



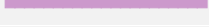



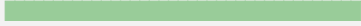

Johnson County - Full Time 2008

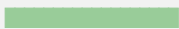

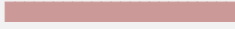

Please enter your User ID: User ID = Your last name + the last 5 digits of your social security number with no spaces (ex. smith12345)	Response Total
	1505
Total # of respondents 1505 . Statistics based on 1505 respondents; 0 filtered; 0 skipped.	


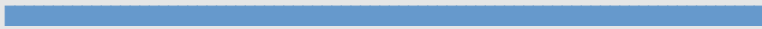
Department	Response Total
	1505
Total # of respondents 1505 . Statistics based on 1505 respondents; 0 filtered; 0 skipped.	




Demographics

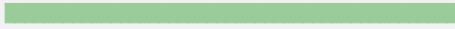


Which range indicates your current age?	Response Percent	Response Total
Under 21 	0.2%	3
22-30 	14.4%	217
31-40 	24.9%	375
41-50 	26.5%	398
51-60 	26.8%	403
60+ 	7.2%	108
Total # of respondents 1505 . Statistics based on 1504 respondents; 0 filtered; 1 skipped.		



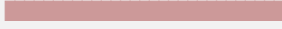
Please indicate your gender	Response Percent	Response Total
Male 	45.7%	686
Female 	54.3%	814
Total # of respondents 1505 . Statistics based on 1500 respondents; 0 filtered; 5 skipped.		

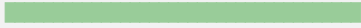

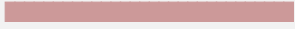
Which category describes your family status?		Response Percent	Response Total
Single		22.4%	337
Single parent with dependent children		7.3%	109
Married		30.2%	454
Married with dependent children		40.1%	602
Total # of respondents 1505. Statistics based on 1502 respondents; 0 filtered; 3 skipped.			

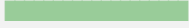
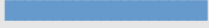

Are you already retired and currently receiving retirement benefits?		Response Percent	Response Total
Yes		2.1%	31
No		97.9%	1457
Total # of respondents 1505. Statistics based on 1488 respondents; 0 filtered; 17 skipped.			








Are you primarily responsible for providing your children's insurance?		Response Percent	Response Total
Yes		42.3%	633
No		24.6%	369
Not Applicable		33.1%	496
Total # of respondents 1505. Statistics based on 1498 respondents; 0 filtered; 7 skipped.			







If you are married, does your spouse work outside of the home?		Response Percent	Response Total
Yes		58.2%	873
No		12%	180
N/A		29.8%	447
Total # of respondents 1505. Statistics based on 1500 respondents; 0 filtered; 5 skipped.			



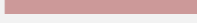

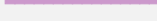

If yes, is your spouse employed by Johnson County?		Response Percent	Response Total
Yes		5%	75
No		58%	866
Not Applicable		36.9%	551
Total # of respondents 1505. Statistics based on 1492 respondents; 0 filtered; 13 skipped.			





Is your spouse eligible for benefits through his/her employer?		Response Percent	Response Total
Yes		45.7%	683
No		16.7%	250
Not Applicable		37.6%	561
Total # of respondents 1505. Statistics based on 1494 respondents; 0 filtered; 11 skipped.			




If eligible, does your spouse participate in his/her employer's medical plan?		Response Percent	Response Total
Yes		24.3%	363
No		26.8%	400
Not Applicable		49%	732
Total # of respondents 1505. Statistics based on 1495 respondents; 0 filtered; 10 skipped.			

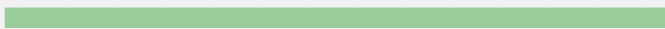

How long have you been employed by Johnson County?		Response Percent	Response Total
Less than 1 year		8.8%	132
1-3 years		19.1%	288
4-6 years		14.6%	219
7-9 years		13.8%	207
10-12 years		11.4%	171
13-15 years		8.4%	126
16+ years		24.1%	362
Total # of respondents 1505. Statistics based on 1505 respondents; 0 filtered; 0 skipped.			

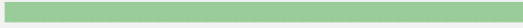

Which range indicates your current annual salary?		Response Percent	Response Total
Less than \$20,000		0.1%	1
\$20,000-\$29,999		9.8%	147
\$30,000-\$39,999		27.1%	405
\$40,000-\$49,999		25.7%	383
\$50,000-\$74,999		26.5%	396
\$75,000+		10.8%	161
Total # of respondents 1505. Statistics based on 1493 respondents; 0 filtered; 12 skipped.			

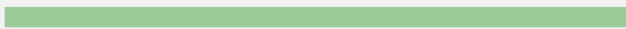

Which range indicates your current household income?		Response Percent	Response Total
Less than \$30,000		3.9%	59
\$30,000-\$49,999		21.5%	321
\$50,000-\$74,999		25.2%	376
\$75,000-\$99,999		24.4%	365
\$100,000-\$149,999		19.9%	297
\$150,000 and over		5.1%	76
Total # of respondents 1505 . Statistics based on 1494 respondents; 0 filtered; 11 skipped.			

Please select the best description of your position.		Response Percent	Response Total
Individual Contributors (non-supervisory) – Employees who do not directly supervise nor formally appraise or manage the performance of others.		72.2%	1087
First Level of Management – Employees with direct responsibility for supervising and formally appraising and managing the performance of others (individual contributors).		18.2%	274
Middle Levels of Management – Employees with direct responsibility for supervising and formally appraising and managing the performance of other Supervisors or Managers.		7%	106
Senior Management		2.5%	38
Total # of respondents 1505 . Statistics based on 1505 respondents; 0 filtered; 0 skipped.			

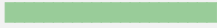

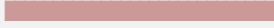
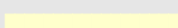

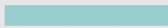

Individual Contributors (non-supervisory) – Employees who do not directly supervise nor formally appraise or manage the performance of others.		Response Percent	Response Total
Grade 10 – 15		65.7%	687
Grade 16+		18.1%	189
Civil Service Deputy (A,B,C, & Master), Animal Control Officer, and Crime Analyst		16.2%	169
Total # of respondents 1505 . Statistics based on 1045 respondents; 0 filtered; 460 skipped.			





First Level of Management – Employees with direct responsibility for supervising and formally appraising and managing the performance of others (individual contributors).		Response Percent	Response Total
Supervisor, Manager		85.3%	261
Civil Service Sergeant		14.7%	45
Total # of respondents 1505. Statistics based on 306 respondents; 0 filtered; 1199 skipped.			








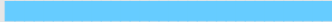

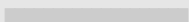





Middle Levels of Management – Employees with direct responsibility for supervising and formally appraising and managing the performance of other Supervisors or Managers.		Response Percent	Response Total
Division Director, Manager, etc.		67.3%	101
Civil Service Lieutenant, Captain, and Major		32.7%	49
Total # of respondents 1505. Statistics based on 150 respondents; 0 filtered; 1355 skipped.			

