

CITY OF GAINESVILLE

Employee Benefits Survey Analysis

October 2018

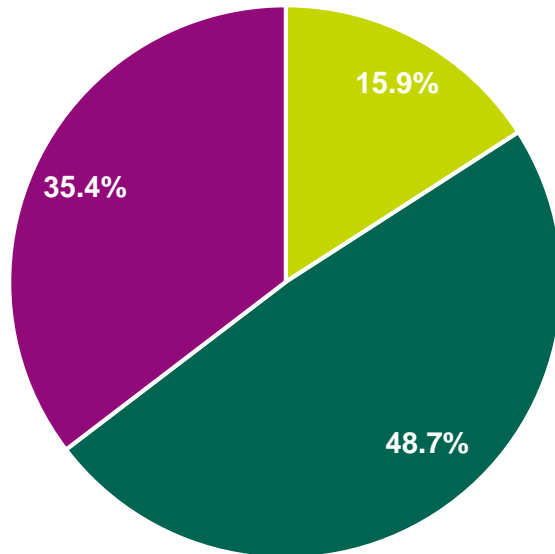


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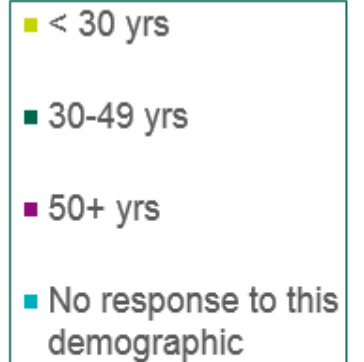
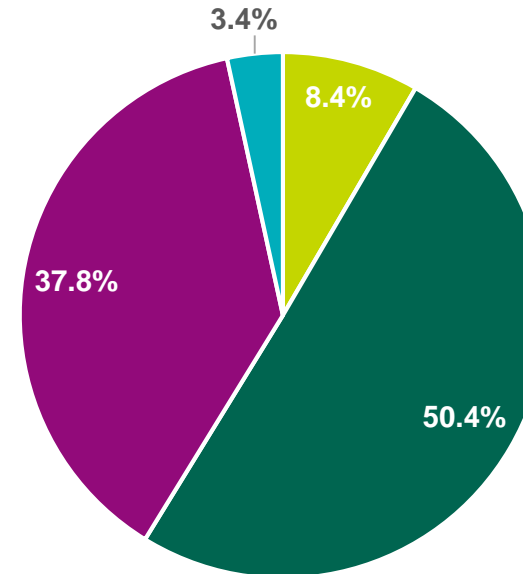
Demographics Overview

- Out of the 2,321 individuals employed by the City of Gainesville, 820 (or 35.3%) responded to the custom Employee Benefits Survey

Age Group
as % of
Total Workforce



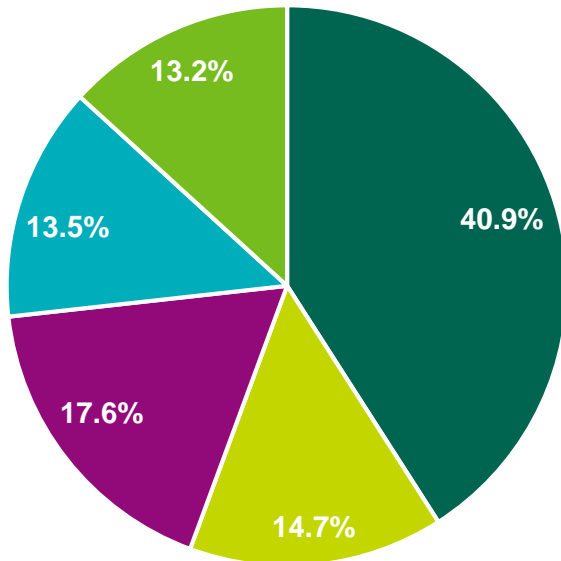
Age Group Respondents
as % of
Total Survey Respondents



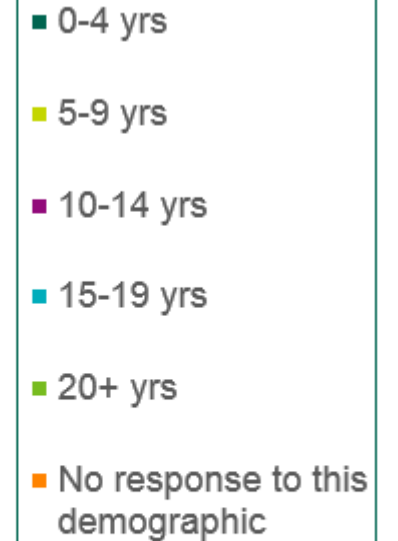
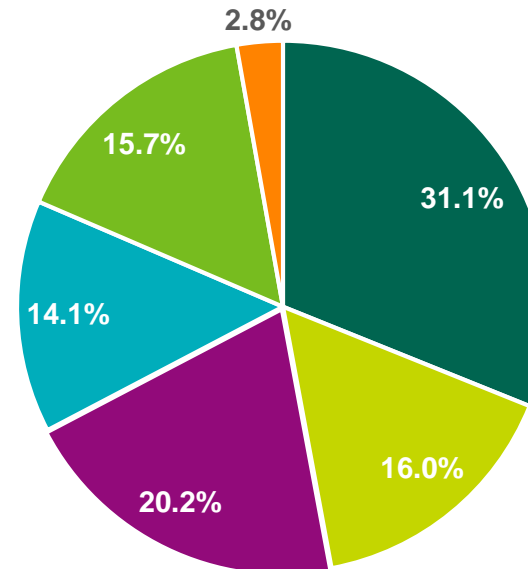
Survey responses by Age Group are fairly-well represented relative to overall age demographics of the organization, except the <30 group which were under-represented by approx. 7.5%)

Demographics Overview....(cont'd)

Tenure Group
as % of
Total Workforce



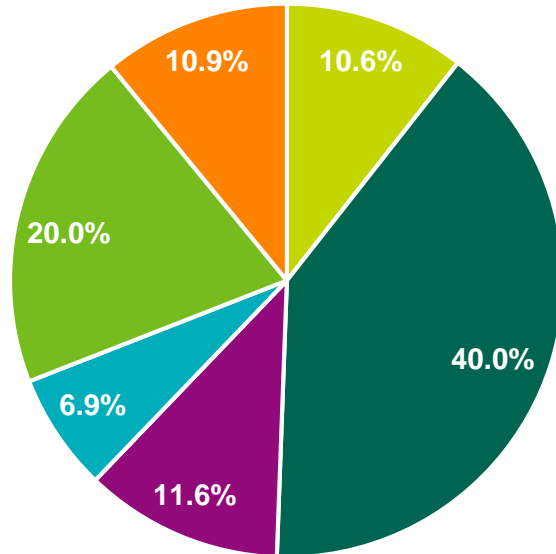
Tenure Group Respondents
as % of
Total Survey Respondents



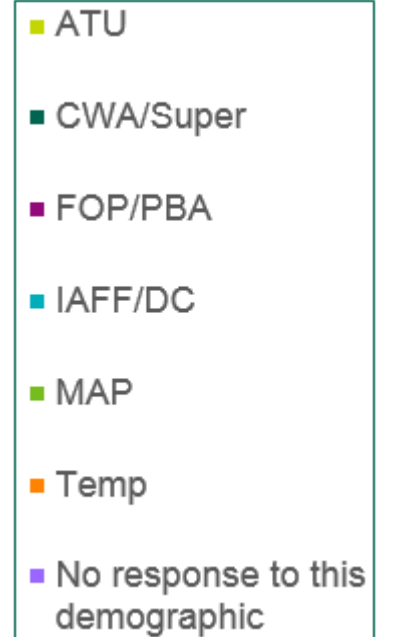
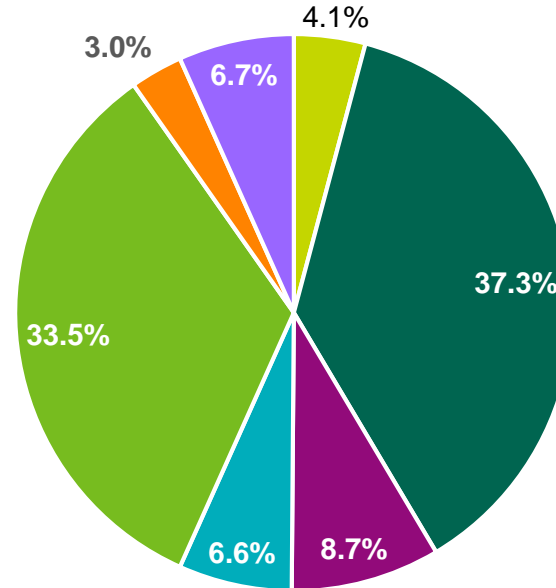
Survey responses by Tenure Group are fairly-well represented relative to overall tenure demographics of the organization, except for newer employees (0-4 yrs) which were under represented by approx.10% in the survey

Demographics Overview....(cont'd)

