



# ADAMS COUNTY

**COLORADO**

BOARD OF COUNTY COMMISSIONERS

Eva J. Henry - District #1  
Charles "Chaz" Tedesco - District #2  
Erik Hansen - District #3  
Steve O'Dorisio - District #4  
Jan Pawlowski - District #5

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**STUDY SESSION AGENDA  
TUESDAY  
September 8, 2015**

*STUDY SESSION WILL BEGIN APPROXIMATELY 15 MINUTES AFTER CONCLUSION OF  
PUBLIC HEARING.*

*ALL TIMES LISTED ON THIS AGENDA ARE SUBJECT TO CHANGE.*

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|-------------------|---------------------|---|
| <b>11:00 A.M.</b> | <b>ATTENDEE(S):</b> | <b>Nancy Duncan / Theresa Wilson / Pernell Olson /<br/>Raylene Taylor</b>   |
|                   | <b>ITEM:</b>        | <b>2016 Budget</b>  |
| <b>1:00 P.M.</b>  | <b>ATTENDEE(S):</b> | <b>Bryan Ostler</b>   |
|                   | <b>ITEM:</b>        | <b>Employee Benefits Survey Results</b>   |
| <b>2:00 P.M.</b>  | <b>ATTENDEE(S):</b> | <b>Todd Leopold</b>   |
|                   | <b>ITEM:</b>        | <b>Administrative Item Review / Commissioner<br/>Communications</b>   |
| <b>2:30 P.M.</b>  | <b>ATTENDEE(S):</b> | <b>Heidi Miller</b>   |
|                   | <b>ITEM:</b>        | <b>Executive Session Pursuant to C.R.S. 24-6-402 (4)(b)<br/>and (e) for the Purpose of Receiving Legal Advice<br/>and Negotiation Discussions Regarding Options for<br/>Oil and Gas Applications</b>                                      |
| <b>3:00 P.M.</b>  | <b>ATTENDEE(S):</b> | <b>Heidi Miller / Ed Finger</b>   |
|                   | <b>ITEM:</b>        | <b>Executive Session Pursuant to C.R.S. 24-6-402(4)(a),<br/>(b), and (e) for the Purpose of Receiving Legal Advice<br/>and Negotiation Discussions Regarding Contracts<br/>and Potential Options Related to Community<br/>Corrections</b> |

**(AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ARISE)**

\*\*\*AGENDA IS SUBJECT TO CHANGE\*\*\*



## STUDY SESSION AGENDA ITEM

<b>DATE OF STUDY SESSION:</b> September 8, 2015
<b>SUBJECT:</b> Employee Benefits Survey Results
<b>FROM:</b> Bryan Ostler, Human Resources Director
<b>AGENCY/DEPARTMENT:</b> Human Resources
<b>ATTENDEES:</b> Bryan Ostler, Terri Lutt, Charles DuScha
<b>PURPOSE OF ITEM:</b> Provide results of Employee Benefits Survey and recommendations from Human Resources
<b>STAFF RECOMMENDATION:</b> Please refer to slide 28 in PowerPoint presentation.

### **BACKGROUND:**

- May 12, 2015 Study Session for a current benefits overview and review of market data
- June 18, 2015 Conducted a focus group (22 employees which provided representation from each department/elected office) to assist with finalizing questions for survey
- June 30, 2015 Provided update to BOCC and Sr. Leadership on results of focus group and survey launch
- July 2, 2015 Benefits Survey Launched
- July 15, 2015 Benefits Survey Closed

### **AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:**

County Manager's Office

### **ATTACHED DOCUMENTS:**

Employee Benefits Survey Results PowerPoint Presentation

**FISCAL IMPACT:**

Either mark X  if there is no fiscal impact or provide the following information for the recommended action:

Fund(s):	
Cost center(s):	
Self-generated / dedicated revenues:	\$
Annual operating costs:	\$
Annual net operating (cost) / income:	\$
Capital costs:	\$
Expenditure included in approved operating budget:	\$
Expenditure included in approved capital budget:	\$
New FTEs requested:	

**APPROVAL SIGNATURES:**

**APPROVAL OF FISCAL IMPACT:**

  
\_\_\_\_\_  
Todd Leopold, County Manager

  
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Budget / Finance

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Raymond H. Gonzales, Deputy County Manager

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Ed Finger, Deputy County Manager

# Employee Benefits Survey Results

September 8, 2015

# Employee Benefits Survey Results

## **Intent of Today's Study Session:**

- I. Recap Background and Process
- II. Survey Overview
- III. Recommendations

# I. Background and Process

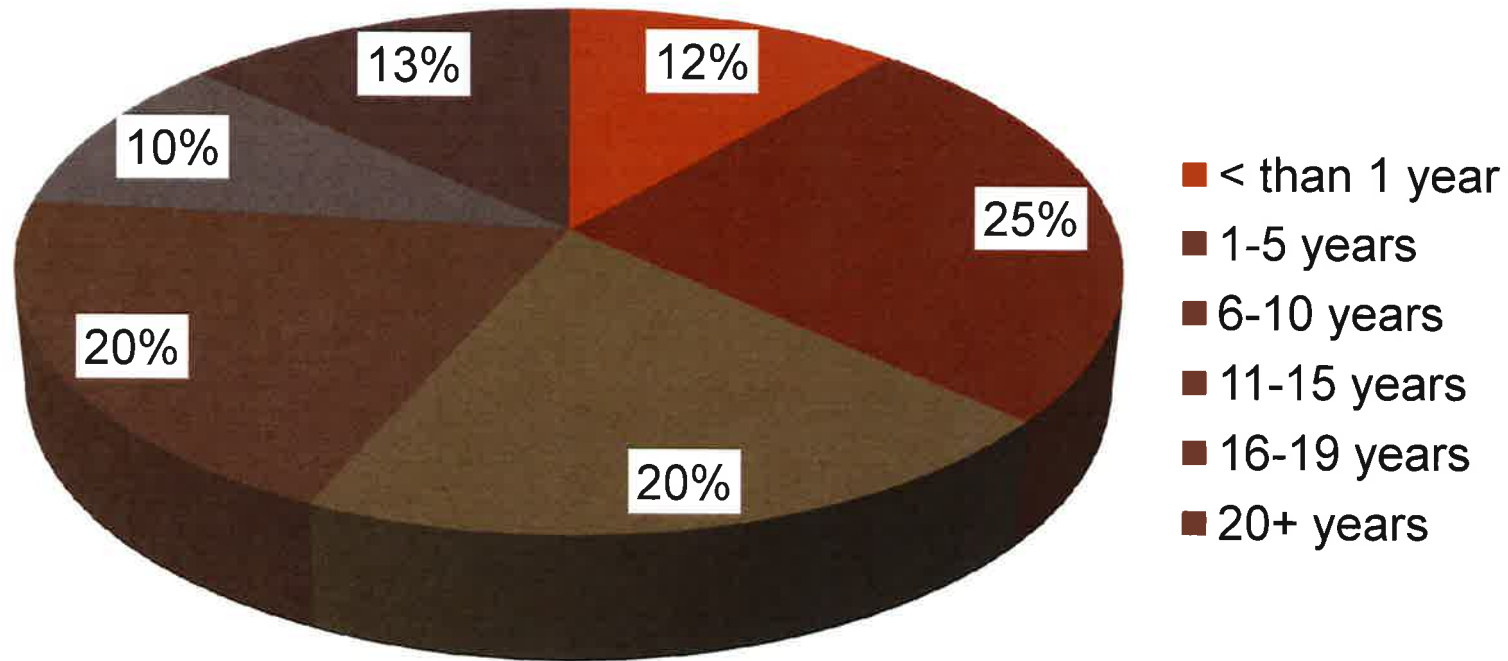
- May 2015 study session review of market data
- June 2015 established survey and focus group
- Focus group of 22 employees from each dept/elected office to assist with questions
- June 30th updated Board/Sr. Leadership on results of focus group and survey launch
- July 15th survey closed

## II. Survey Overview

- 973 Total employee responses
- 50% Organizational response rate
- 98% Of respondents were full-time employees
- There were no mandatory/required fields (to encourage participation)
- 94% Average response rate per question
- 43% Of respondents are enrolled in UHC plan, 48% enrolled in Kaiser plan