Senior Management		Response Percent	Response Total
Department Directors, Agency Heads		81%	68
Elected or Appointed Officials		19%	16
Total # of respondents 1505. Statistics based on 84 respondents; 0 filtered; 1421 skipped.			

Education

Where do you receive a majority of your information regarding the County's benefit programs and plans?		Response Percent	Response Total
Benefit Division website		27.5%	412
Open Enrollment meetings		32.5%	486
Open Enrollment guide		35.2%	527
Department Personnel/Pay Representative		22.9%	343
Benefits Divisions Staff		12.1%	181
Co-workers		21.7%	325
Vendor communication (printed, website, etc)		8.9%	133
Total # of respondents 1505. Statistics based on 1496 respondents; 0 filtered; 9 skipped.			

How do you prefer to receive information regarding the County's benefit programs and plans?		Response Percent	Response Total
Print		22%	325
Benefits Web Page		16.3%	240
Face-to-face meetings		16.3%	241
E-mail		45.4%	670
Other			29
Total # of respondents 1505 . Statistics based on 1493 respondents; 0 filtered; 12 skipped.			

If you could increase your current knowledge about any of the County's benefit offerings which would you choose? Please check all that apply.		Response Percent	Response Total
Medical Plan		30.2%	407
Dental Plan		21.1%	284
Vision Plan		23.4%	316
Employer Paid Term Life Insurance		15.6%	210
Voluntary Group Term Life Insurance		12.7%	171
Voluntary Short Term Disability		16.2%	219
457(b) Deferred Compensation START Retirement Plan		45.3%	611
401(a) Supplemental START Retirement Plan		42%	566
Flexible Savings Account (MedBank/Dependent Care)		12.5%	169
Educational Reimbursement		24%	324
Bereavement Leave		8.9%	120
Sick Leave		9.8%	132
Vacation Leave		10%	135
Fixed Holidays and Personal Holidays		7.5%	101
Access to Post Retirement Healthcare opportunities		46.4%	625
Total # of respondents 1505 . Statistics based on 1348 respondents; 0 filtered; 157 skipped.			

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

	A	B	C	D	E	F	G	H	Response Total
Medical Plan	2.1% (32)	92.9% (1383)	2.3% (34)	0.7% (10)	0.7% (10)	0.1% (2)	0.3% (5)	0.9% (13)	1489
Dental Plan	2.2% (32)	73.3% (1087)	13.6% (201)	6% (89)	2.1% (31)	0.9% (13)	0.7% (10)	1.3% (19)	1482
Vision Plan	2.2% (32)	67.1% (985)	16.7% (245)	8% (117)	2.8% (41)	1.5% (22)	0.9% (13)	1% (14)	1469
Employer Paid Term Life Insurance	1.1% (16)	50.3% (727)	21.7% (314)	15.1% (218)	5.8% (84)	2.7% (39)	1.6% (23)	1.7% (25)	1446
Voluntary Group Term Life Insurance	3.6% (52)	31.7% (452)	21.8% (311)	17.6% (251)	9.7% (139)	5.9% (84)	3.4% (49)	6.2% (88)	1426
Voluntary Short Term Disability	3.7% (52)	33.1% (466)	19.4% (273)	16.2% (228)	11.7% (165)	6.3% (89)	4% (57)	5.5% (78)	1408
457(b) Deferred Compensation START Retirement Plan	3.9% (57)	64.7% (943)	16.9% (247)	7.5% (110)	3.1% (45)	1.6% (23)	1% (14)	1.3% (19)	1458
401(a) Supplemental START Retirement Plan	4.6% (67)	62.5% (905)	16.3% (236)	8.1% (118)	4% (58)	1.4% (21)	1.6% (23)	1.4% (21)	1449
Flexible Savings Account (MedBank/Dependent Care)	8.2% (116)	27.3% (387)	14.8% (210)	14.3% (203)	10.4% (147)	6.5% (92)	7.2% (102)	11.4% (162)	1419
Educational Reimbursement	7.7% (110)	20% (285)	13% (185)	19.6% (280)	13.5% (193)	7.8% (111)	6.2% (89)	12.1% (173)	1426
Bereavement Leave	2.9% (42)	41.5% (597)	20.1% (289)	16.9% (244)	9.2% (133)	4.9% (70)	2.4% (35)	2.1% (30)	1440
Sick Leave	3.5% (52)	71.3% (1046)	14.9% (219)	5.6% (82)	2.7% (39)	1.2% (17)	0.5% (7)	0.4% (6)	1468
Vacation Leave	3.6% (53)	77.8% (1152)	12.1% (179)	3.5% (52)	1.7% (25)	0.7% (10)	0.3% (5)	0.3% (4)	1480
Fixed Holidays and Personal Holidays	3.3% (49)	72.6% (1066)	14.4% (211)	6.2% (91)	1.7% (25)	1.1% (16)	0.4% (6)	0.3% (4)	1468

Total # of respondents 1505. Statistics based on 1494 respondents; 0 filtered; 11 skipped.

Legend for Rank Grid table: Please rank the following benefits according to their importance to you and your family.

Columns:

- | | |
|---|-----------------------------|
| A | - N/A
0 |
| B | - Very Important
1 |
| C | - 2 |
| D | - 3 |
| E | - 4 |
| F | - 5 |
| G | - 6 |
| H | - Not Important At All
7 |

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

	A	B	C	D	E	F	G	H	Response Total
Medical Plan	5.6% (83)	48.5% (722)	28.5% (425)	11.4% (170)	3% (44)	1.3% (20)	1.1% (17)	0.6% (9)	1490
Dental Plan	7.3% (108)	35.3% (523)	26.2% (388)	15.1% (224)	7% (104)	4.5% (66)	2.5% (37)	2.2% (33)	1483
Vision Plan	8.2% (121)	37.1% (550)	27.8% (412)	15% (222)	6.8% (101)	2.6% (38)	1.8% (27)	0.7% (10)	1481
Employer Paid Term Life Insurance	7% (101)	37.6% (546)	28.5% (414)	16.7% (243)	6.8% (99)	2.3% (34)	0.6% (9)	0.5% (7)	1453
Voluntary Group Term Life Insurance	21.4% (307)	26.7% (382)	25.7% (368)	15.8% (226)	7.4% (106)	2.1% (30)	0.8% (11)	0.1% (2)	1432
Voluntary Short Term Disability	25.9% (366)	23.2% (328)	23.6% (334)	14.6% (206)	8.1% (114)	2.6% (37)	1% (14)	1.1% (16)	1415
457(b) Deferred Compensation START Retirement Plan	11.1% (162)	35.7% (521)	29.1% (425)	16% (233)	5.1% (75)	1.6% (24)	0.8% (11)	0.6% (9)	1460
401(a) Supplemental START Retirement Plan	13.8% (201)	32.9% (479)	28.1% (408)	16.2% (236)	5.8% (84)	1.6% (23)	0.8% (12)	0.8% (11)	1454
Flexible Savings Account (MedBank/Dependent Care)	33.8% (482)	26.8% (382)	16.8% (240)	12.1% (172)	6.2% (88)	2% (29)	1.5% (22)	0.8% (12)	1427
Educational Reimbursement	39.4% (563)	12.5% (178)	13% (185)	14.5% (207)	9.2% (132)	4.4% (63)	3.7% (53)	3.3% (47)	1428
Bereavement Leave	11.9% (173)	37.4% (543)	25.5% (370)	13.9% (202)	6.1% (88)	2.5% (36)	1.2% (17)	1.6% (23)	1452
Sick Leave	1% (15)	51.2% (758)	24.8% (368)	12.6% (187)	4.3% (64)	2.2% (32)	2.3% (34)	1.6% (23)	1481
Vacation Leave	1.2% (18)	50.3% (749)	24.9% (370)	12.1% (180)	4.6% (69)	2.2% (33)	2.5% (37)	2.2% (32)	1488
Fixed Holidays and Personal Holidays	1% (15)	49.3% (727)	26.7% (394)	12.1% (179)	4.7% (70)	2.7% (40)	1.7% (25)	1.7% (25)	1475