Employee Group
as % of
Total Workforce

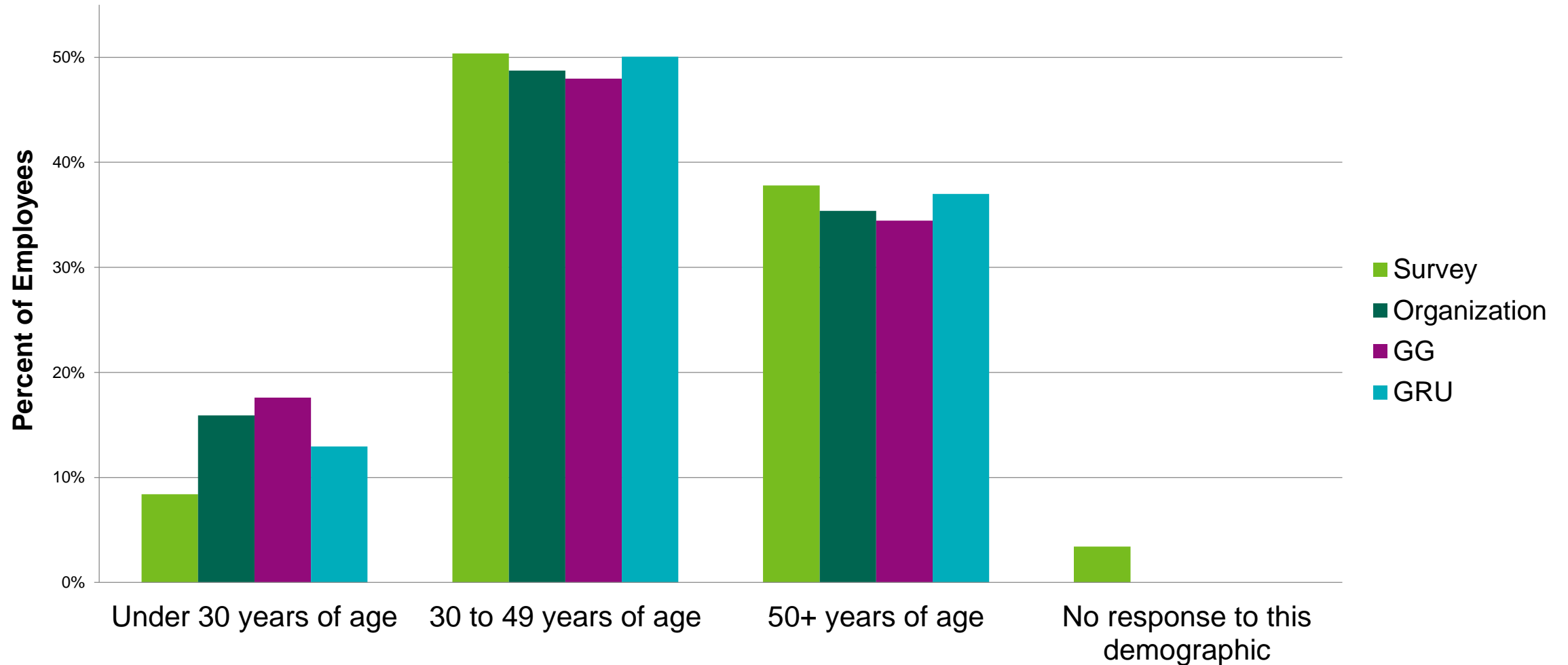


Employee Group Respondents
as % of
Total Survey Respondents

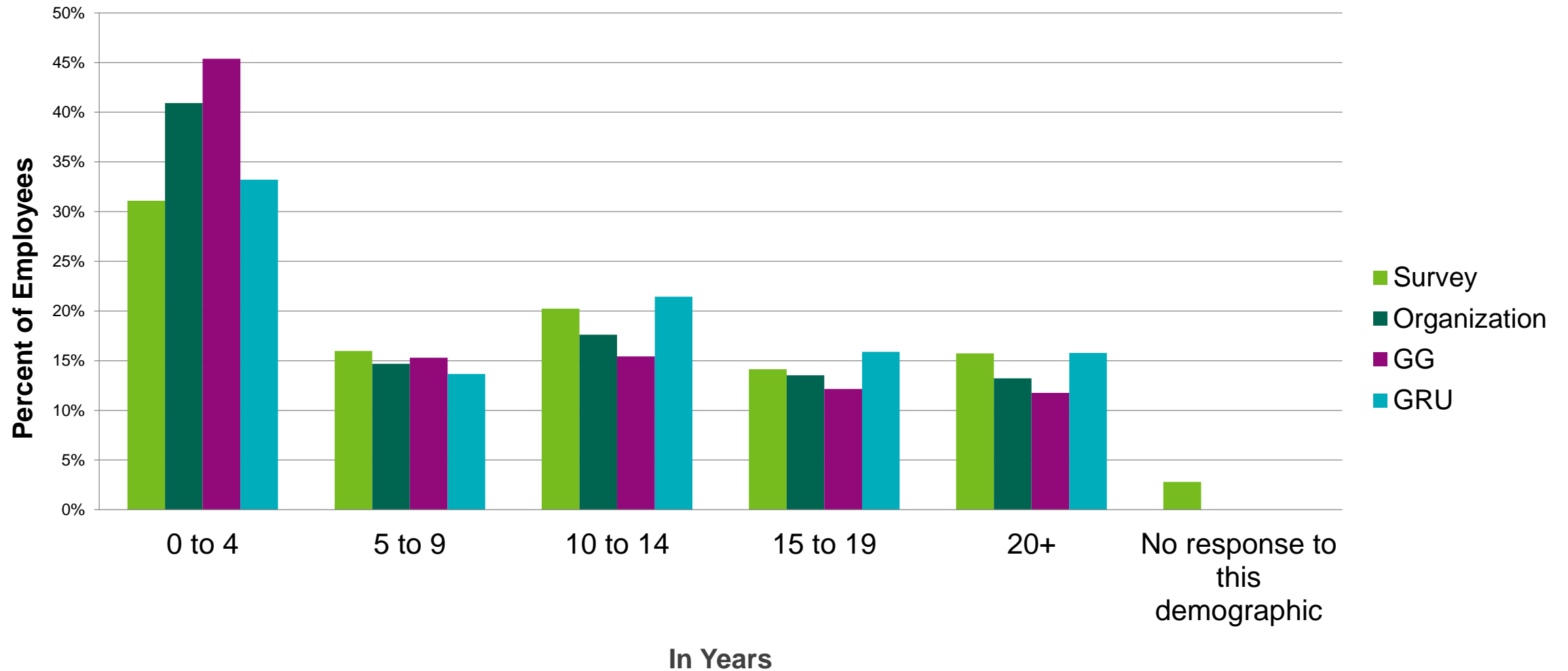


Survey responses by Employee Group vary across the board relative to overall employee group demographics of the organization (e.g., ATU: under-represented approx. 6%, MAP: over-represented approx. 14%, Temp: under-represented approx. 8%)