## II. Survey Overview

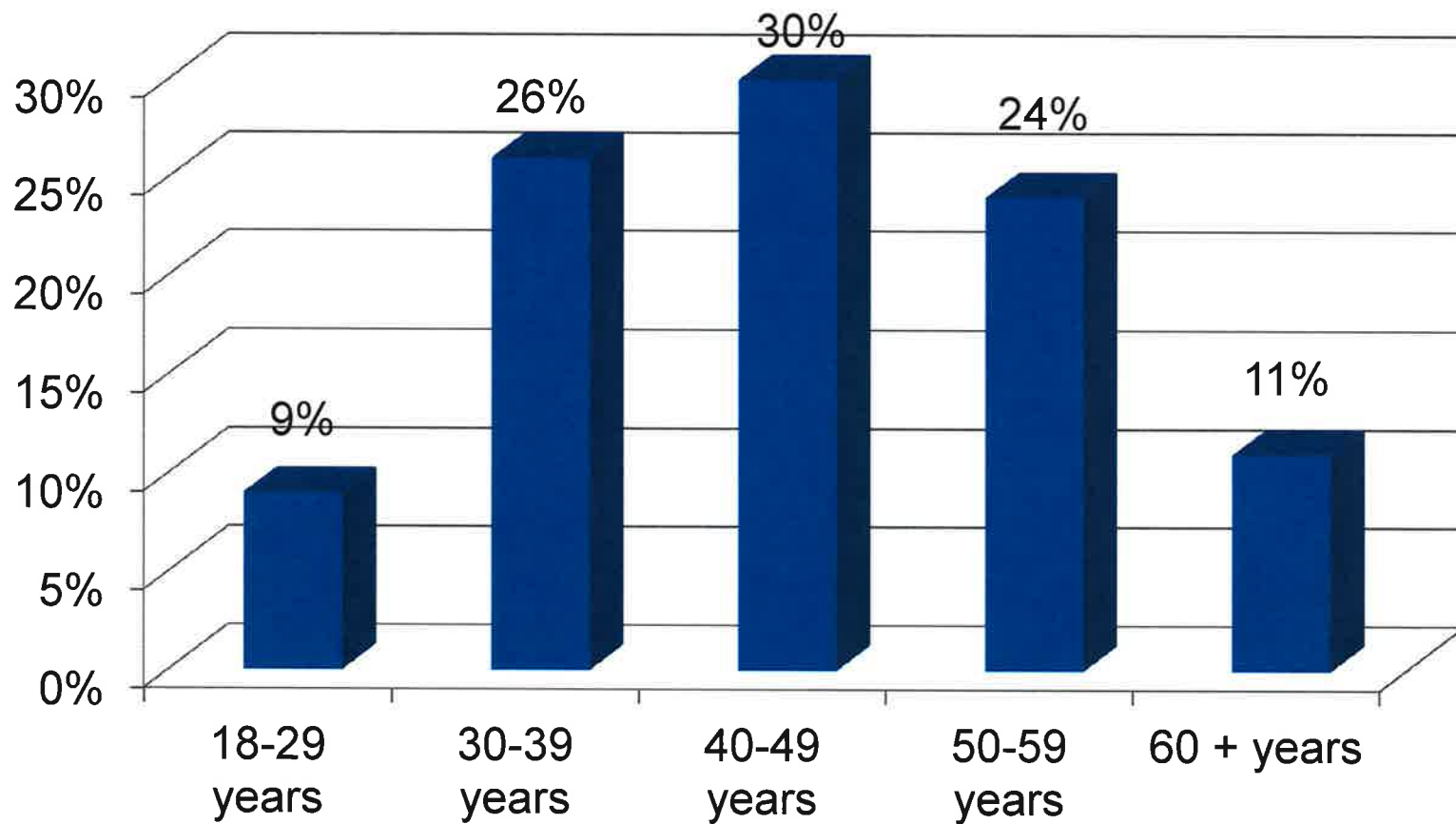
Tenure of survey respondents:





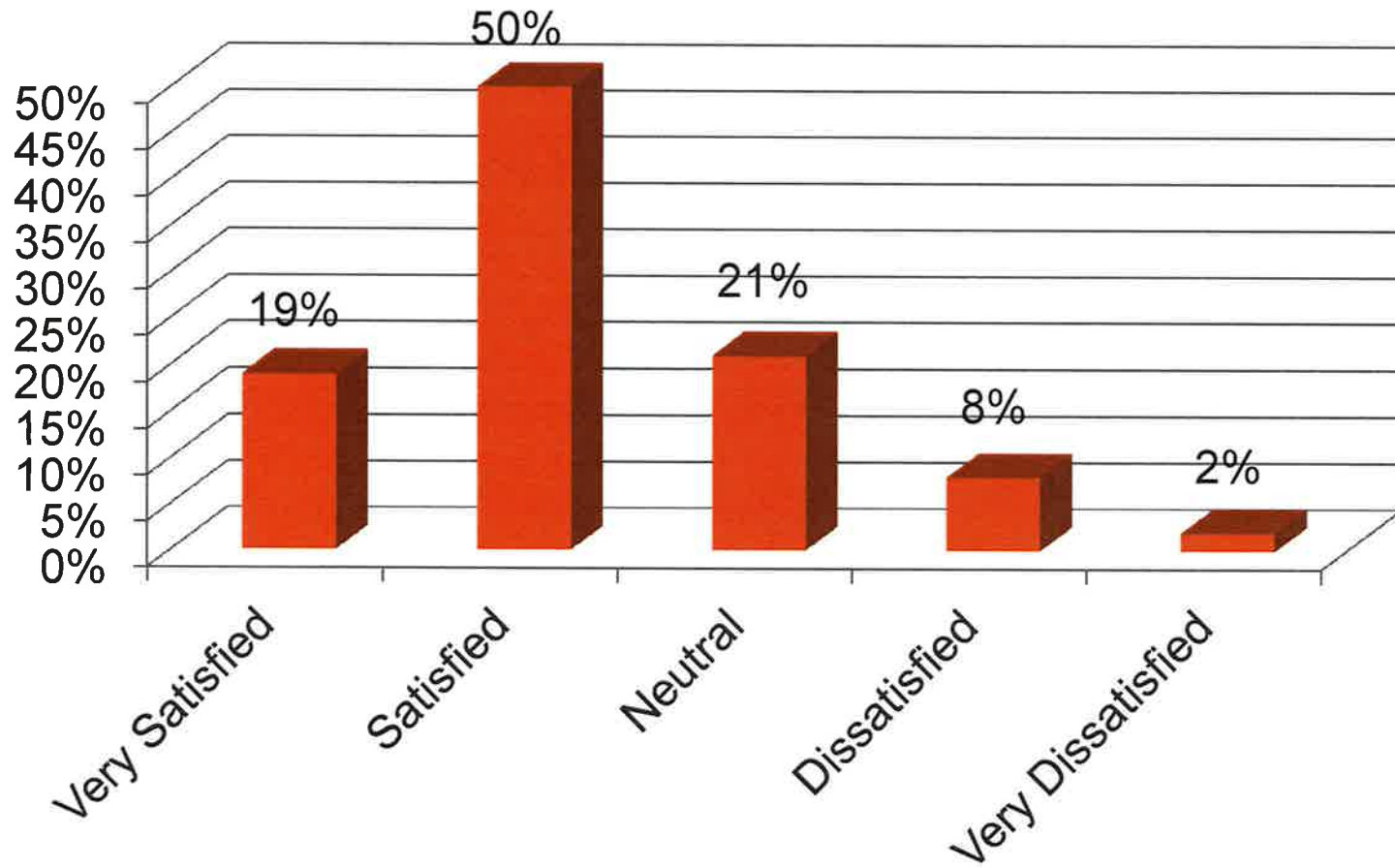
## II. Survey Overview

Age of survey respondents:



## II. Survey Overview

6) Overall satisfaction level with employee benefits at the County:



## II. Survey Overview

7) I have a good understanding of the benefits for which I am eligible:

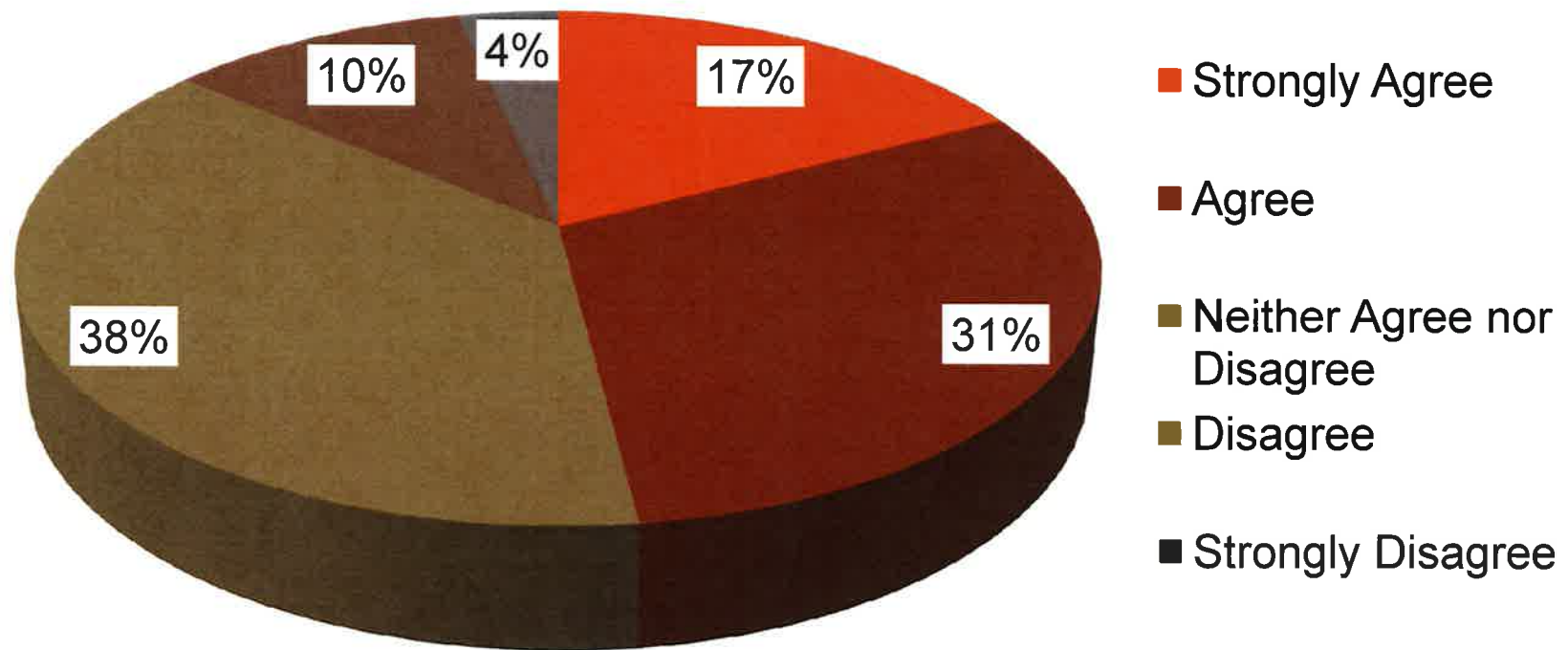
**-81% Strongly agree/agree**

8) When were your benefits explained to you?

**-74% During New Employee Orientation**

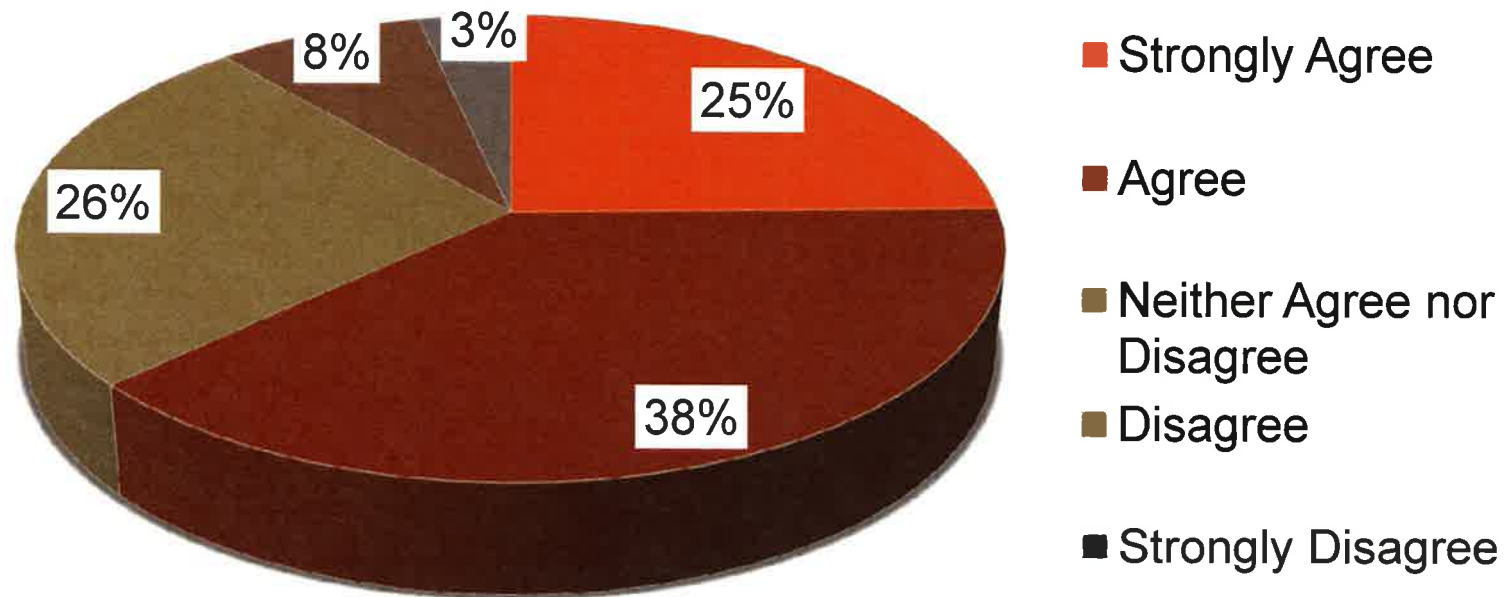
## II. Survey Overview

9) The benefits were an important reason why I came to work for the County:



## II. Survey Overview

10) The benefits are an important reason why I remain working for the County:



## II. Survey Overview

11) Rating the satisfaction level of benefits:

### **Three highest rated benefits:**

1) Paid Holidays	94%
2) Vacation Days	87%
3) Sick Days	86%

### **Three lowest rated benefits:**

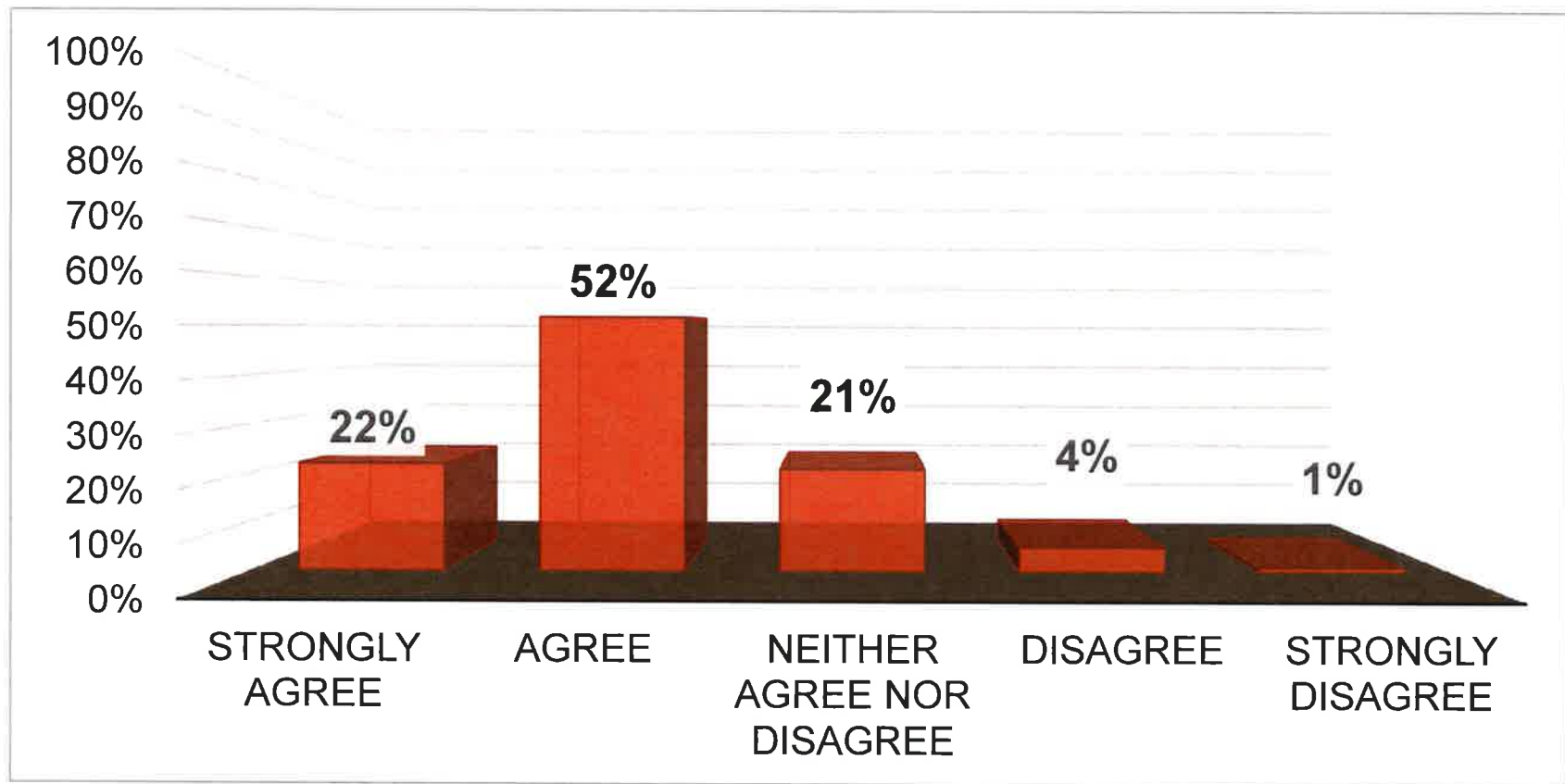
1) Retirement	36%
2) Alternative Work Schedules/ Flex Days	24%
3) Medical Plans	21%