Total # of respondents 1505. Statistics based on 1498 respondents; 0 filtered; 7 skipped.

Legend for Rank Grid table:How satisfied are you with the following benefits that are offered to you as an employee of Johnson County?

Columns:

- A - N/A
0
- B - Very Satisfied
1
- C - 2
- D - 3
- E - 4
- F - 5
- G - 6
- H - Very Dissatisfied
7






If you ranked a benefit as 6 or 7 please tell us why.		Response Total
		354
Total # of respondents 1505. Statistics based on 354 respondents; 0 filtered; 1151 skipped.		

Overall, do you agree that the County's current benefit choices/offerings meet your needs and concerns?									
	N/A 0	Strongly Agree 1	2	3	4	5	6	Strongly Disagree 7	Response Total
	0.5% (8)	28% (415)	45% (668)	17.3% (256)	5.4% (80)	1.5% (23)	1.1% (17)	1.1% (17)	1484
Total # of respondents 1505. Statistics based on 1484 respondents; 0 filtered; 21 skipped.									

Medical

If you are enrolled in the Blue Care HMO plan, please indicate your reason(s) for making this choice. Please check all that apply.		Response Percent	Response Total
My doctors are in the network		52%	691
Convenience of the HMO		32%	426
Cost		66%	878
Not Applicable		16.7%	222
Other. Please explain:		2.7%	36
Total # of respondents 1505. Statistics based on 1330 respondents; 0 filtered; 175 skipped.			

If you are enrolled in the Preferred Care Blue PPO plan, please indicate your reason(s) for making this choice. Please check all that apply.		Response Percent	Response Total
Ability to go to the doctors outside the network		17.3%	166
My doctors are in the preferred network		16.7%	160
Cost		10.9%	105
Not Applicable		70.6%	678
Other. Please explain:		2.9%	28
Total # of respondents 1505. Statistics based on 960 respondents; 0 filtered; 545 skipped.			

How often have you and your family visited the doctor in the past 12 months?		Response Percent	Response Total
0-4		33.3%	496
5-9		35.9%	535
10-14		19.4%	289
15-19		5.1%	76
20+		6.4%	95
Total # of respondents 1505 . Statistics based on 1491 respondents; 0 filtered; 14 skipped.			

How satisfied are you with the following aspects of the medical plan offered to you as an employee of Johnson County?									
	A	B	C	D	E	F	G	H	Response Total
Medical Plan Customer Service	12.2% (177)	31.2% (455)	33.1% (482)	15.2% (222)	4.9% (71)	1.9% (27)	0.8% (11)	0.8% (11)	1456
Physician Choice	7.2% (106)	49.4% (729)	28.2% (416)	10.5% (155)	2.3% (34)	1.5% (22)	0.6% (9)	0.3% (4)	1475
Hospital Choice	8.7% (127)	43.8% (641)	30% (440)	12.1% (177)	3.4% (50)	1.3% (19)	0.5% (7)	0.3% (4)	1465
Prescription Drug Copay Amount	7.3% (108)	34.8% (512)	28.6% (421)	17.1% (251)	6.5% (95)	3% (44)	1.5% (22)	1.2% (17)	1470
Employee Premium Cost for Coverage	7.5% (110)	29.7% (435)	32% (469)	18.9% (276)	6.8% (100)	2.7% (40)	1.4% (20)	1% (14)	1464
Copays and Deductibles	7.1% (104)	27.9% (411)	31.4% (462)	20.3% (298)	7.3% (108)	3.2% (47)	1.6% (23)	1.2% (18)	1471
Vendor Website Quality	21.2% (308)	20.9% (303)	27.7% (402)	20.1% (292)	6.2% (90)	2.4% (35)	1.1% (16)	0.5% (7)	1453
Timeliness/accuracy of claims processing	10.5% (154)	32.4% (474)	33% (482)	16.6% (242)	4.2% (61)	1.8% (27)	0.8% (12)	0.6% (9)	1461
Total # of respondents 1505 . Statistics based on 1480 respondents; 0 filtered; 25 skipped.									

Legend for Rank Grid table:How satisfied are you with the following aspects of the medical plan offered to you as an employee of Johnson County?

Columns:

- | | |
|----------|---------------------|
| A | - N/A |
| | 0 |
| B | - Very Satisfied |
| | 1 |
| C | - 2 |
| D | - 3 |
| E | - 4 |
| F | - 5 |
| G | - 6 |
| H | - Very Dissatisfied |
| | 7 |

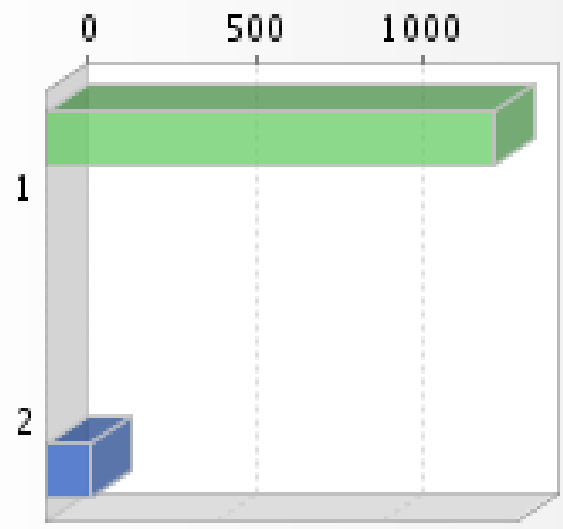
Do you feel you have sufficient understanding of these aspects of Johnson County's medical benefit program?