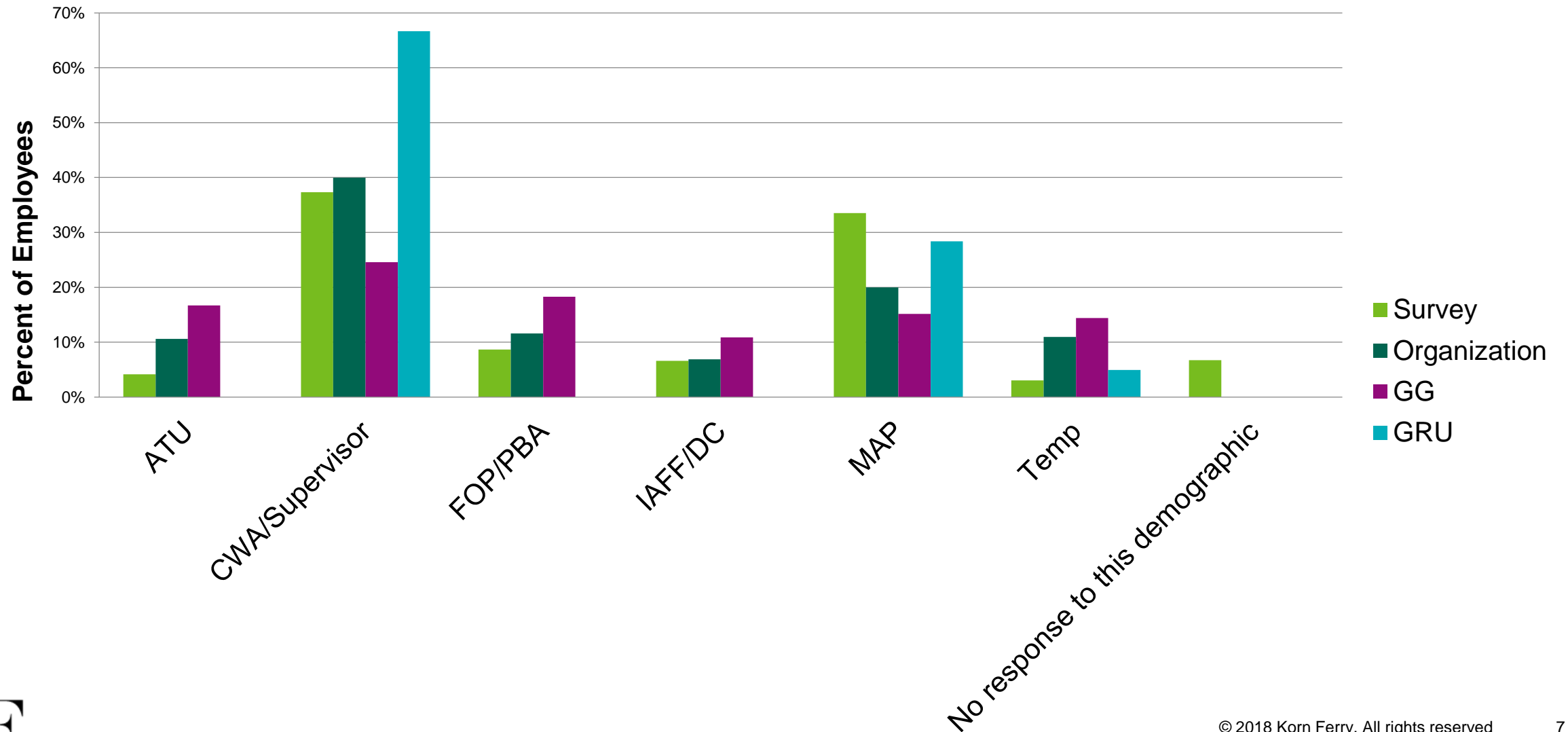
Demographics: Age



Demographics: Tenure



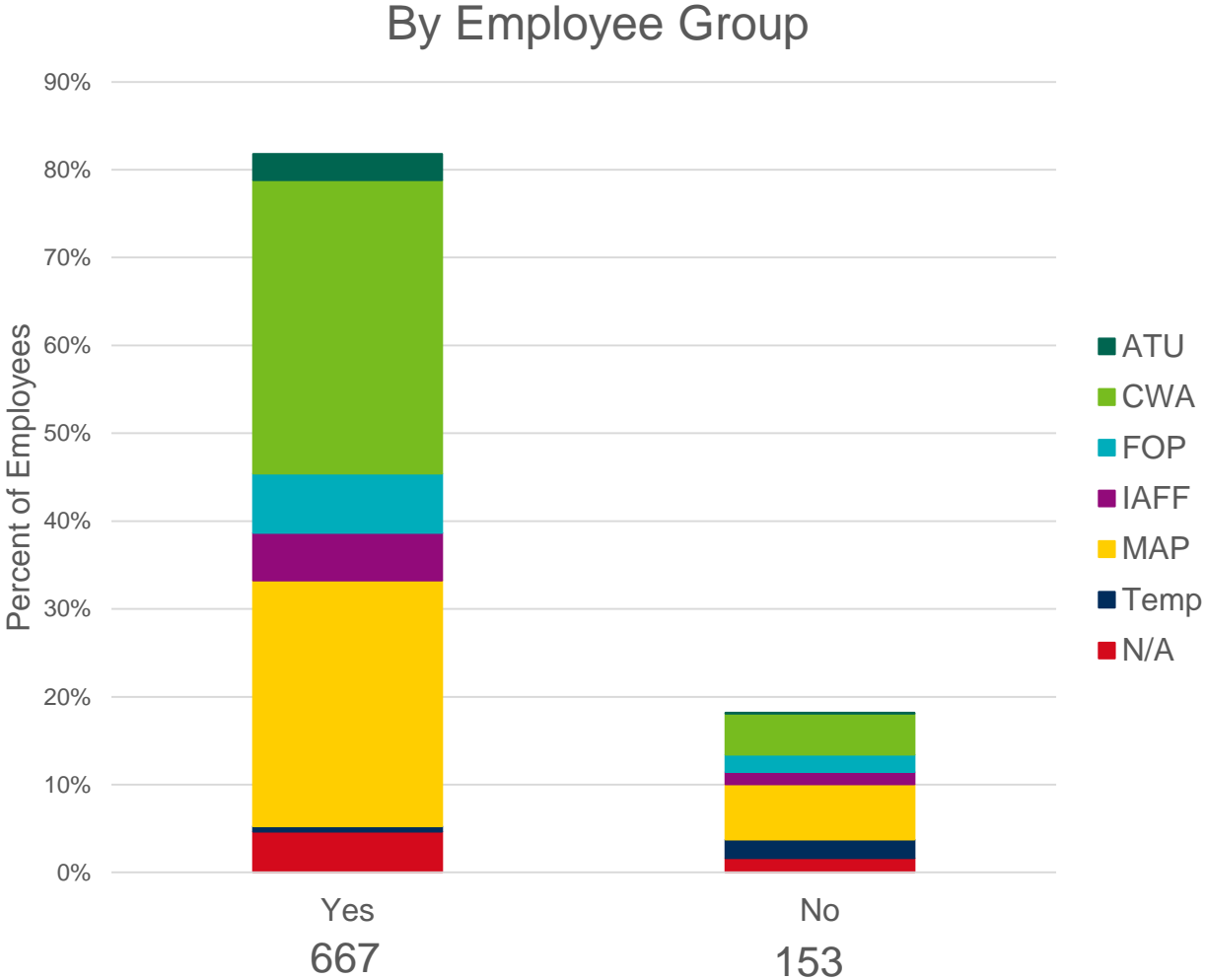
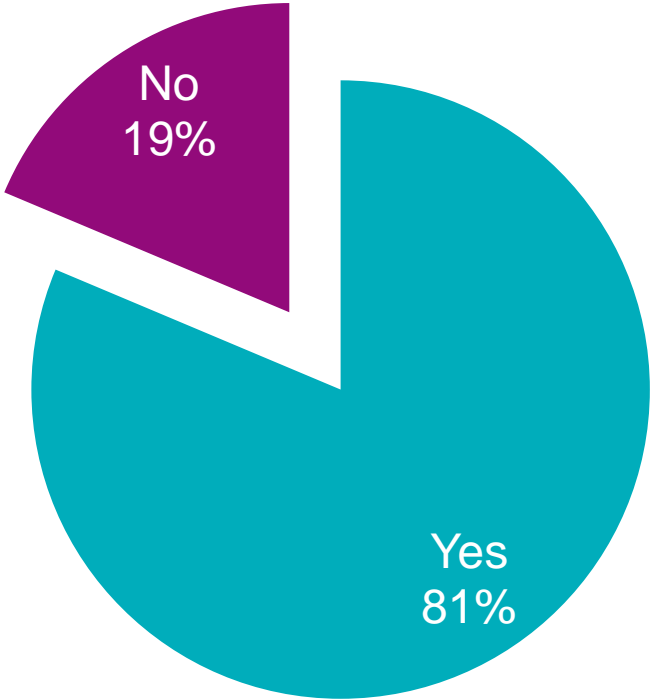
Demographics: Employee Group