## II. Survey Overview

Question	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Need Further Education	No Opinion	Total Responses	Dissatisfied / Very Dissatisfied
* Retirement Plan	156	371	172	120	80	56	955	36%
Alternative Work Schedules/ Flex days	212	249	82	62	48	297	950	24%
Medical Plans	158	527	130	48	33	57	953	21%
Tuition Reimbursement	105	234	47	28	104	423	941	18%
Prescription Drug Plan (included with medical)	134	460	77	28	63	183	945	15%
Employee Assistance Program	73	226	29	19	182	412	941	14%
Administrative Days	276	232	45	36	54	292	935	14%
Sick Leave	298	497	91	33	5	28	952	13%
Vacation Leave	308	499	92	30	2	26	957	13%
Vision Plan	180	530	82	24	21	118	955	13%
Dental Plans	192	572	73	26	13	74	950	11%
Wellness Credit	188	344	47	16	86	265	946	11%
Wellness Program	179	427	50	13	60	223	952	9%
AFLAC Supplemental Medical Plans	99	257	22	12	107	448	945	9%
Deferred Compensation	140	325	26	18	116	311	936	9%
* Long-term Disability Insurance	125	432	35	13	111	232	948	8%
Optional Life Insurance	115	432	37	7	95	258	944	7%
* Basic Life Insurance	148	547	45	8	67	139	954	7%
Dependent Life Insurance (Spouse / Child)	127	414	30	6	61	312	950	6%
Paid Holidays	498	324	29	25	5	73	954	6%
Flexible Spending Accounts	121	297	20	4	72	430	944	5%

## II. Survey Overview

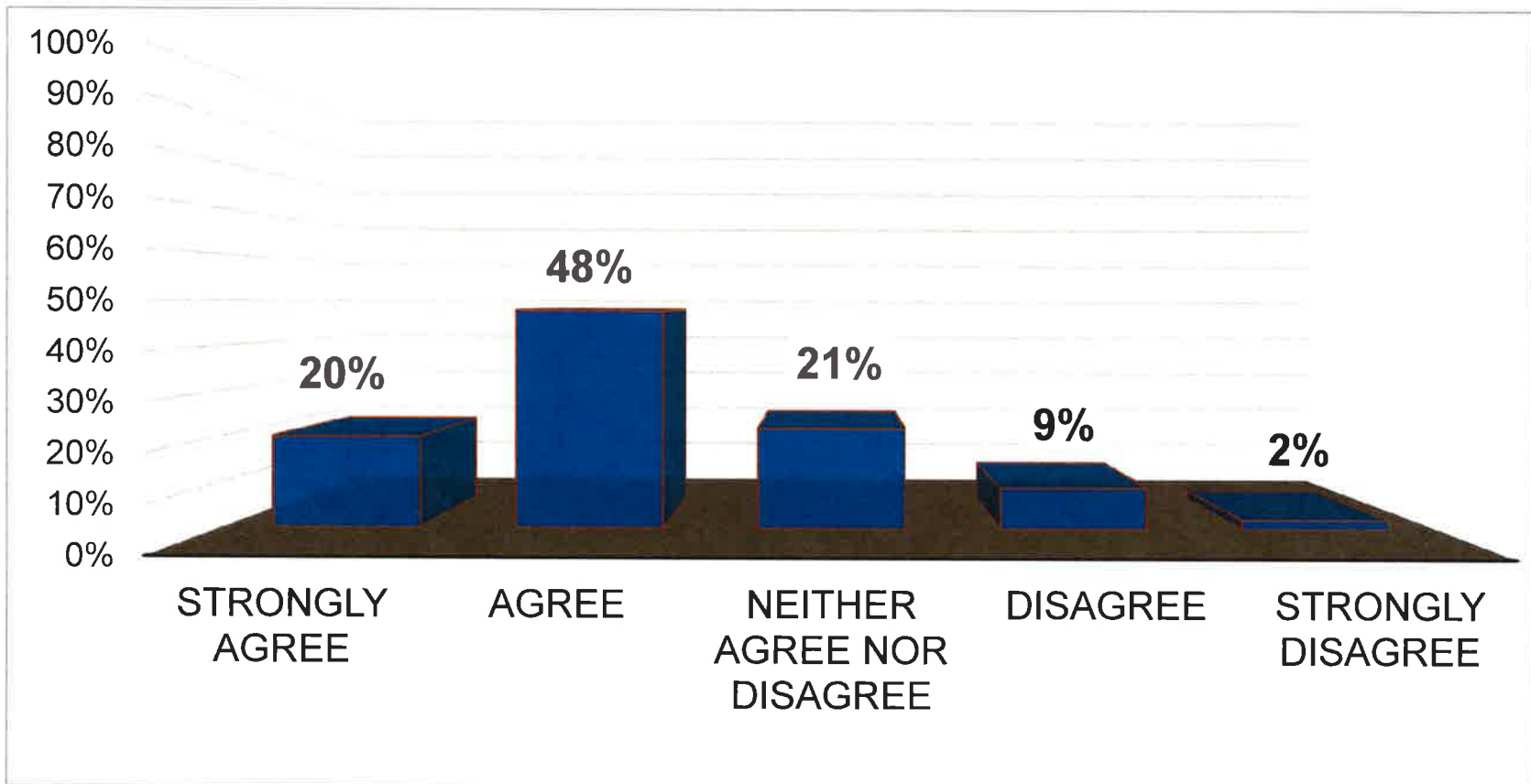
12) My benefits package contributes to my overall health and well-being, both physical and mental:





## II. Survey Overview

13) My benefits package helps to ensure my financial wellness, in terms of being adequately covered in the event of an accident or unexpected illness:



## II. Survey Overview

14) If you answered Disagree or Strongly Disagree to #12 and #13, please explain how you think we can enhance your benefits package:

### **Most repeated comments:**

- Retirement Plan
- Medical plan out-of-pocket costs continue to increase
- Employer paid short term disability options