Yes - No

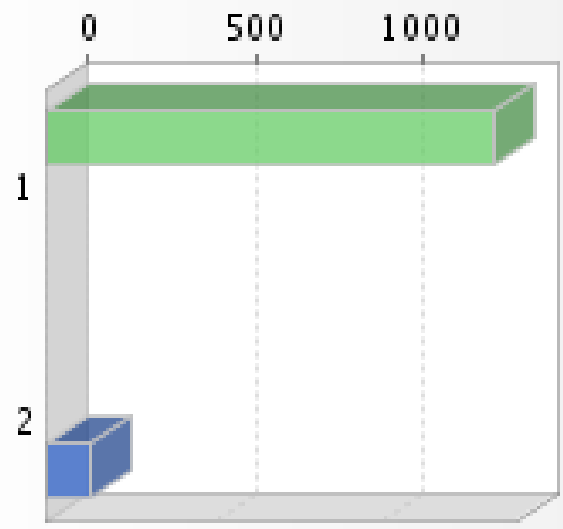
1 Yes ■

2 No ■

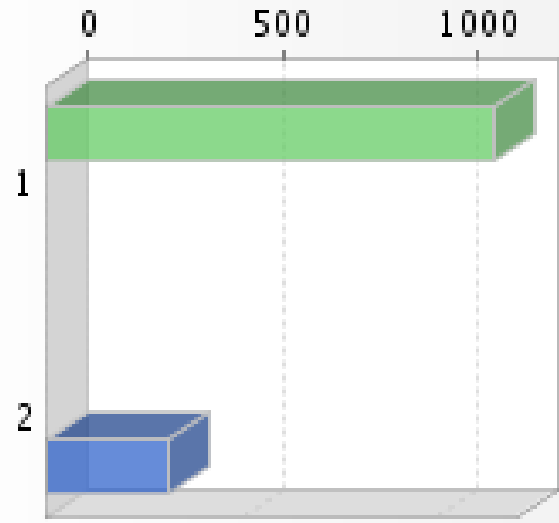
Total cost of this benefit (employee and employer contributions)



Copays and Deductibles



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



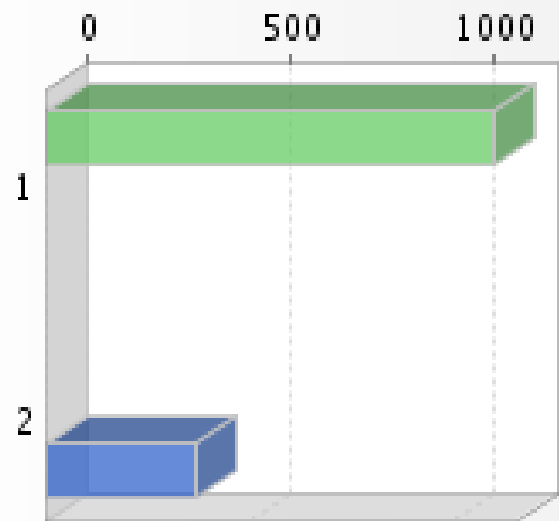
Do you feel you have sufficient understanding of these aspects of Johnson County's medical benefit program?

Yes - No

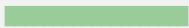

1 Yes ■




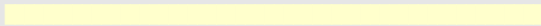
2 No ■



Covered plan procedures


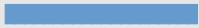




If you would like more information promoted regarding the medical benefit program, please note the topic(s) in the space provided.		Response Total
		82
Total # of respondents 1505. Statistics based on 82 respondents; 0 filtered; 1423 skipped.		

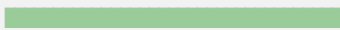

Nationally, the number of employers offering consumer-directed health plans (CDHP) is on the rise. CDHP's are high-deductible plans offered with a health savings account (HSA) that can be used to pay a portion of medical expense that the employer's plan does not cover. Are you interested in a CDHP as a medical plan option in addition to our HMO and PPO options?		Response Percent	Response Total
Yes		24.5%	352
No		75.5%	1083
Total # of respondents 1505. Statistics based on 1435 respondents; 0 filtered; 70 skipped.			

Do you understand the following aspects of a CDHP?		Response Percent	Response Total
Health Savings Account		28.3%	395
High Deductible		29.4%	411
Consumerism		21.1%	295
Do not understand consumer-directed health plans		69.7%	974
Total # of respondents 1505. Statistics based on 1397 respondents; 0 filtered; 108 skipped.			

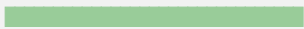

Have you used Express-Scripts (mail order) prescription benefit?		Response Percent	Response Total
Yes		26%	386
No		74%	1096
Total # of respondents 1505. Statistics based on 1482 respondents; 0 filtered; 23 skipped.			

If No, why not.		Response Percent	Response Total
Prefer to go to pharmacy and pick up prescription		37.2%	411
Do not understand how to use Express-Scripts		25%	276
Do not use maintenance medications		25.9%	287
Other		11.9%	132

Total # of respondents 1505. Statistics based on 1106 respondents; 0 filtered; 399 skipped.

Would you consider working part-time, if health insurance was made available to you?		Response Percent	Response Total
Yes		43.8%	642
No		56.2%	824

Total # of respondents 1505. Statistics based on 1466 respondents; 0 filtered; 39 skipped.

If health insurance was available to part-time benefit eligible employees (20 + scheduled hours per week), would you be willing to pay a larger share of the premium than full-time employees?		Response Percent	Response Total
Yes		38.6%	521
No		61.4%	827

Total # of respondents 1505. Statistics based on 1348 respondents; 0 filtered; 157 skipped.

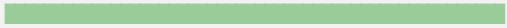

If the opportunity was presented to work part-time with health insurance, please rank the possibility you would accept a part-time position:									
	A	B	C	D	E	F	G	H	Response Total
In 3 Years	14.2% (182)	12.5% (161)	5.8% (74)	9.4% (121)	4.6% (59)	4.3% (55)	3.7% (47)	45.6% (585)	1284
In 5 Years	14.7% (189)	11.6% (149)	10.7% (138)	13% (168)	5.7% (73)	4.1% (53)	3.2% (41)	37.1% (479)	1290
In 10 Years	13.5% (177)	21.4% (281)	13.7% (180)	12.6% (166)	6.1% (80)	4.1% (54)	2.7% (36)	25.9% (341)	1315




Total # of respondents 1505. Statistics based on 1452 respondents; 0 filtered; 53 skipped.

Legend for Rank Grid table: If the opportunity was presented to work part-time with health insurance, please rank the possibility you would accept a part-time position:

	Columns:
A	- N/A 0
B	- Absolutely Accept 1
C	- 2
D	- 3
E	- 4
F	- 5
G	- 6
H	- Would Not Accept 7

Vision

Enrollment in one of the Johnson County medical plans provides automatic enrollment into the Full Service Vision Plan. If the full service vision plan was offered as a stand-alone, employee paid benefit, would you enroll in vision coverage?		Response Percent	Response Total
Yes		65.3%	953
No		34.7%	506
Total # of respondents 1505. Statistics based on 1459 respondents; 0 filtered; 46 skipped.			

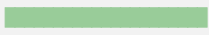
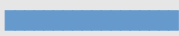

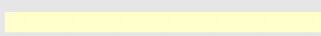
Have you used the Full Service VSP Vision Plan?		Response Percent	Response Total
Yes		78.6%	1139
I do not have a need for the Vision benefit		11%	159
I do not know how the Vision benefit works		10.4%	151
Total # of respondents 1505. Statistics based on 1449 respondents; 0 filtered; 56 skipped.			

