	26.8%
2	12	29.3%
3	12	29.3%
4	2	4.9%
5	3	7.3%

Sick Leave

1	17	39.5%
2	12	27.9%
3	7	16.3%
4	3	7.0%
5	3	7.0%

Vacation Leave

1	17	39.5%
2	12	27.9%
3	6	14.0%
4	3	7.0%
5	4	9.3%

Holiday Leave

1	6	15.8%
2	6	15.8%
3	6	15.8%
4	4	10.5%
5	15	39.5%

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

1	4	9.5%
2	11	26.2%
3	13	31.0%
4	12	28.6%
5	2	4.8%

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

Medical Plan	5	14.7%
Voluntary Short Term Disability	2	5.9%
Deferred Compensation (457) Plan	9	26.5%
Supplemental Retirement (401a) Plan	8	23.5%
Paid Leave Time	4	11.8%
Education Reimbursement Program	4	11.8%

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

Benefits Division website	4	10.5%
Open Enrollment meetings/newsletter	4	10.5%
Department Personnel/Pay Representative	9	23.7%
Co-workers	13	34.2%
Vendor communication (printed, website, etc.)	8	21.1%

28 . 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	28	68.3%
No	13	31.7%

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

Yes	20	48.8%
No	21	51.2%

30 . On a scale of 1-5 (1= Strongly Agree, 5 = Strongly Disagree), please indicate your level of satisfaction for questions 30-38. The benefits provided by Johnson County are as good as other comparable sized local employers.

1	7	17.5%
2	10	25.0%
3	17	42.5%
4	4	10.0%
5	2	5.0%

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

1	16	35.6%
2	10	22.2%
3	12	26.7%
4	4	8.9%
5	3	6.7%

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

1	13	30.2%
2	10	23.3%
3	11	25.6%
4	5	11.6%
5	4	9.3%

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

1	4	8.9%
2	9	20.0%
3	20	44.4%
4	11	24.4%

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

1	4	9.8%
2	3	7.3%
3	17	41.5%
4	9	22.0%
5	8	19.5%

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

1	16	35.6%
2	8	17.8%
3	10	22.2%
4	6	13.3%
5	5	11.1%

36 . Benefits are an important part of my compensation.

1	12	27.9%
2	12	27.9%
3	11	25.6%
4	4	9.3%
5	4	9.3%

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

1	10	22.7%
2	10	22.7%
3	11	25.0%
4	7	15.9%
5	6	13.6%

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

1	13	28.9%
2	11	24.4%
3	16	35.6%
4	4	8.9%