## II. Survey Overview

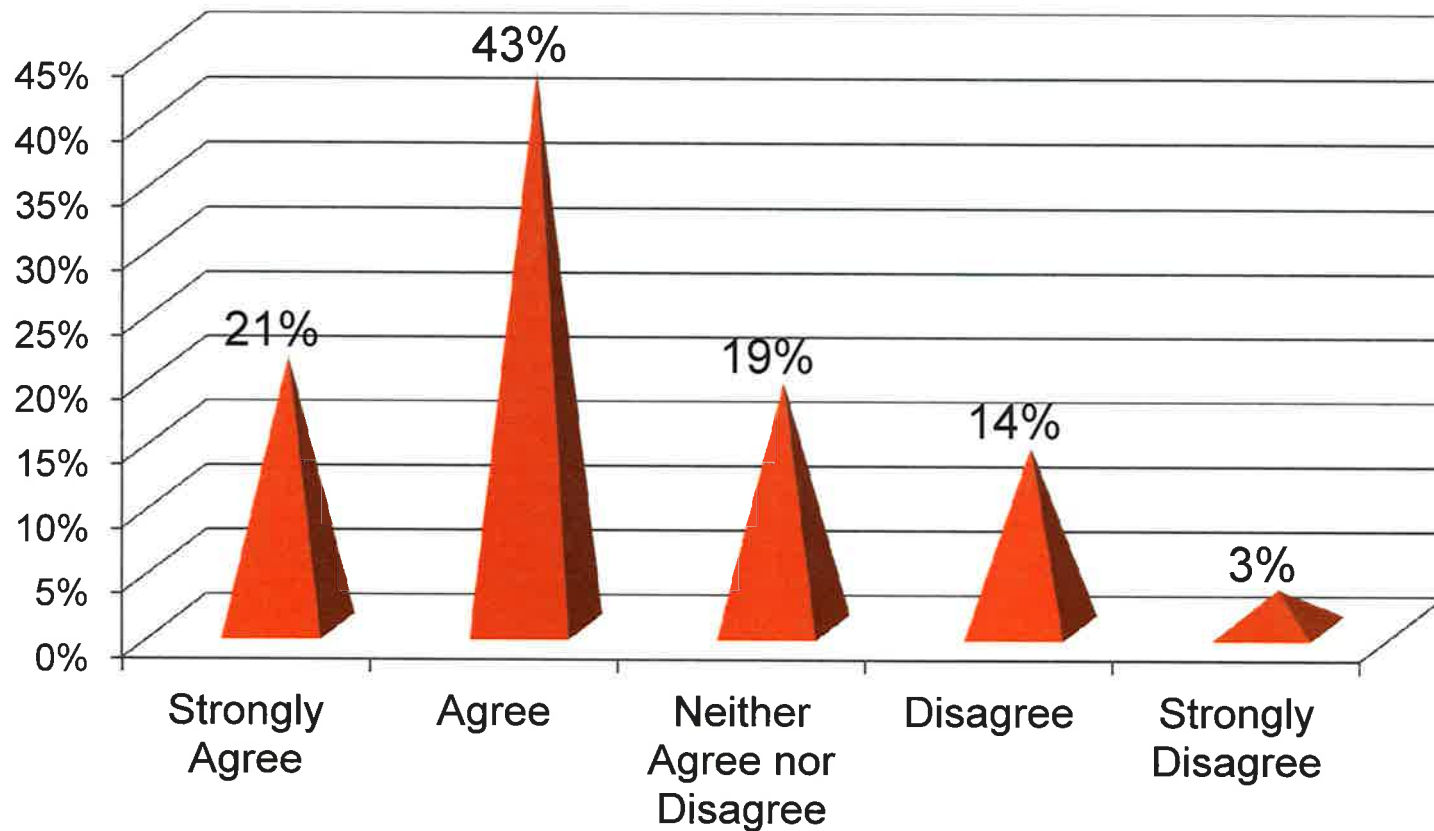
15) When considering your total benefits package, are there benefit offerings that you feel are missing:

### **Most repeated comments:**

- There are no retirement plan options for the employees
- 9% mandatory retirement deduction out of pay check is too much
- Out of pocket medical plan costs
- Employer paid short term disability
- Flexibility to cash out vacation/sick at end of year

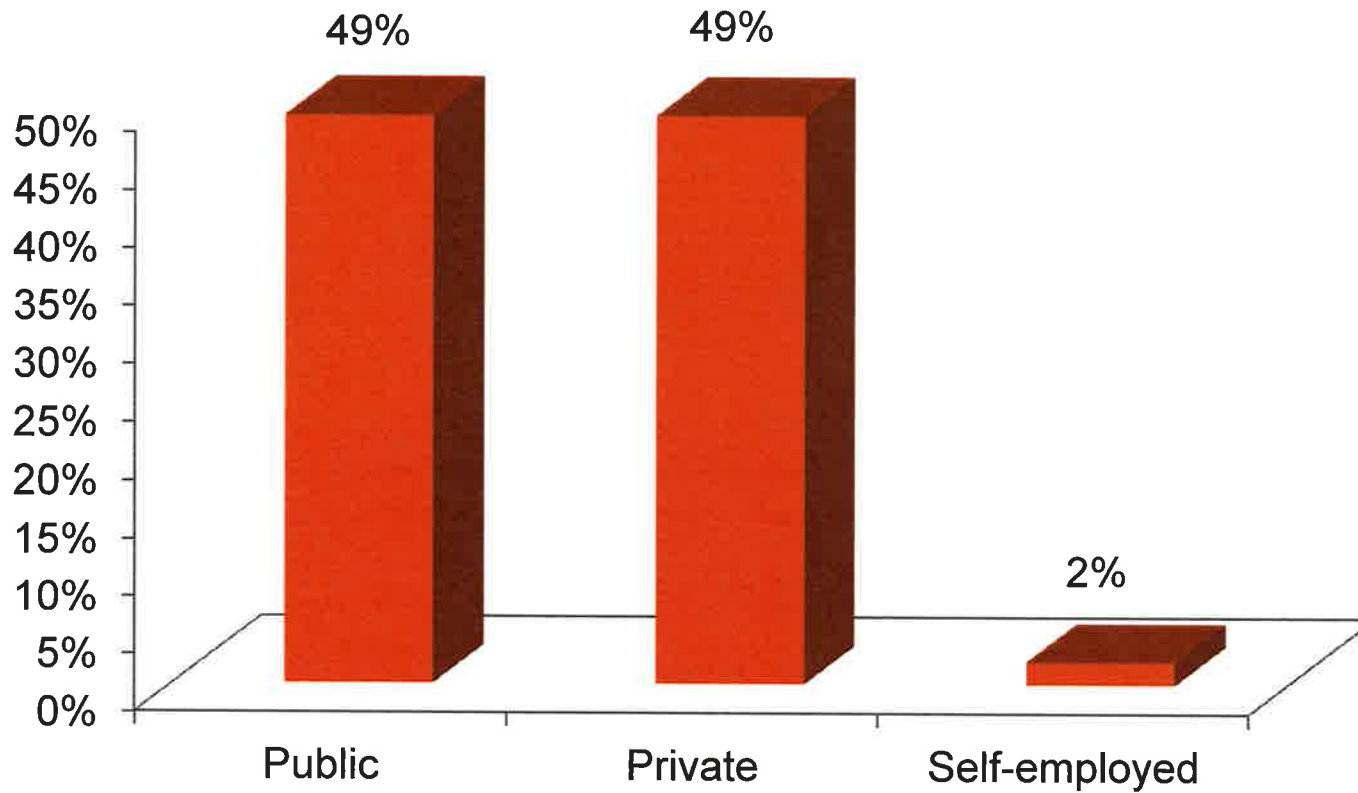
## II. Survey Overview

16) The County's sick and vacation policies are competitive with your previous employers:



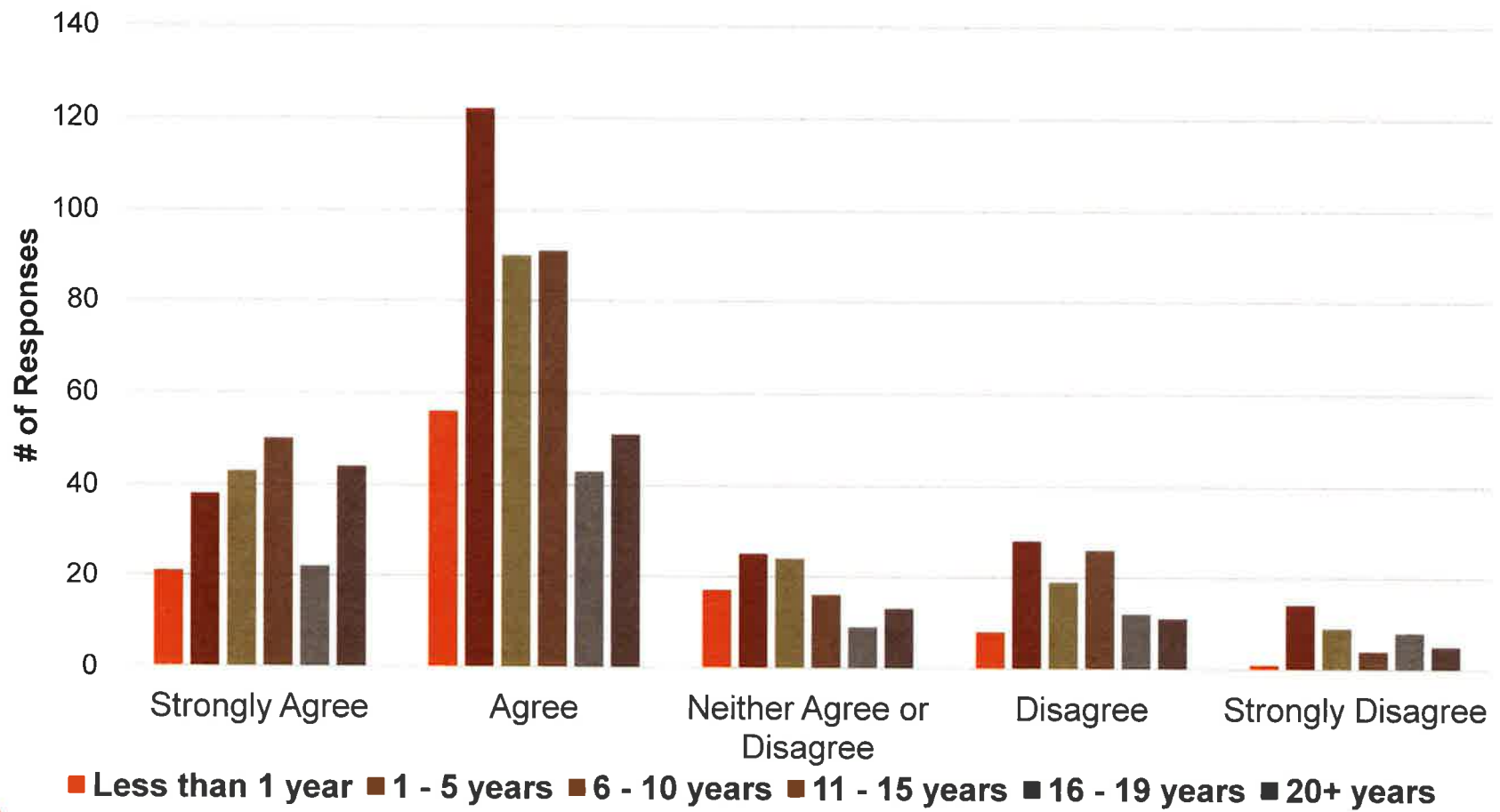
## II. Survey Overview

17) If answering #16, please tell us which category reflects your previous employment:



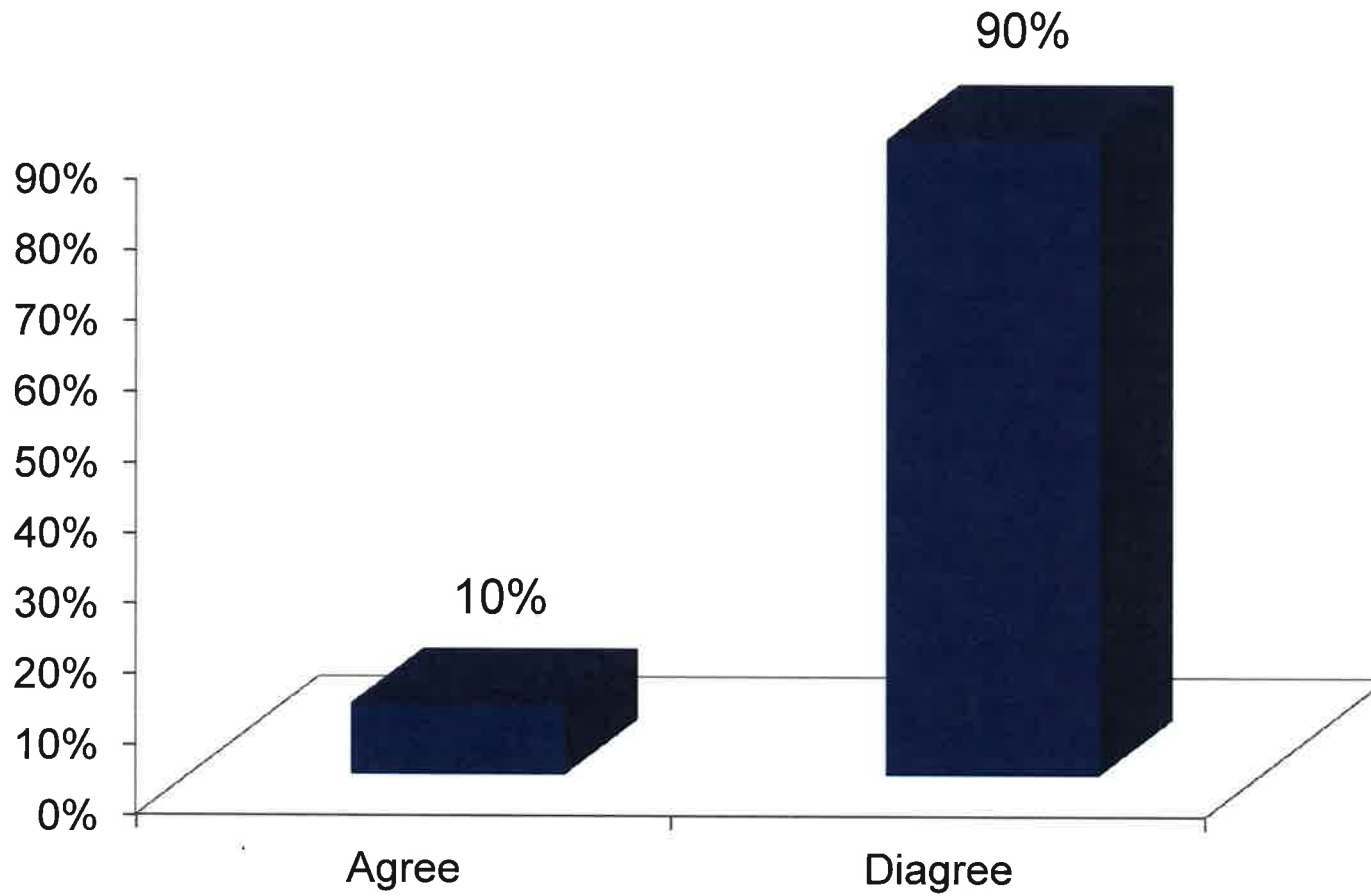
## II. Survey Overview

18) The sick leave accrual schedule provides adequate leave for when I am unable to go to work due to illness or injury:



## II. Survey Overview

19) I tend to use all my sick days every year:



## II. Survey Overview

### 20) Why do you tend to not use all your sick days every year?

	Response	%
I feel I cannot be away from work even when I am sick because I am too busy.	114	13%
I do not generally get sick.	296	35%
I roll over my unused sick days in case I become unable to work due to an accident or illness.	273	32%
I plan to roll over my unused sick days, so I receive payment for the unused hours upon separation from the County.	34	4%
I was not aware I was eligible for paid sick leave.	7	1%
Other	130	15%