How satisfied are you with the following aspects of the Full Service VSP Vision Plan?									
	A	B	C	D	E	F	G	H	Response Total
Vision Plan Customer Service	22.8% (329)	35.9% (518)	23.7% (342)	12.8% (184)	2.9% (42)	0.8% (12)	0.6% (9)	0.4% (6)	1442
Provider Choice	16.9% (244)	39.8% (573)	23.2% (334)	12.2% (175)	4.2% (60)	1.7% (25)	1.1% (16)	0.9% (13)	1440
Vision Plan Benefits	16.7% (241)	29.2% (422)	21% (303)	16.9% (244)	8.9% (128)	3.6% (52)	2.5% (36)	1.2% (17)	1443
Vendor Website Quality	38.4% (543)	20.7% (293)	17.6% (249)	15.2% (215)	4.8% (68)	1.8% (25)	0.7% (10)	0.8% (11)	1414
Total # of respondents 1505. Statistics based on 1452 respondents; 0 filtered; 53 skipped.									

Legend for Rank Grid table:How satisfied are you with the following aspects of the Full Service VSP Vision Plan?

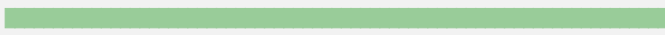
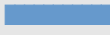
Columns:

A	- N/A
	0
B	- Very Satisfied
	1
C	- 2
D	- 3
E	- 4
F	- 5
G	- 6
H	- Very Dissatisfied
	7

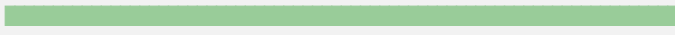
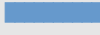
Full-time and part-time benefits-eligible employees and dependents not enrolled for medical receive the Access VSP Vision Discount plan. Have you used this benefit?		Response Percent	Response Total
Yes		26.1%	336
No. I was unaware of this benefit.		23.1%	297
No. I do not understand how to use this benefit.		8.9%	114
No. I don't have a need for this benefit.		41.9%	539

Total # of respondents 1505. Statistics based on 1286 respondents; 0 filtered; 219 skipped.

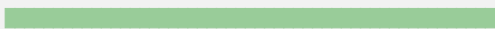


Dental

Johnson County offers a fully employee-paid, voluntary dental plan. Are you currently enrolled in the dental plan?		Response Percent	Response Total
Yes		85.4%	1270
No		14.6%	217

Total # of respondents 1505. Statistics based on 1487 respondents; 0 filtered; 18 skipped.

Do you use your Dental benefits?		Response Percent	Response Total
Yes		86.5%	1236
No		13.5%	193

Total # of respondents 1505. Statistics based on 1429 respondents; 0 filtered; 76 skipped.

If you are not enrolled in the dental plan, would you participate if a portion of the dental premium was employer paid?		Response Percent	Response Total
Yes		63.7%	425
No		7.6%	51
Maybe		28.6%	191
Total # of respondents 1505 . Statistics based on 667 respondents; 0 filtered; 838 skipped.			

How satisfied are you with the following aspects of the Dental plan offered to you as an employee of Johnson County?									
	A	B	C	D	E	F	G	H	Response Total
Dental Plan Customer Service	19.6% (284)	33.5% (487)	25.9% (376)	14.1% (205)	3.4% (49)	2.1% (30)	0.9% (13)	0.6% (8)	1452
Provider Choice	13.3% (194)	41.6% (605)	25.7% (374)	12.2% (177)	3.7% (54)	1.4% (20)	1% (15)	1% (15)	1454
Employee Premium Cost	12.3% (179)	27% (392)	21.2% (308)	19.8% (287)	8.2% (119)	4.8% (70)	2.9% (42)	3.8% (55)	1452
Copays and Deductibles	12.6% (183)	20.9% (305)	17% (247)	19.5% (284)	11.6% (169)	8.7% (127)	4.8% (70)	4.9% (72)	1457
Vendor Website Quality	40.5% (571)	17.9% (253)	16.5% (233)	16.3% (230)	5% (70)	1.7% (24)	1.3% (18)	0.9% (12)	1411
Total # of respondents 1505 . Statistics based on 1461 respondents; 0 filtered; 44 skipped.									

Legend for Rank Grid table:How satisfied are you with the following aspects of the Dental plan offered to you as an employee of Johnson County?

Columns:

- A - N/A
0
- B - Very Satisfied
1
- C - 2
- D - 3
- E - 4
- F - 5
- G - 6
- H - Very Dissatisfied
7

Flexible Spending Accounts

How well do you understand the Flexible Spending Account benefit? Your Flexible Spending Account benefit includes Medical Reimbursement Bank and Dependent Care Bank.

	A	B	C	D	E	F	G	H	Response Total
Potential tax savings from participating in the Flexible Spending Account	22.3% (322)	40.4% (583)	10.5% (152)	7.1% (102)	3.3% (48)	3.7% (54)	2.3% (33)	10.3% (148)	1442
Flexible Spending Account claim process	23.9% (343)	35.2% (505)	10.1% (145)	8.1% (116)	4% (58)	3.8% (55)	3.3% (47)	11.4% (164)	1433
I will forfeit any money not used within the plan year	24.2% (346)	50% (715)	6.7% (96)	4.2% (60)	2% (29)	2% (29)	1.5% (22)	9.2% (132)	1429

Total # of respondents **1505**. Statistics based on **1448** respondents; **0** filtered; **57** skipped.

Legend for Rank Grid table:How well do you understand the Flexible Spending Account benefit? Your Flexible Spending Account benefit includes Medical Reimbursement Bank and Dependent Care Bank.

Columns:

A	- N/A 0
B	- Understand Well 1
C	- 2
D	- 3
E	- 4
F	- 5
G	- 6
H	- Don't Understand At All 7

How well do you understand Medical Reimbursement Bank?

	A	B	C	D	E	F	G	H	Response Total
Types of expenses the Medical Reimbursement Bank may be used for	20.9% (302)	33% (476)	11.9% (172)	8.4% (121)	5.5% (79)	5.2% (75)	3.1% (44)	12% (173)	1442
Estimating my eligible expenses for the year	21.3% (307)	31.2% (448)	11.2% (161)	10.4% (150)	5.4% (78)	5.1% (74)	3.5% (50)	11.8% (170)	1438

Total # of respondents **1505**. Statistics based on **1447** respondents; **0** filtered; **58** skipped.

Legend for Rank Grid table:How well do you understand Medical Reimbursement Bank?

Columns:

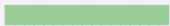

A	- N/A 0
B	- Understand Well 1
C	- 2
D	- 3
E	- 4
F	- 5
G	- 6
H	- Don't Understand At All 7

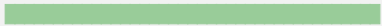

How well do you understand the Dependent Care Bank?									
	A	B	C	D	E	F	G	H	Response Total
Types of expenses the Dependent Care Bank may be used for	47.6% (680)	18.7% (267)	5.5% (78)	5.9% (85)	4.2% (60)	3.4% (48)	2.8% (40)	12% (171)	1429
Estimating my eligible expenses for the year	48% (682)	18.2% (259)	5.3% (75)	6% (85)	4.2% (60)	3.7% (52)	2.8% (40)	11.8% (168)	1421
Total # of respondents 1505. Statistics based on 1436 respondents; 0 filtered; 69 skipped.									

Legend for Rank Grid table:How well do you understand the Dependent Care Bank?

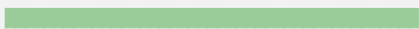


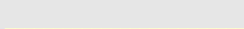

Columns:

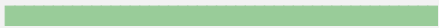
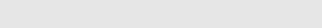
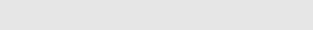

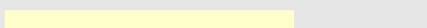

- | | |
|---|---------------------------|
| A | - N/A |
| | 0 |
| B | - Understand Well |
| | 1 |
| C | - 2 |
| D | - 3 |
| E | - 4 |
| F | - 5 |
| G | - 6 |
| H | - Don't Understand At All |
| | 7 |

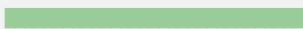





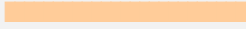


Are you aware of the on-line Flexible Savings program in Oracle employee self-service?		Response Percent	Response Total
Yes		21%	306
No		79%	1150
Total # of respondents 1505. Statistics based on 1456 respondents; 0 filtered; 49 skipped.			

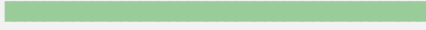

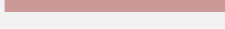
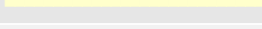

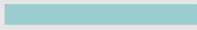


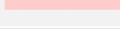


If you have accessed the Flexible Savings program in Oracle self-service, is the information available clear and easily understood?		Response Percent	Response Total
Yes		49%	258
No		51%	268
If no, what is not clear.			132
Total # of respondents 1505. Statistics based on 548 respondents; 0 filtered; 957 skipped.			




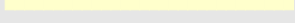
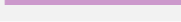



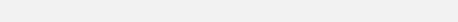
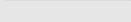


Voluntary Benefits

Other than the voluntary dental plan, please indicate which voluntary benefits you participate in.		Response Percent	Response Total
Voluntary Group Term Life		53.7%	787
Voluntary Short-Term Disability		43.5%	637
START Retirement Plan		69.2%	1014
Flexible Spending Account (Medical Reimbursement Bank or Dependent Care)		31.3%	459
Do not participate		10.9%	160
Total # of respondents 1505 . Statistics based on 1466 respondents; 0 filtered; 39 skipped.			




What other Voluntary Benefits would interest you? Please check all that apply.		Response Percent	Response Total
Long-term Care Insurance		56%	675
Prepaid Legal Services (will preparation, financial matters, estate planning, etc.)		41.2%	496
Identity Theft Insurance		40.2%	485
Whole Life Insurance (coverage that builds cash value over time)		38.1%	459
Financial Planning		55.4%	667
Other		6.1%	74
Total # of respondents 1505 . Statistics based on 1205 respondents; 0 filtered; 300 skipped.			

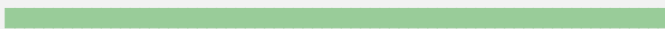


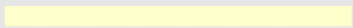


What Personal Service Offerings would interest you? Please check all that apply.		Response Percent	Response Total
On-Site Child Care		39.2%	361
Adoption Assistance		11.4%	105
Additional discount transportation service on the "JO"		31.2%	288
Prepared take-home meals		30.3%	279
Dry-Cleaning		28.4%	262
Concierge services (errands, car-washing, etc.)		21.8%	201
Sick Child Day Care		31.9%	294
Elder Care		23%	212
Other		9.5%	88
Total # of respondents 1505. Statistics based on 922 respondents; 0 filtered; 583 skipped.			

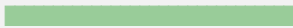


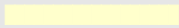


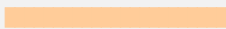
From the following list, pick the top 3 benefits you would like to see added or enhanced.		Response Percent	Response Total
Vacation Leave		55%	789
Paid Holiday Leave		30.7%	441
Sick Leave		28.7%	412
Flex Time		34.1%	490
Compressed work week (4 – 10 hour days)		57.4%	823
Telecommuting		25.7%	369
Job Sharing		7.1%	102
Part-Time health insurance		22.5%	323
Child care subsidization		15.7%	226
Elder care subsidization		7.1%	102
Other		9.3%	133
Total # of respondents 1505. Statistics based on 1435 respondents; 0 filtered; 70 skipped.			

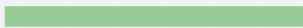


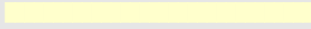


From the following list, pick the top 3 benefits you would be willing to see reduced (either through an increase in cost or reduction in level of benefit) to provide your top 3 choices above.		Response Percent	Response Total
Medical Insurance		4.7%	63
Vision Insurance		18.4%	245
County Paid Life Insurance		24.2%	321
Flex Credit		37.7%	501
Salary pool		24.1%	320
Supplemental Retirement		6.8%	90
Sick Leave		6.9%	91
Vacation Leave		0.6%	8
Educational Reimbursement		58.6%	778
Elimination of Injury Leave (workers comp subsidy)		17.6%	234
Wellness Programs		66.1%	878
Other		6.7%	89
Total # of respondents 1505 . Statistics based on 1328 respondents; 0 filtered; 177 skipped.			

Retirement

Do you feel you are saving adequately towards retirement?		Response Percent	Response Total
Yes		38.5%	570
No		42.8%	633
Don't know		18.7%	277
Total # of respondents 1505 . Statistics based on 1480 respondents; 0 filtered; 25 skipped.			

What method(s) are you using to save towards your retirement? Please check all that apply.		Response Percent	Response Total
Social Security		85.7%	1261
KPERS/KPF		94.8%	1396
START Retirement Plan		72.3%	1064
Outside investments		44.7%	658
Spouse retirement plan		37%	545
Other		4.8%	70
Total # of respondents 1505. Statistics based on 1472 respondents; 0 filtered; 33 skipped.			

I usually get information about the START Retirement Plan from: Please check all that apply.		Response Percent	Response Total
ING website		37.7%	527
OFM Benefits website		29.2%	409
Printed materials		48.7%	681
Co-workers		22.7%	318
OFM Benefits staff		22.7%	317
Customer Service Representative via toll-free ING number		5.1%	72
On-site visit with ING representative		28.6%	400
Total # of respondents 1505. Statistics based on 1399 respondents; 0 filtered; 106 skipped.			