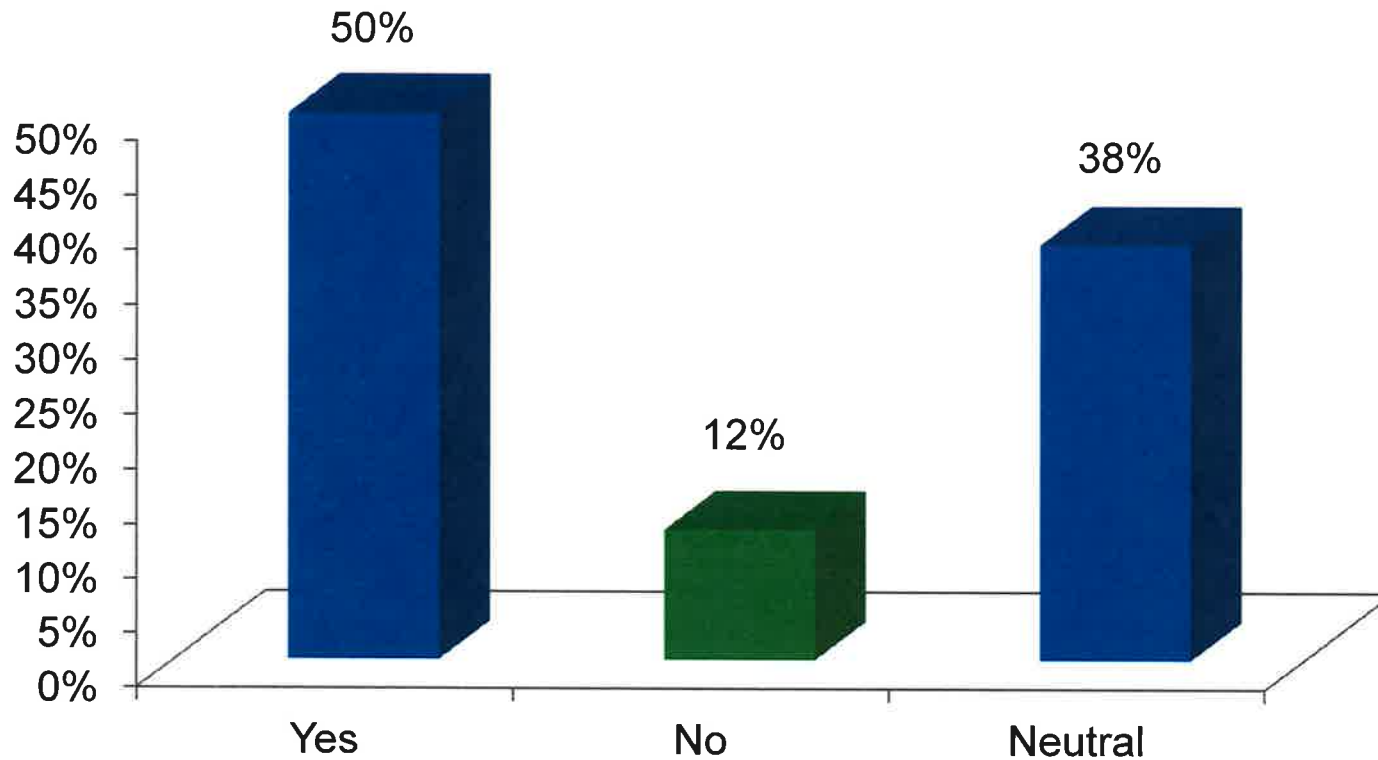
## II. Survey Overview

### 21) How do you view the payment of unused accrued sick leave upon separation of employment from the County?

	Response	%
I do not plan on having any accrued sick leave time to cash-out upon separation.	39	4%
I view it more as a deferred compensation benefit that I am planning to use upon separation.	343	37%
I have never thought about it.	371	41%
I did not know I could be compensated for unused sick leave upon separation.	106	12%
Not Applicable	56	6%

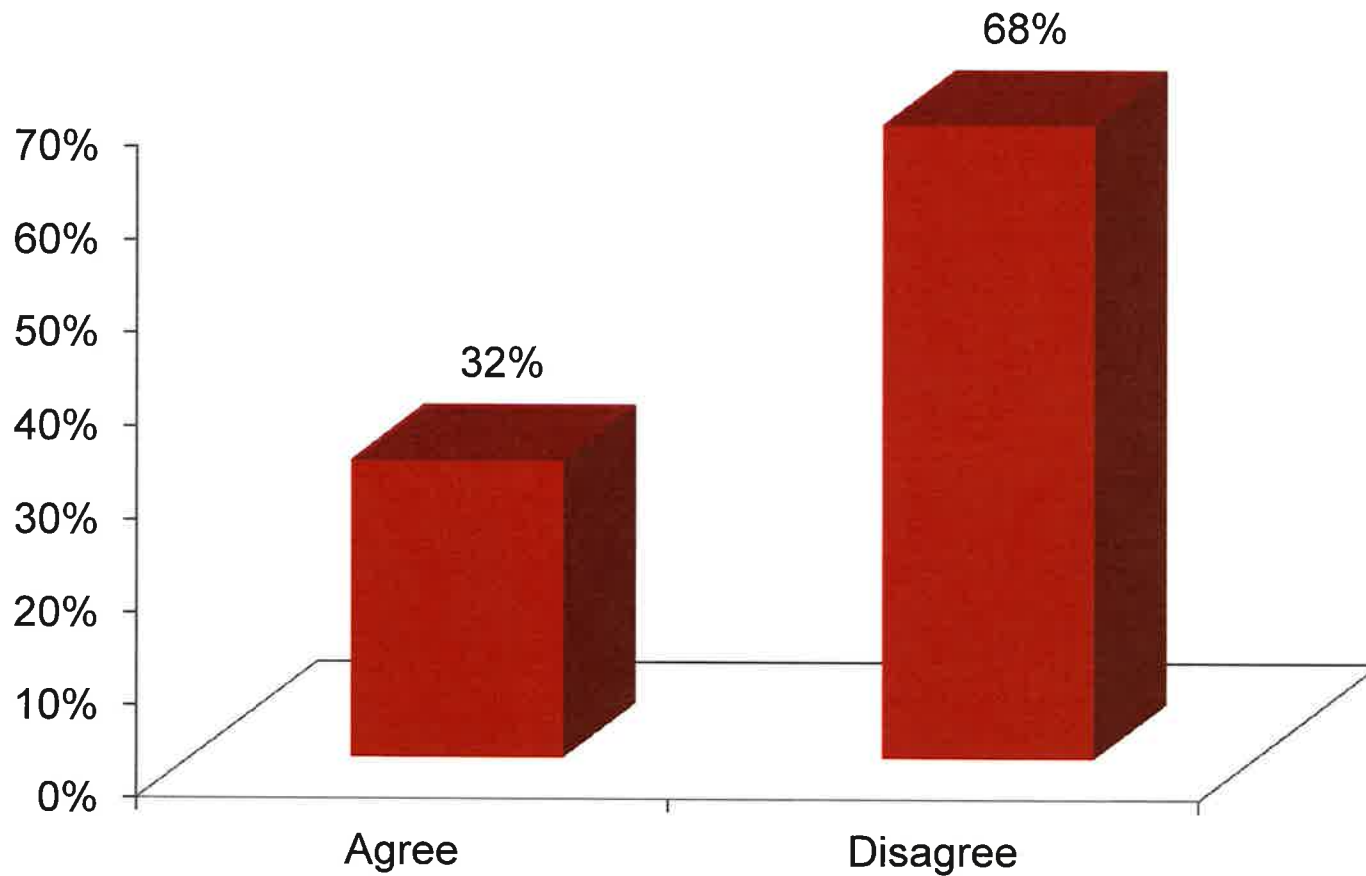
## II. Survey Overview

22) I would value more flexibility with my sick and vacation days without reducing my current accrual rate:



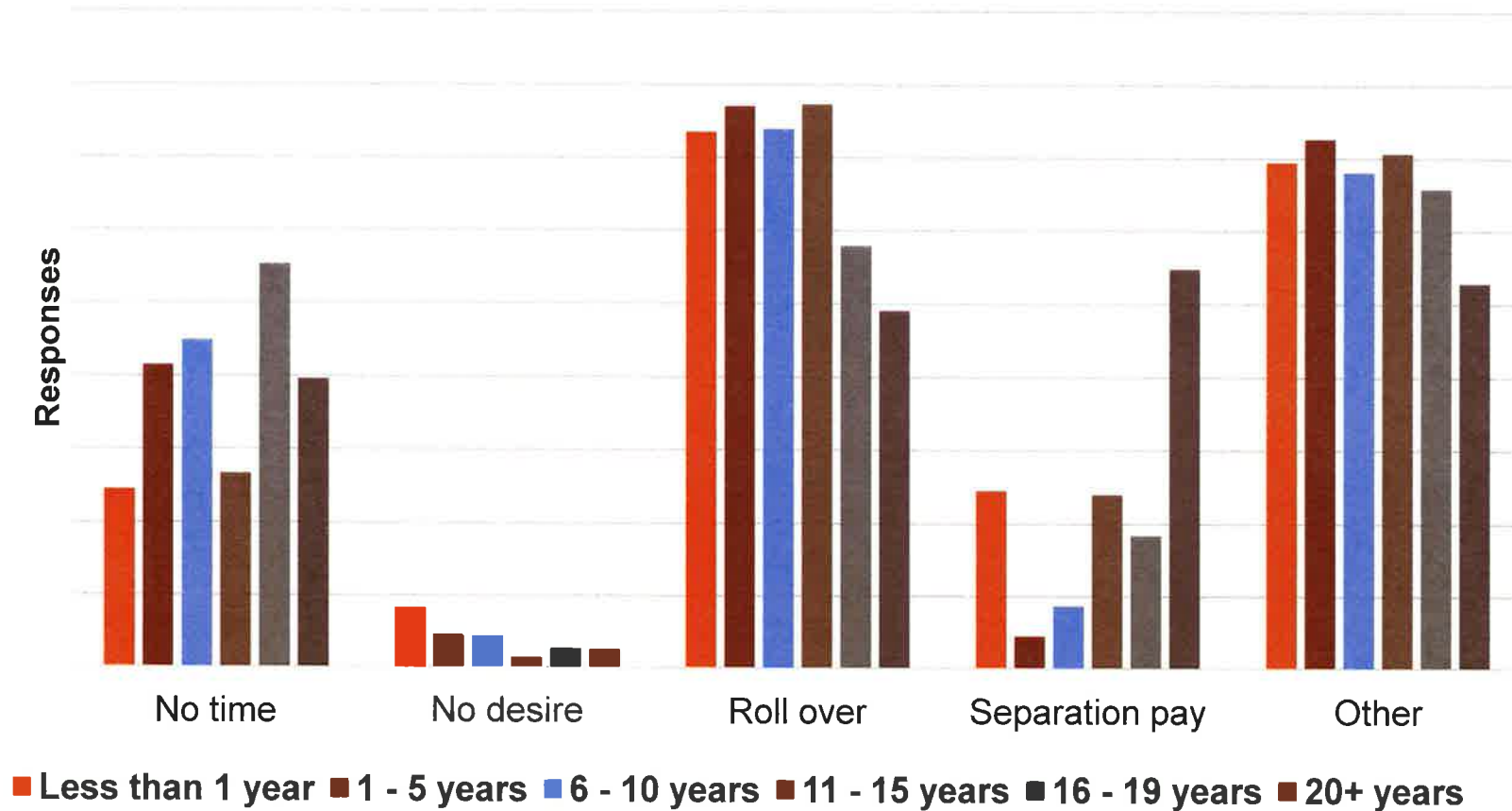
## II. Survey Overview

23) I tend to use all my vacation days every year:



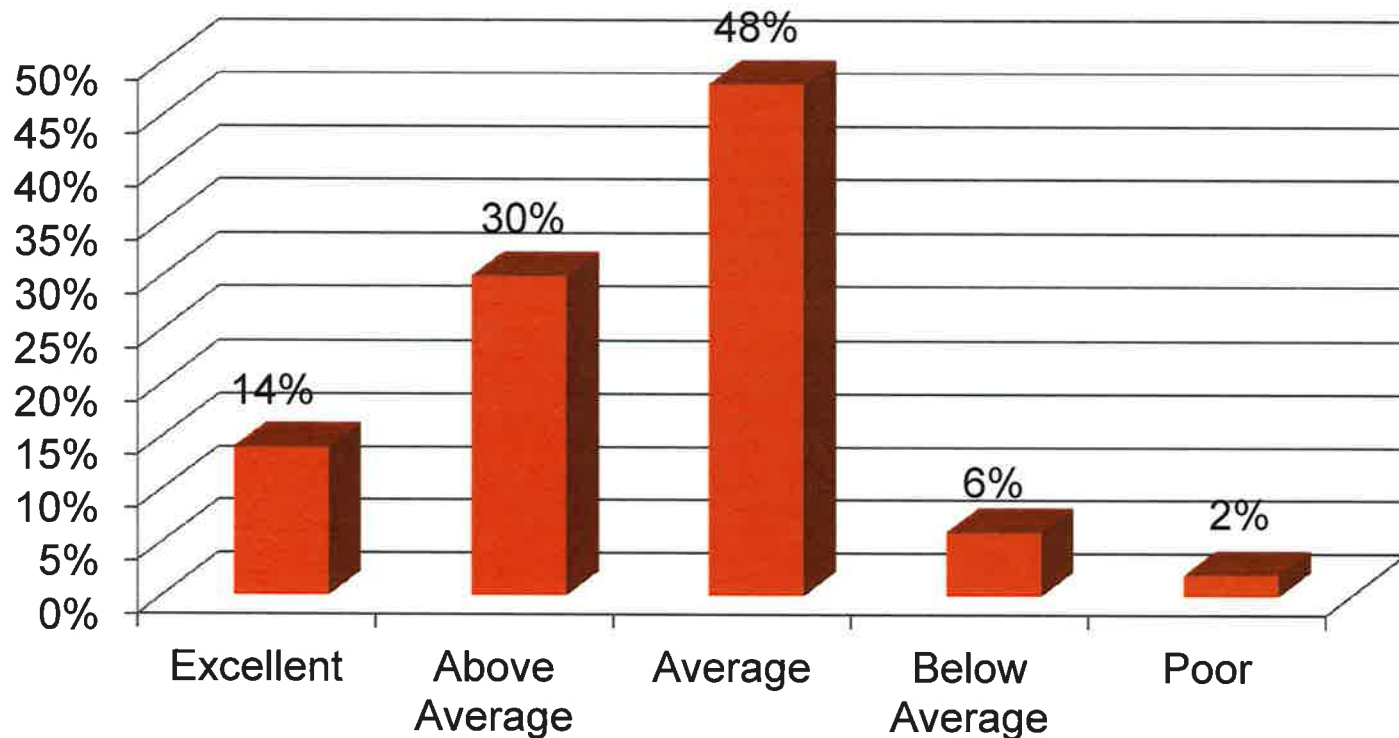
## II. Survey Overview

24) Why do you tend not to use all of your vacation days every year:



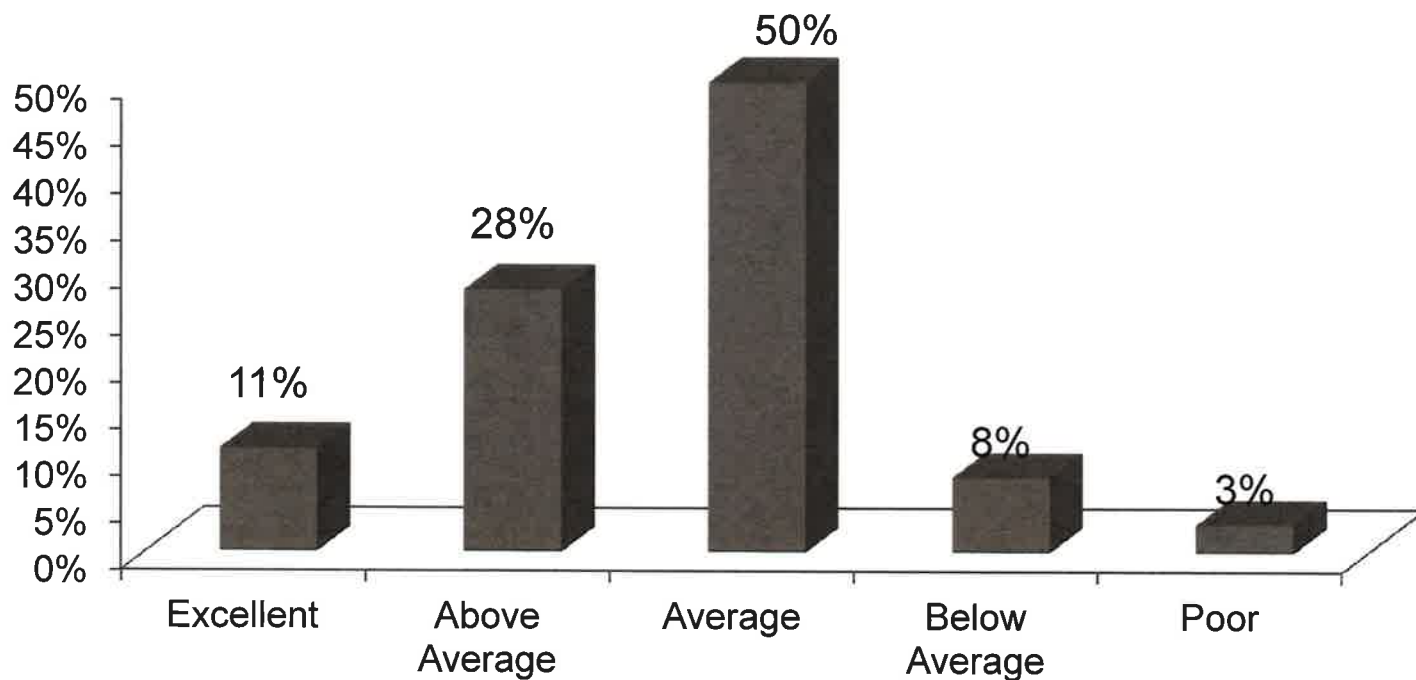
## II. Survey Overview

25) How would you rate the quality of the information and services you receive from your health plan (UHC and Kaiser):



## II. Survey Overview

26) How would you rate the quality of the information and services you receive from the County regarding your benefit plans:



## III. Recommendations

- **Retirement:** Evaluate opportunities to enhance retirement plan with a 3<sup>rd</sup> party consultant to provide recommendations to make the plan competitive and sustainable within our market.
- **Medical:** Continue to maintain and sustain the medical plans. Evaluate creating additional plan options that will reinforce onsite health clinic benefits as a long-term strategy.
- **Short Term Disability:** Evaluate cost and opportunity for an employer paid short-term disability option.

# Coinsurance