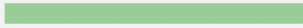

If you are not enrolled in the START Retirement Plan(s), please indicate why. Please select the answer that best applies.		Response Percent	Response Total
Don't understand what the plan provides		39.5%	150
Investment choices do not meet my needs		5.5%	21
Employer match doesn't provide enough incentive		6.6%	25
Do not want another payroll deduction		40%	152
I think Social Security and KPERS/KPF will support my retirement		4.7%	18
I have sufficient personal savings to meet my retirement needs		3.7%	14
Total # of respondents 1505 . Statistics based on 380 respondents; 0 filtered; 1125 skipped.			

How well do you understand the components of the START Retirement Plans?									
	A	B	C	D	E	F	G	H	Response Total
Contribution limits	4.1% (60)	35.3% (511)	18.2% (263)	14.7% (213)	7.2% (104)	5.8% (84)	4.2% (61)	10.6% (153)	1449
Ability to change investment options	4.1% (60)	31.5% (457)	17% (247)	15.3% (222)	9.2% (134)	6.4% (93)	4.7% (68)	11.8% (172)	1453
Catch-up provisions	4.7% (67)	23.2% (333)	13.6% (195)	16.8% (242)	12.7% (183)	8.3% (119)	6.4% (92)	14.3% (206)	1437
County matching contributions to the START Retirement Plan	4.1% (59)	40% (579)	19.4% (281)	13.1% (190)	6.8% (98)	4% (58)	3.1% (45)	9.4% (136)	1446
Tax issues associated with contributions and/or withdrawals	4% (58)	25% (359)	16% (230)	17.5% (251)	11% (158)	7.7% (110)	6% (86)	12.8% (183)	1435
Total # of respondents 1505 . Statistics based on 1459 respondents; 0 filtered; 46 skipped.									

Legend for Rank Grid table:How well do you understand the components of the START Retirement Plans?

Columns:

- | | |
|---|--------------------------------|
| A | - N/A
0 |
| B | - Understand Well
1 |
| C | - 2 |
| D | - 3 |
| E | - 4 |
| F | - 5 |
| G | - 6 |
| H | - Don't Understand At All
7 |

Have you attended a START Retirement Plan workshop/seminar?		Response Percent	Response Total
Yes		38.9%	574
No		61.1%	900

Total # of respondents 1505. Statistics based on 1474 respondents; 0 filtered; 31 skipped.

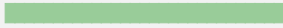

If yes, my satisfaction level was:									
	A	B	C	D	E	F	G	H	Response Total
	32.6% (284)	17.2% (150)	25.6% (223)	15.3% (133)	6.3% (55)	1.5% (13)	0.7% (6)	0.7% (6)	870

Total # of respondents 1505. Statistics based on 870 respondents; 0 filtered; 635 skipped.

Legend for Rank Grid table: If yes, my satisfaction level was:

Columns:

A	- N/A 0
B	- Very Satisfied 1
C	- 2
D	- 3
E	- 4
F	- 5
G	- 6
H	- Very Dissatisfied 7

Have you met with an ING representative regarding your START Retirement Plan in the last 18 months.		Response Percent	Response Total
Yes		36.4%	525
No		63.6%	919

Total # of respondents 1505. Statistics based on 1444 respondents; 0 filtered; 61 skipped.

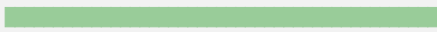
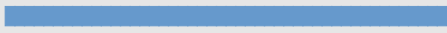

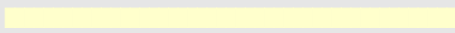

Please rate your satisfaction level from that meeting.									
	A	B	C	D	E	F	G	H	Response Total
	44.5% (450)	23.8% (241)	17.7% (179)	8.8% (89)	2.8% (28)	1.5% (15)	0.6% (6)	0.4% (4)	1012

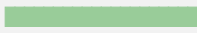
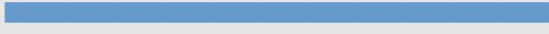



Total # of respondents 1505. Statistics based on 1012 respondents; 0 filtered; 493 skipped.

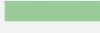
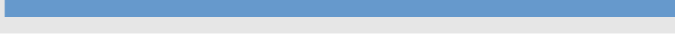
Legend for Rank Grid table: Please rate your satisfaction level from that meeting.

Columns:

- | | |
|---|---------------------|
| A | - N/A |
| | 0 |
| B | - Very Satisfied |
| | 1 |
| C | - 2 |
| D | - 3 |
| E | - 4 |
| F | - 5 |
| G | - 6 |
| H | - Very Dissatisfied |
| | 7 |

If you could increase my current knowledge about retirement information, which would you want more information about? Please check all that apply.		Response Percent	Response Total
Am I saving enough to retire		55.6%	774
Investments		56.9%	792
General plan provision - match, withdrawal options, etc.		48.6%	677
KPERS/KPF		58.9%	820
Other		4.2%	58
Total # of respondents 1505. Statistics based on 1392 respondents; 0 filtered; 113 skipped.			

I usually get information about KPERS/KPF from: Please check all that apply.		Response Percent	Response Total
KPERS website		25.3%	363
Printed materials		70.4%	1011
Co-workers		22.6%	325
OFM Payroll/Benefits staff		26.5%	380
KPERS/KPF educational workshops		9.6%	138
Total # of respondents 1505. Statistics based on 1436 respondents; 0 filtered; 69 skipped.			

Are you currently eligible to retire and receive KPERS/KPF benefits?		Response Percent	Response Total
Yes		13.3%	196
No		86.7%	1275
Total # of respondents 1505. Statistics based on 1471 respondents; 0 filtered; 34 skipped.			

If yes, please rate the importance of following factors in influencing your decision to continue working.

	A	B	C	D	E	F	G	H	Response Total
Enjoy current position and responsibilities	45.1% (295)	31.5% (206)	11% (72)	7.6% (50)	2.4% (16)	0.6% (4)	0.3% (2)	1.4% (9)	654
Spouse is not eligible for retirement	66.6% (415)	15.9% (99)	4.8% (30)	3.2% (20)	1.9% (12)	0.8% (5)	1.3% (8)	5.5% (34)	623
Concerned about maintaining current standard of living	45% (293)	42.4% (276)	7.5% (49)	2.9% (19)	0.8% (5)	0.5% (3)	0.5% (3)	0.5% (3)	651
Concerned about maintaining health insurance in retirement	46.4% (306)	46.1% (304)	3.5% (23)	1.8% (12)	0.8% (5)	0.2% (1)	0.2% (1)	1.1% (7)	659

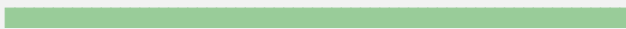
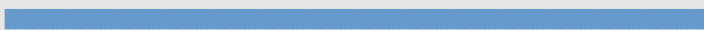
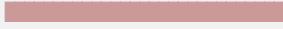
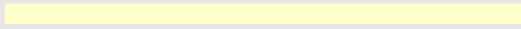
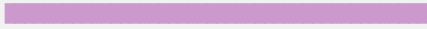

Total # of respondents **1505**. Statistics based on **665** respondents; **0** filtered; **840** skipped.


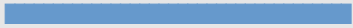
Legend for Rank Grid table: If yes, please rate the importance of following factors in influencing your decision to continue working.

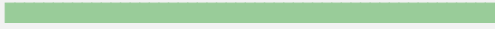


Columns:

- | | |
|---|-----------------------------|
| A | - N/A
0 |
| B | - Very Important
1 |
| C | - 2 |
| D | - 3 |
| E | - 4 |
| F | - 5 |
| G | - 6 |
| H | - Not Important At All
7 |

Wellness

Do you and members of your family attempt to control the cost of your health care by using some or all of the methods listed below? Please check all that apply.		Response Percent	Response Total
Annual check-ups		81.2%	1171
Using generic and Over the Counter prescriptions whenever possible		90.3%	1303
Participating in Johnson County wellness programs		36.2%	523
Living a healthy lifestyle		67.4%	973
Use of urgent care facilities rather than emergency room for non-life/limb threatening events		54.5%	786
Other		1.7%	25
Total # of respondents 1505. Statistics based on 1443 respondents; 0 filtered; 62 skipped.			

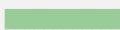



Did you take the on-line Health Risk Assessment in 2007?		Response Percent	Response Total
Yes		54.9%	800
No		45.1%	658
And if no, why not?			324
Total # of respondents 1505. Statistics based on 1459 respondents; 0 filtered; 46 skipped.			

If you did take the Health Risk Assessment, what was the reason you completed it?		Response Percent	Response Total
Incentive		63.5%	526
Personal Health Reasons		30.2%	250
Other		6.3%	52
Total # of respondents 1505. Statistics based on 828 respondents; 0 filtered; 677 skipped.			

Are you aware that the County offers the following wellness programs to you and your spouse to promote healthy lifestyles? Please check all that apply.		Response Percent	Response Total
Flu Vaccinations		90%	1208
County sponsored fitness classes		69.7%	936
Nutrition program		48.1%	646
Lab screenings		50.2%	674
Wellness fairs		80.2%	1076
Lunch & Learns		52%	698
Other		1.6%	21
Total # of respondents 1505. Statistics based on 1342 respondents; 0 filtered; 163 skipped.			

Have you participated in any of the above programs offered by the County in past two years		Response Percent	Response Total
Yes		67.5%	985
No		32.5%	474
If you answered NO, please explain why.			165
Total # of respondents 1505. Statistics based on 1461 respondents; 0 filtered; 44 skipped.			

Would your dependent children participate in County offered wellness programs if available? Please check all that apply.		Response Percent	Response Total
Flu Vaccinations		75.4%	475
Nutrition program		28.6%	180
Lab screening		35.6%	224
Wellness fairs		29.4%	185
Lunch & Learns		12.4%	78
County sponsored fitness classes		41.9%	264
Other		10.5%	66
Total # of respondents 1505. Statistics based on 630 respondents; 0 filtered; 875 skipped.			

The County is considering offering the additional wellness programs. Would you be interested in participating in the following wellness programs?		Response Percent	Response Total
Stop smoking program		15.7%	147
Stress reduction workshops		56%	525
Weight Reduction		77.1%	722
Other		5.2%	49
Total # of respondents 1505 . Statistics based on 937 respondents; 0 filtered; 568 skipped.			

What other wellness programs would you like to see offered by the County?	Response Total
	178
Total # of respondents 1505 . Statistics based on 178 respondents; 0 filtered; 1327 skipped.	

I am pleased that the County is initiating wellness programs to assist me in improving my health.									
	N/A 0	Strongly Agree 1	2	3	4	5	6	Strongly Disagree 7	Response Total
	2.9% (43)	38.9% (569)	22.5% (328)	19% (277)	8.8% (128)	4.2% (62)	1.6% (23)	2.1% (31)	1461
Total # of respondents 1505 . Statistics based on 1461 respondents; 0 filtered; 44 skipped.									

I feel the County has an interest in my health and my family's health.									
	N/A 0	Strongly Agree 1	2	3	4	5	6	Strongly Disagree 7	Response Total
	1.6% (24)	38% (557)	27.1% (397)	19.8% (291)	6.5% (96)	2.9% (43)	1.9% (28)	2% (30)	1466
Total # of respondents 1505 . Statistics based on 1466 respondents; 0 filtered; 39 skipped.									

General

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

	N/A 0	Strongly Agree 1	2	3	4	5	6	Strongly Disagree 7	Response Total
	0.3% (4)	27.5% (404)	39.6% (581)	23.1% (340)	6.3% (92)	2.2% (32)	0.9% (13)	0.2% (3)	1469

Total # of respondents 1505. Statistics based on 1469 respondents; 0 filtered; 36 skipped.

The benefits provided by Johnson County are comparable to other local employers.

	N/A 0	Strongly Agree 1	2	3	4	5	6	Strongly Disagree 7	Response Total
	4.2% (62)	26.6% (390)	33.1% (486)	21% (308)	7.8% (115)	4.5% (66)	1.6% (23)	1.2% (17)	1467

Total # of respondents 1505. Statistics based on 1467 respondents; 0 filtered; 38 skipped.

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

	N/A 0	Strongly Agree 1	2	3	4	5	6	Strongly Disagree 7	Response Total
	0.3% (4)	29.1% (430)	24.4% (360)	24.6% (363)	12.4% (183)	5.2% (77)	1.9% (28)	2.2% (33)	1478

Total # of respondents 1505. Statistics based on 1478 respondents; 0 filtered; 27 skipped.

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

	N/A 0	Strongly Agree 1	2	3	4	5	6	Strongly Disagree 7	Response Total
	2.2% (32)	18.9% (277)	27.7% (405)	28.5% (417)	15.6% (229)	4.5% (66)	1.9% (28)	0.7% (10)	1464

Total # of respondents 1505. Statistics based on 1464 respondents; 0 filtered; 41 skipped.

I would choose less generous health care if it meant paying a lower premium.

	N/A 0	Strongly Agree 1	2	3	4	5	6	Strongly Disagree 7	Response Total
	3.3% (49)	3.4% (50)	8.2% (120)	14.8% (218)	16.2% (238)	15.6% (229)	14.7% (216)	23.8% (350)	1470

Total # of respondents 1505. Statistics based on 1470 respondents; 0 filtered; 35 skipped.

I would choose more generous health care if it meant paying a higher premium.

	N/A 0	Strongly Agree 1	2	3	4	5	6	Strongly Disagre e 7	Response Total
	3.5% (51)	4.9% (71)	10.2% (149)	23.2% (339)	21.7% (318)	14.5% (212)	9.1% (133)	13% (190)	1463

Total # of respondents **1505**. Statistics based on **1463** respondents; **0** filtered; **42** skipped.

Are there any benefits that are highly important to you that you feel could be improved upon or added? Please explain why/how these benefits could/should be added or improved.

	Response Total
	398

Total # of respondents **1505**. Statistics based on **398** respondents; **0** filtered; **1107** skipped.