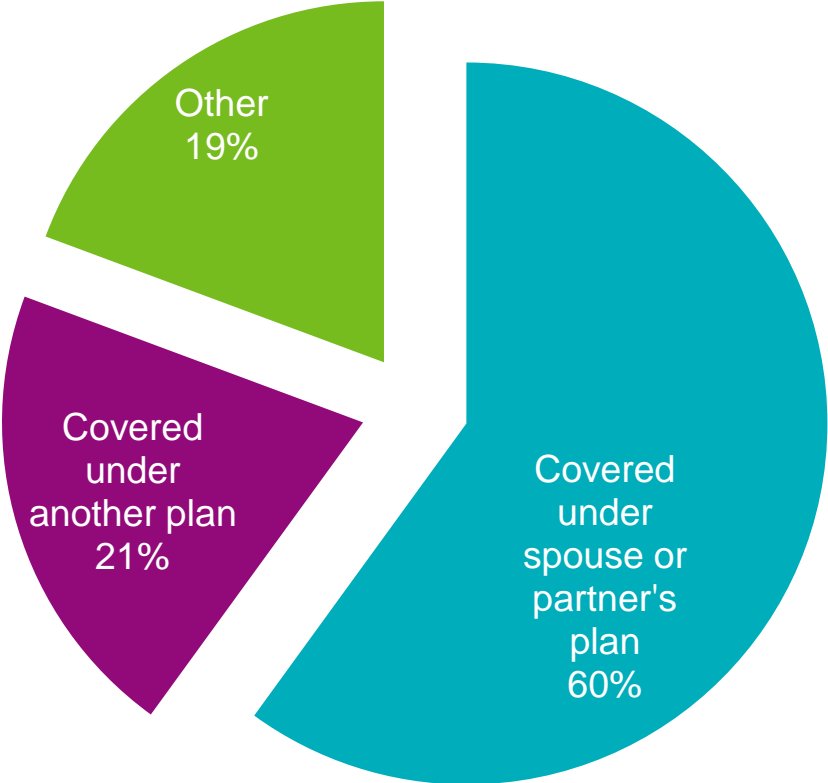
Benefits Pulse Survey Responses



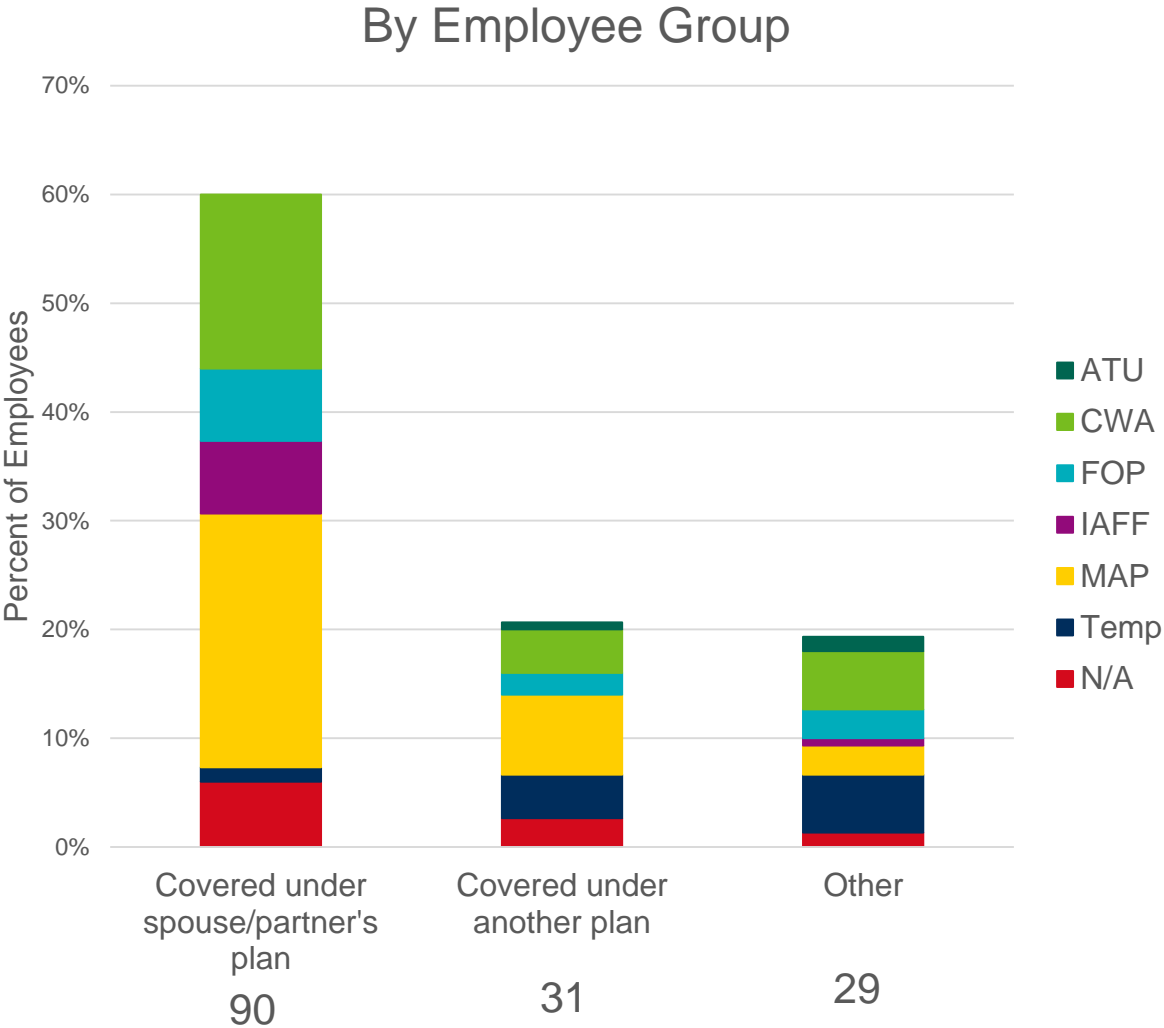
Question 1: Are you currently enrolled in the employee medical insurance plan?



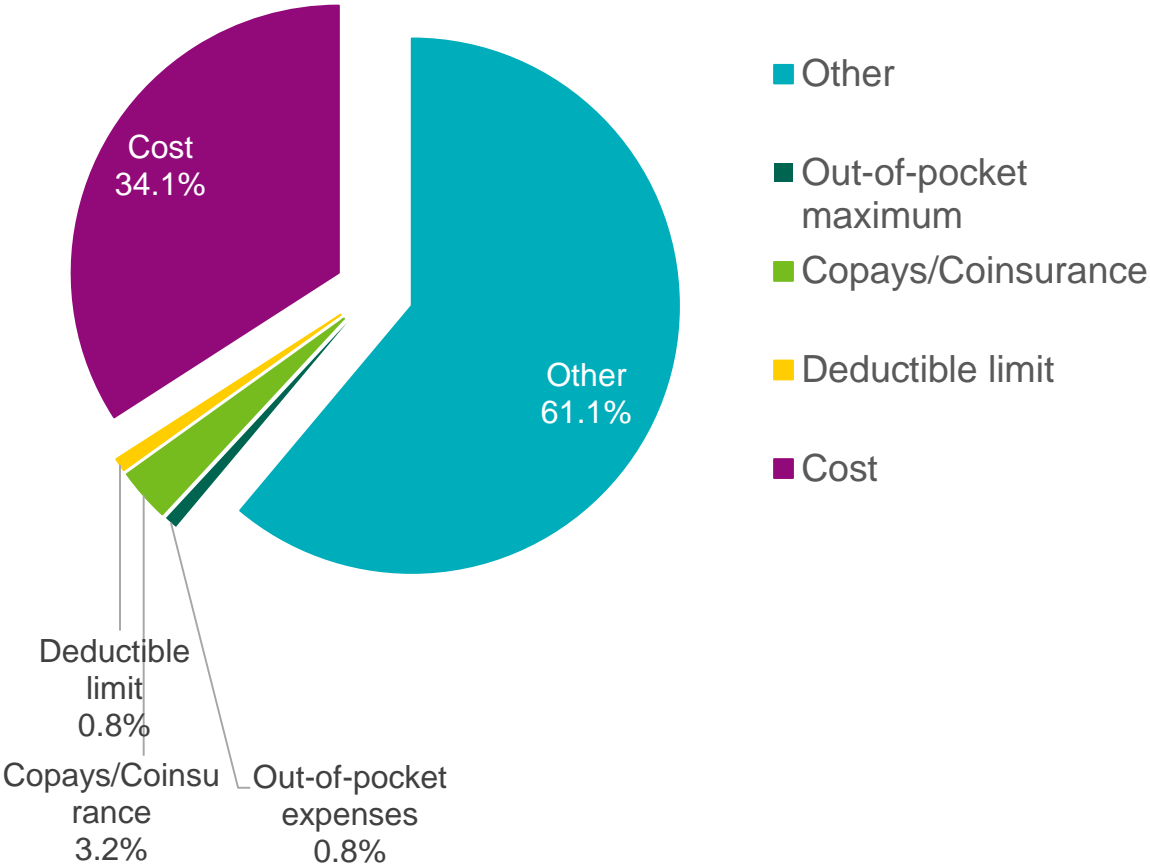
Question 2: If you answered “No” to Question 1, are you:



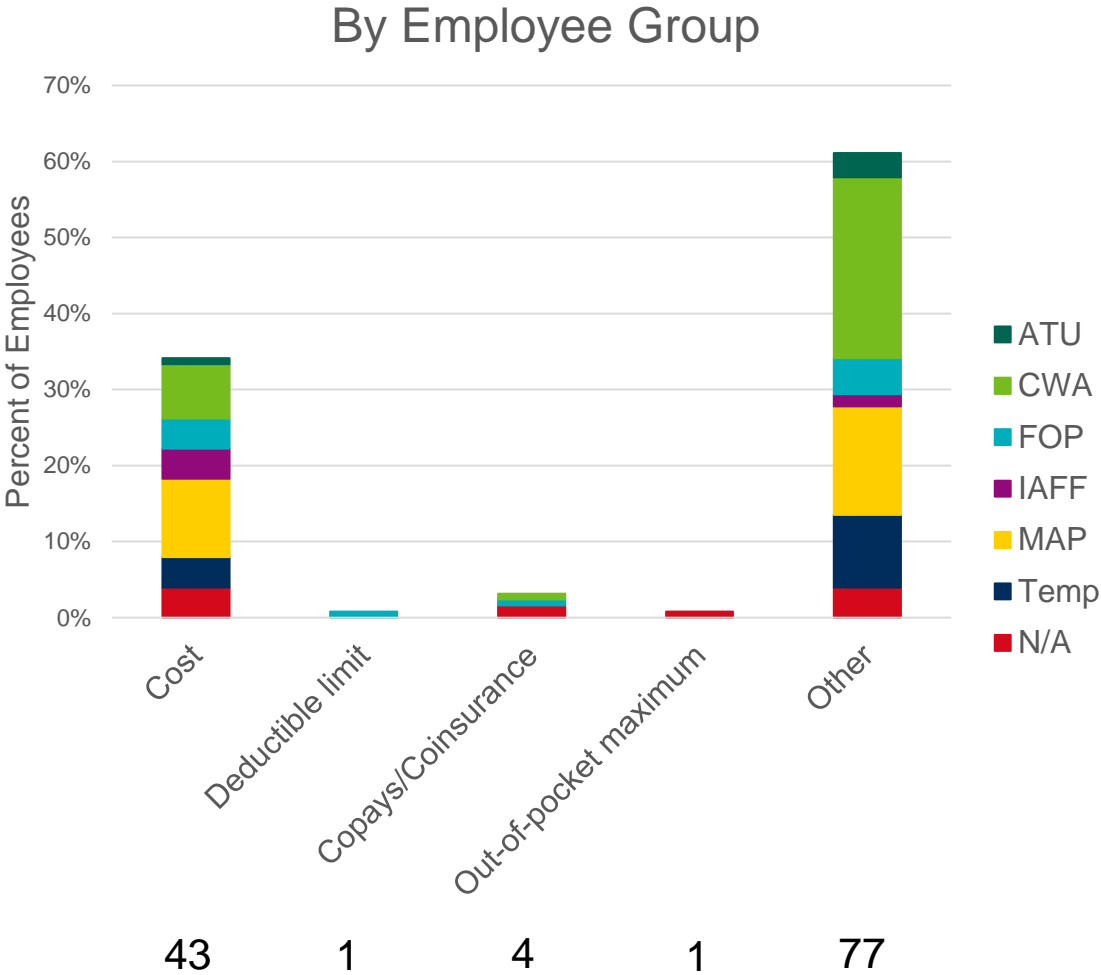
153 employees responded “No” to Q1



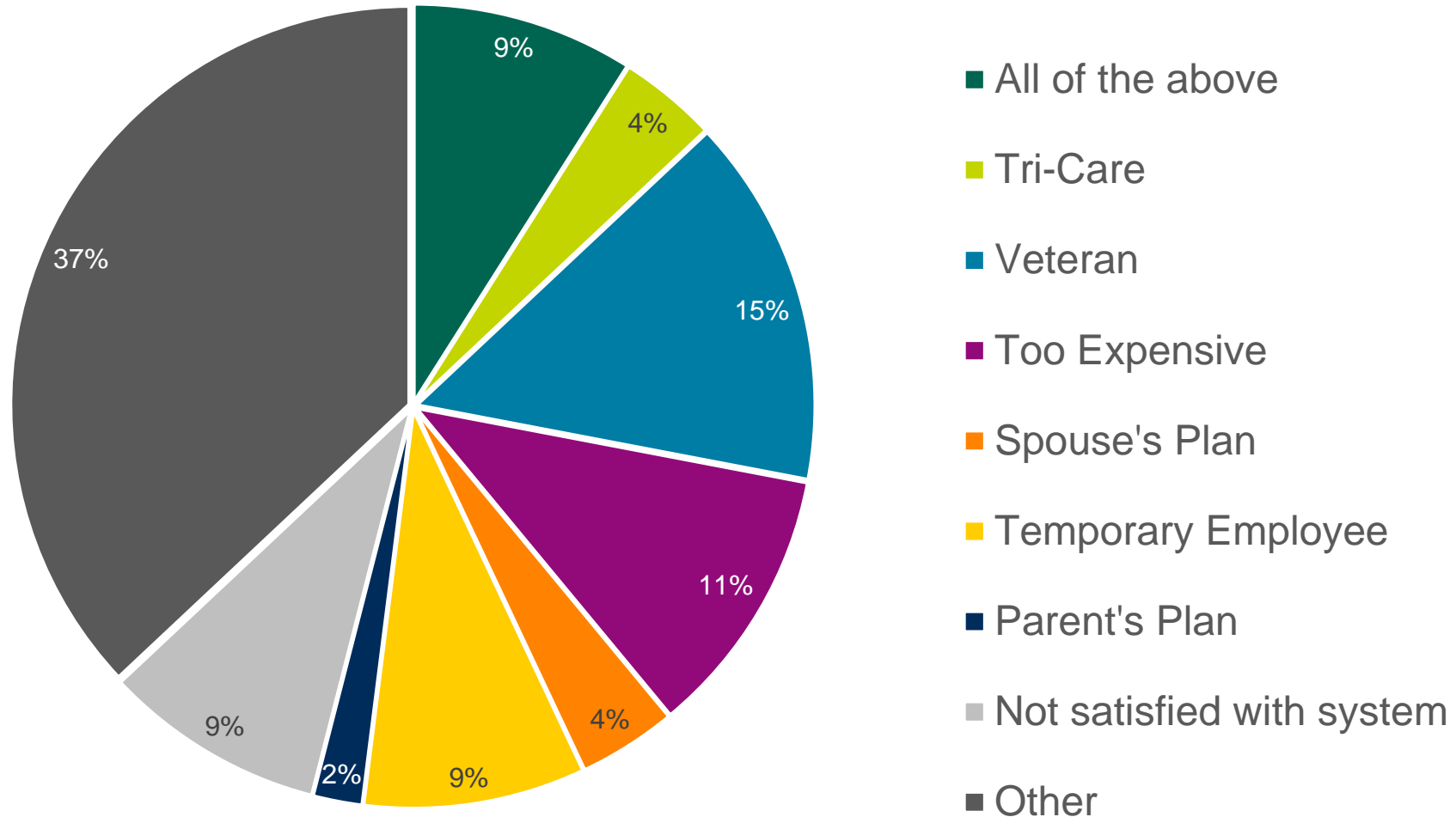
Question 3: If you do not have employee medical insurance, are you uninsured because of:



126 employees responded



Question 3: Analysis of “Other” Comments

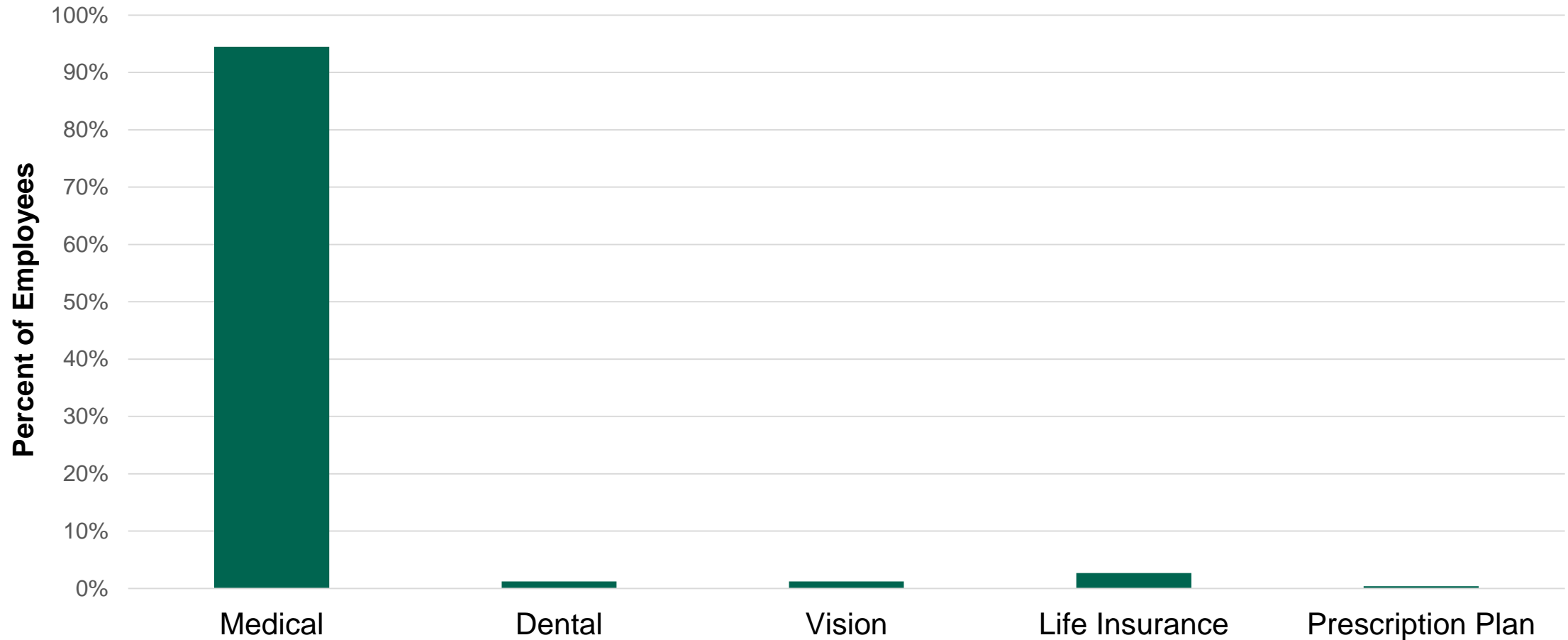


77 employees responded “Other” to Q3



Question 4a: Which benefits are most important to you- Traditional Benefits:

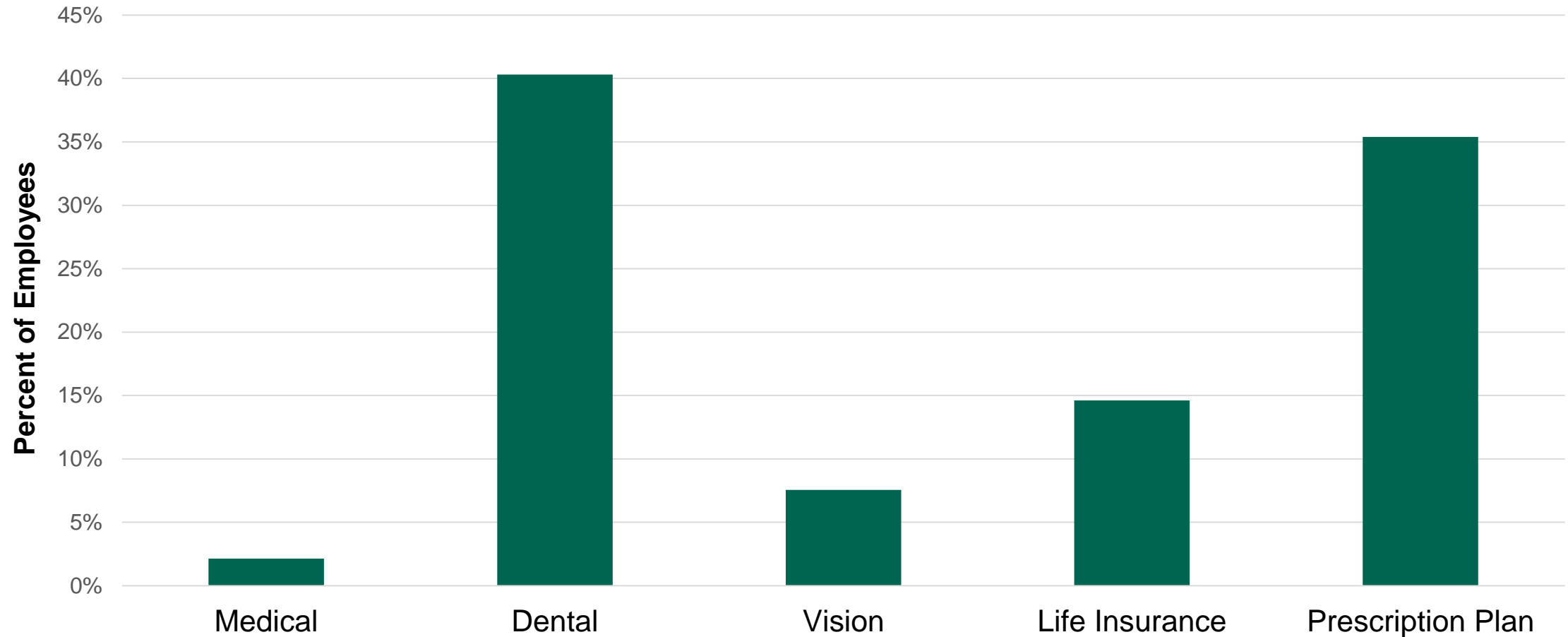
Ranked as most valued



Question 4a: Which benefits are most important to you-

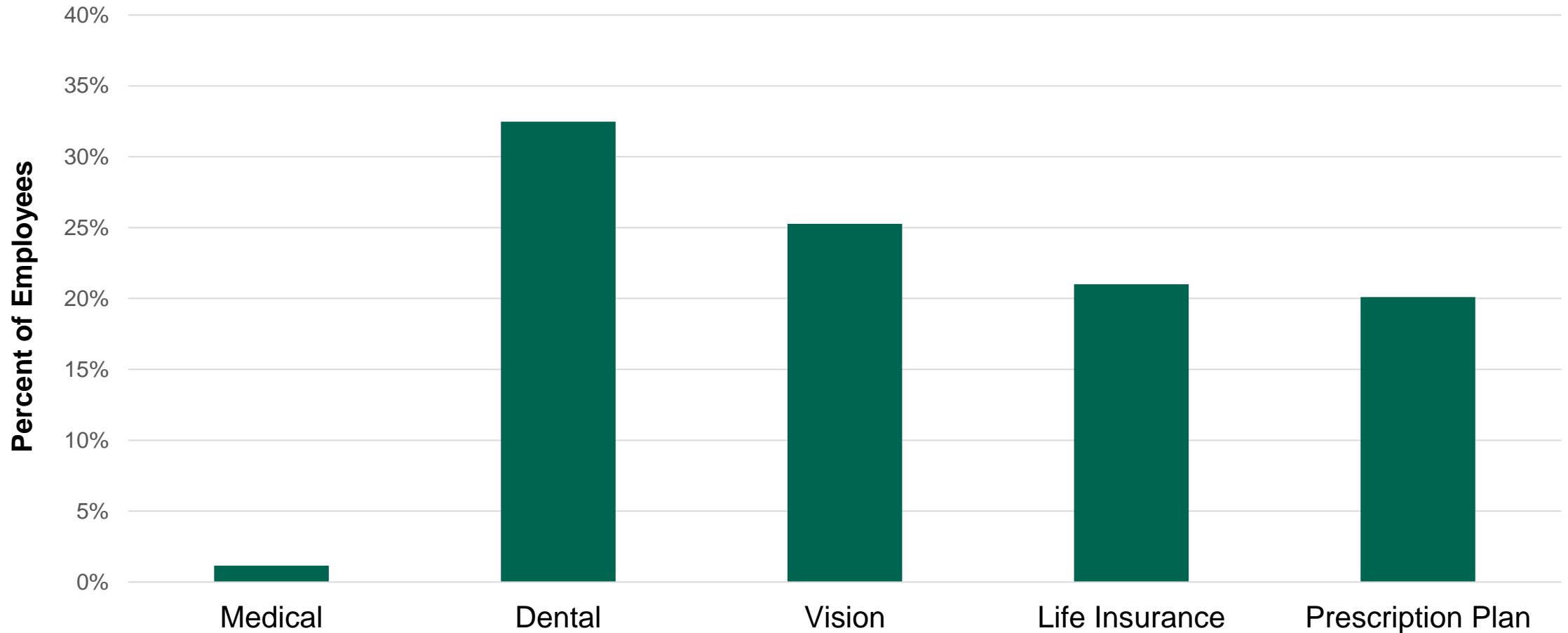
Traditional Benefits:

Ranked as 2nd most valued



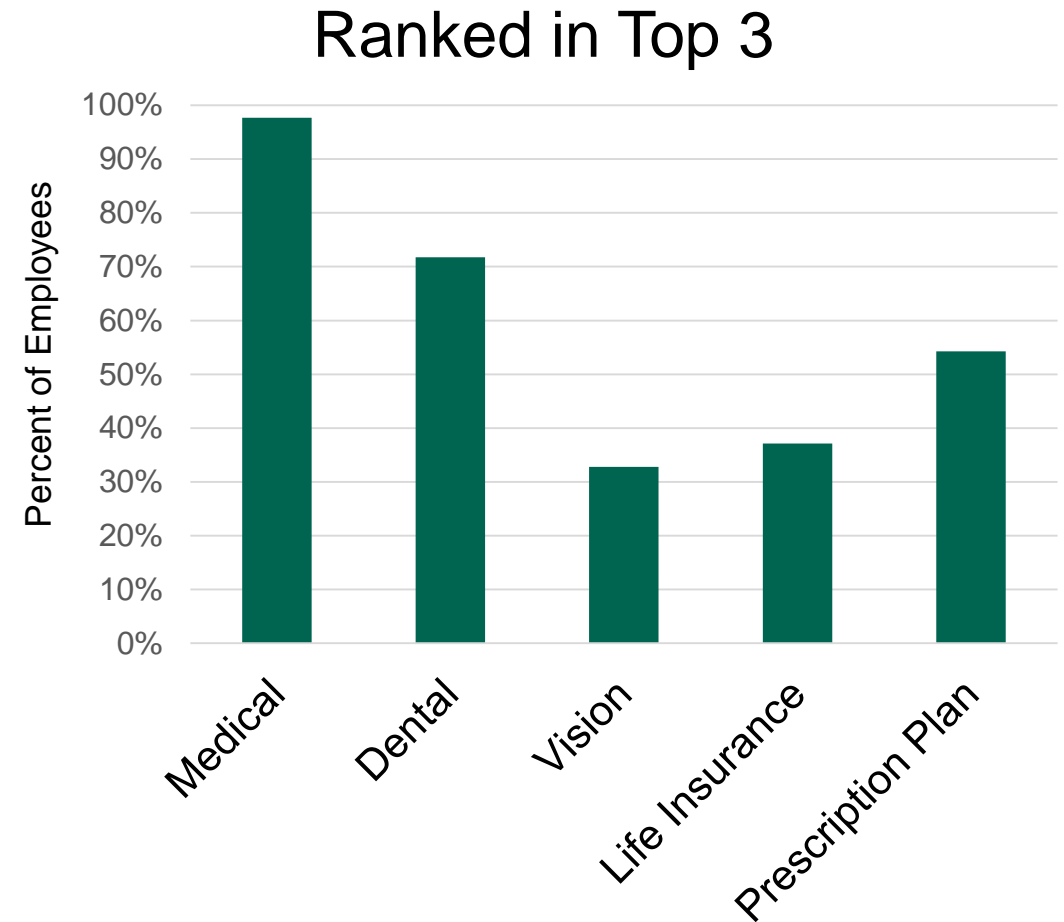
Question 4a: Which benefits are most important to you- Traditional Benefits:

Ranked as 3rd most valued



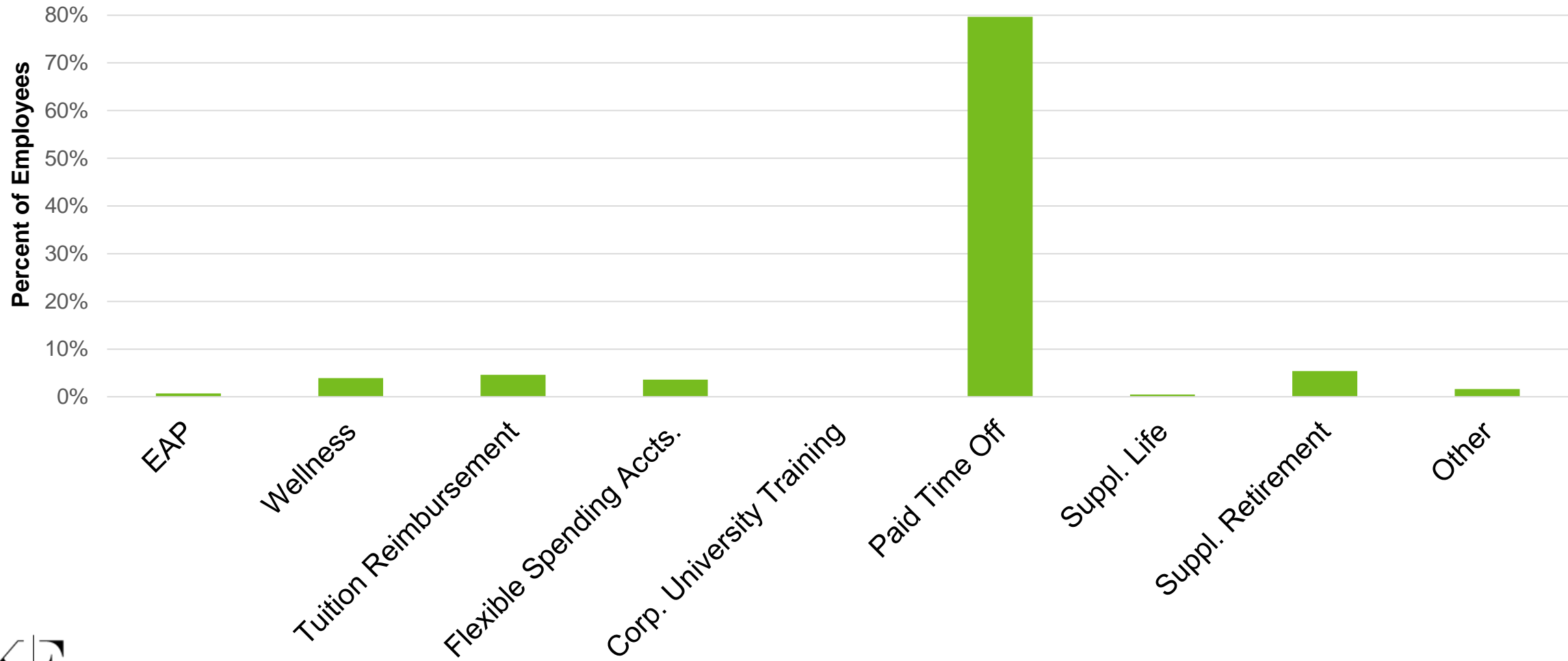
Question 4a: Which benefits are most important to you- Traditional Benefits:

- Based on employee feedback, medical and dental benefits are most desired. The prescription plan is ranked as the third most desired, but consider that prescription plans are typically included in medical.



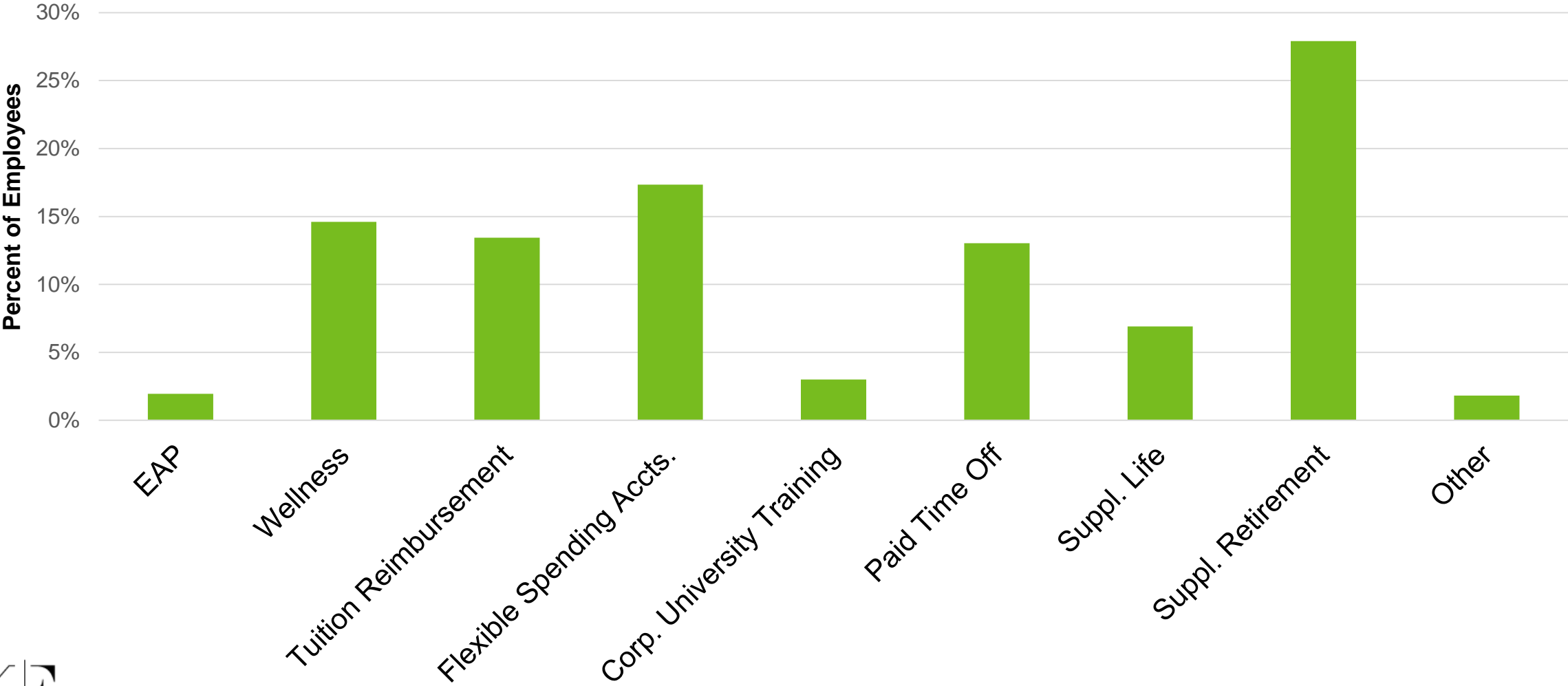
Question 4b: Which benefits are most important to you- Other Benefits:

Ranked as most valued



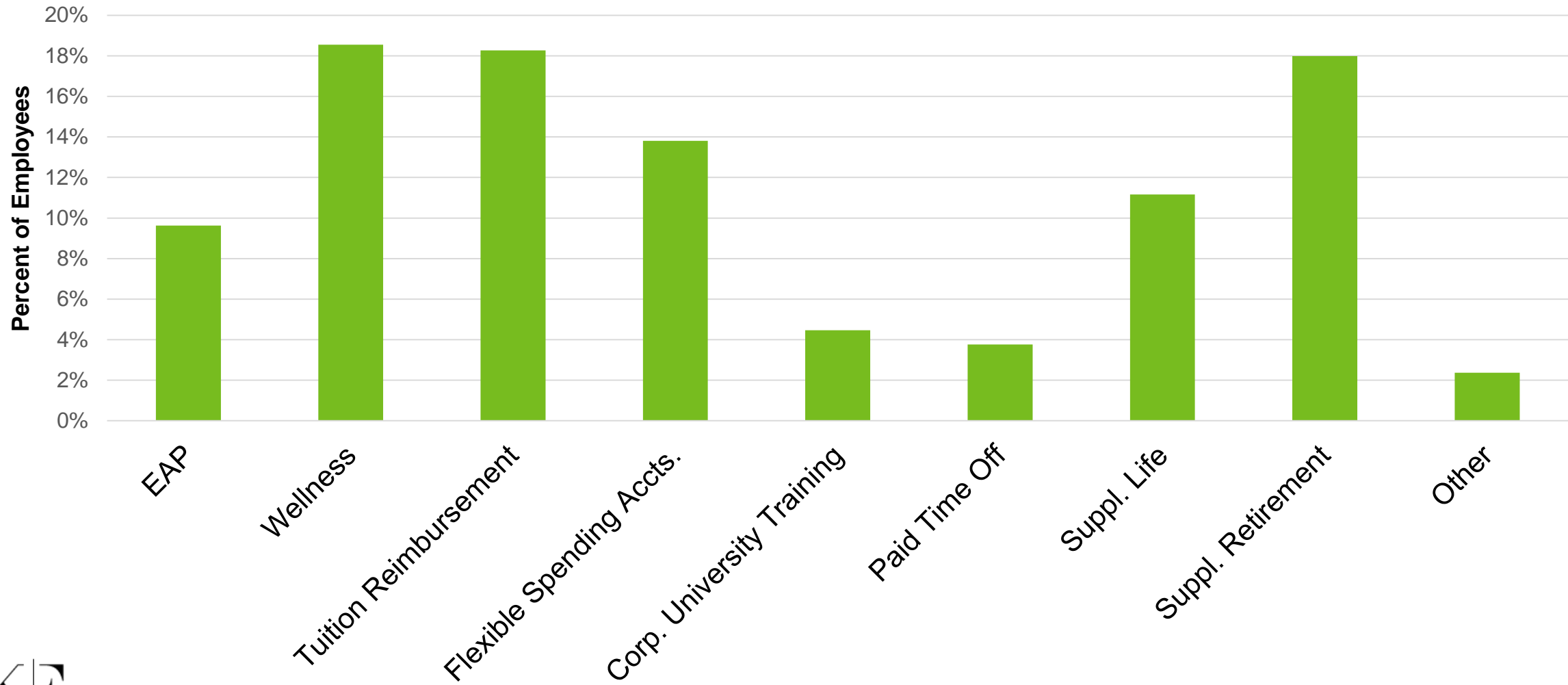
Question 4b: Which benefits are most important to you- Other Benefits:

Ranked as 2nd most valued



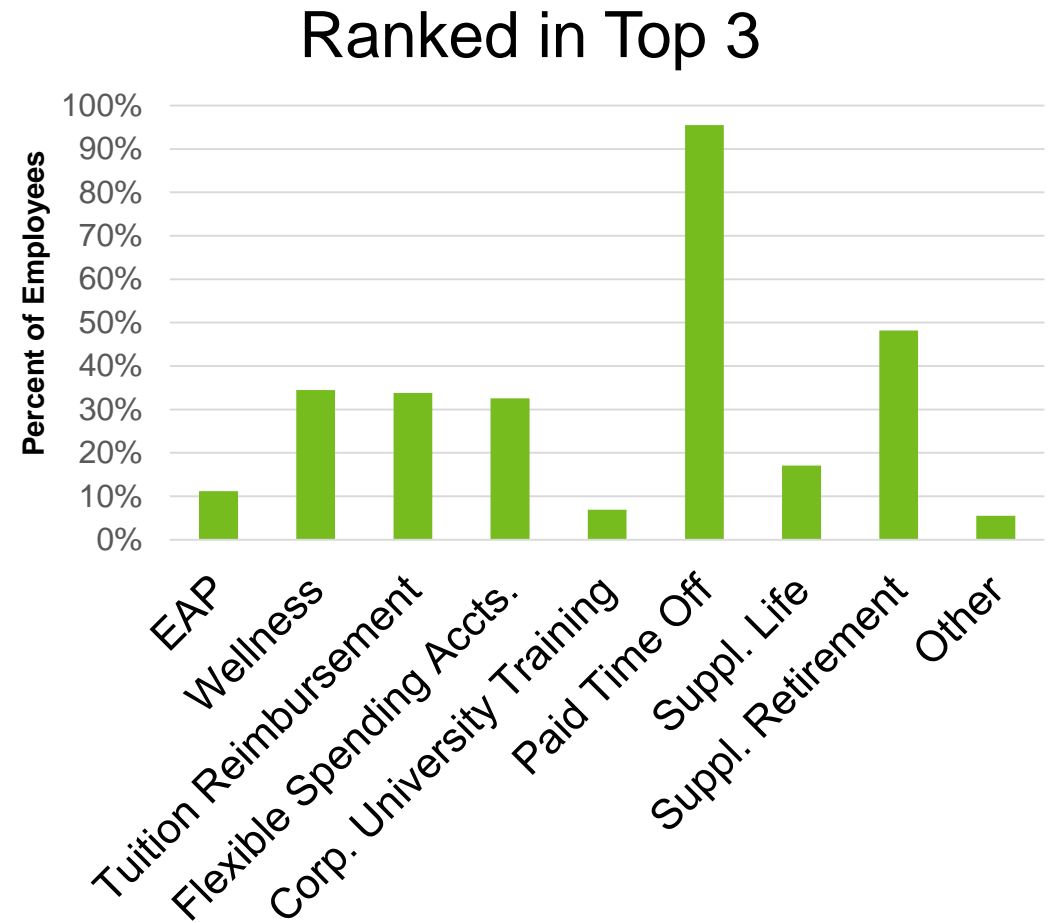
Question 4b: Which benefits are most important to you- Other Benefits:

Ranked as 3rd most valued



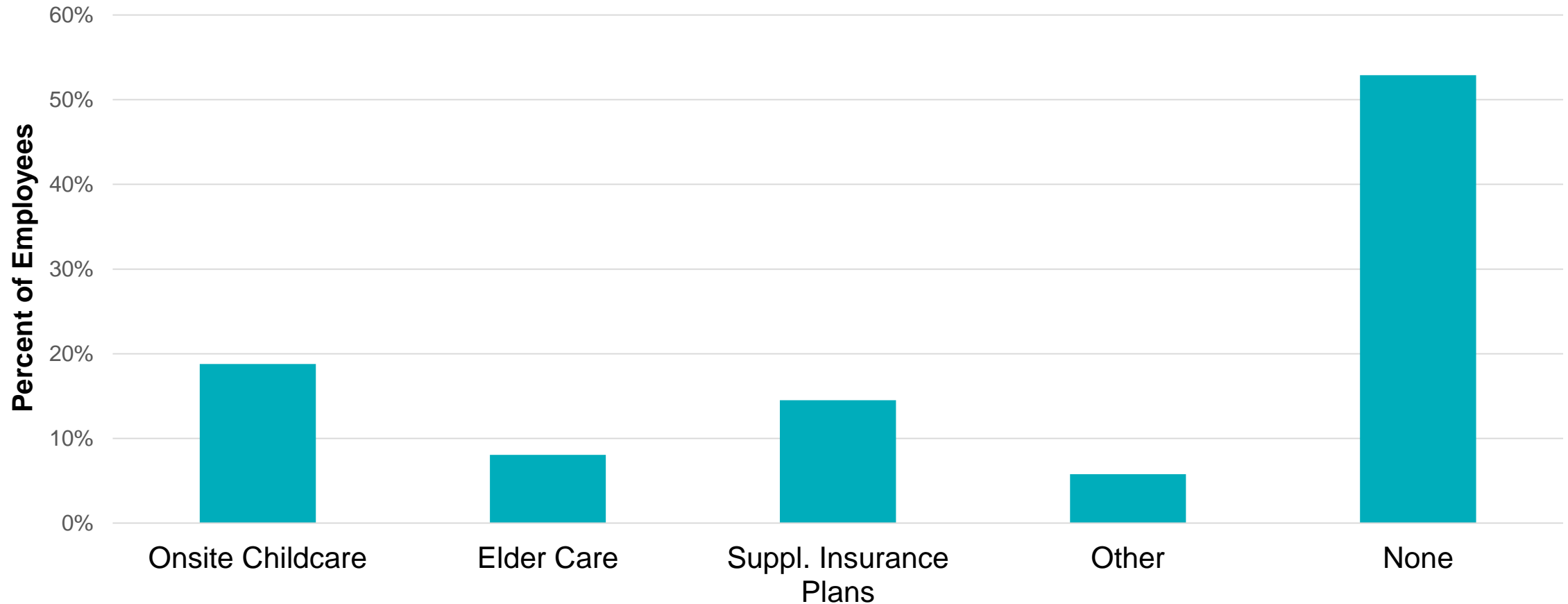
Question 4b: Which benefits are most important to you- Other Benefits:

- Based on employee feedback, Paid Time Off and Supplemental Retirement are most desired.

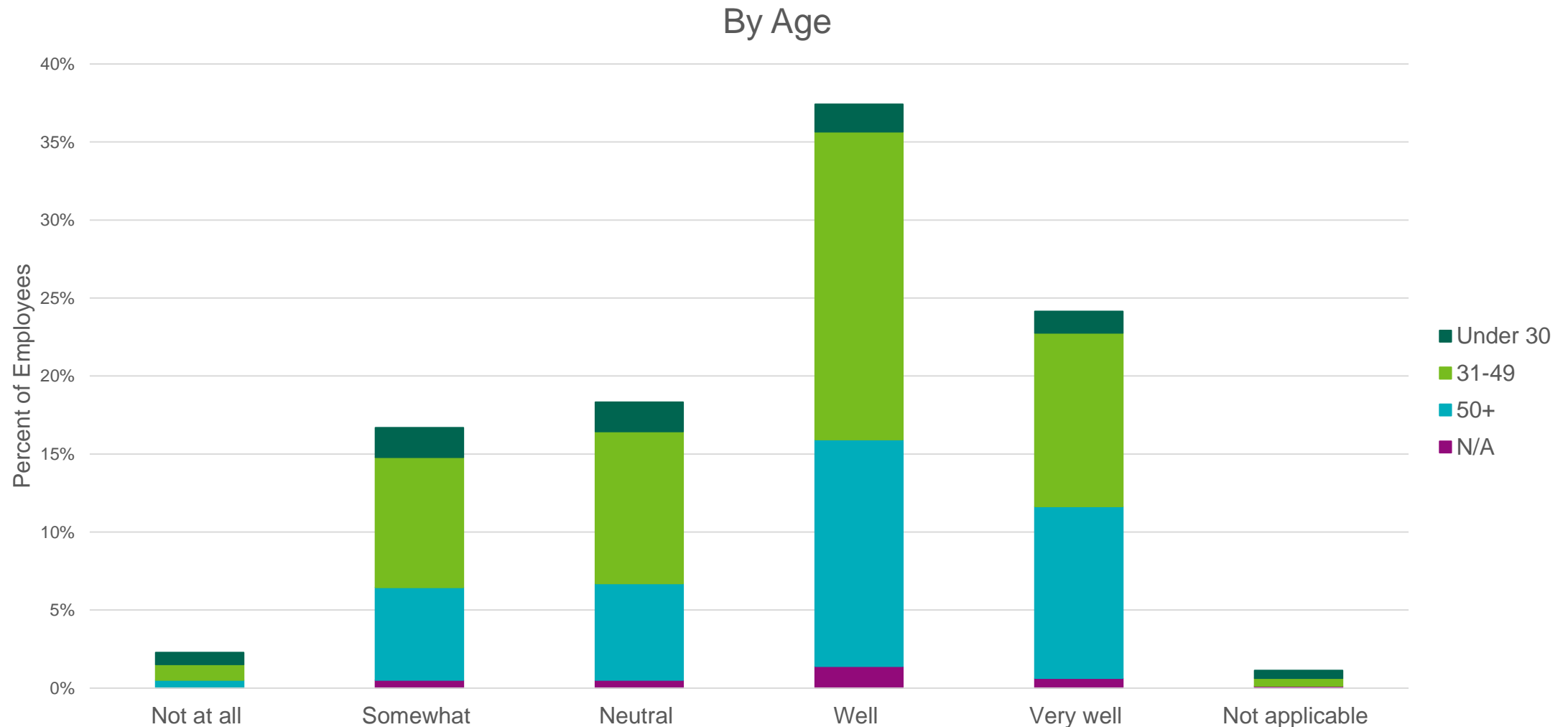


Question 4c: Which benefits are most important to you- Benefits or Perks you would be willing to pay for:

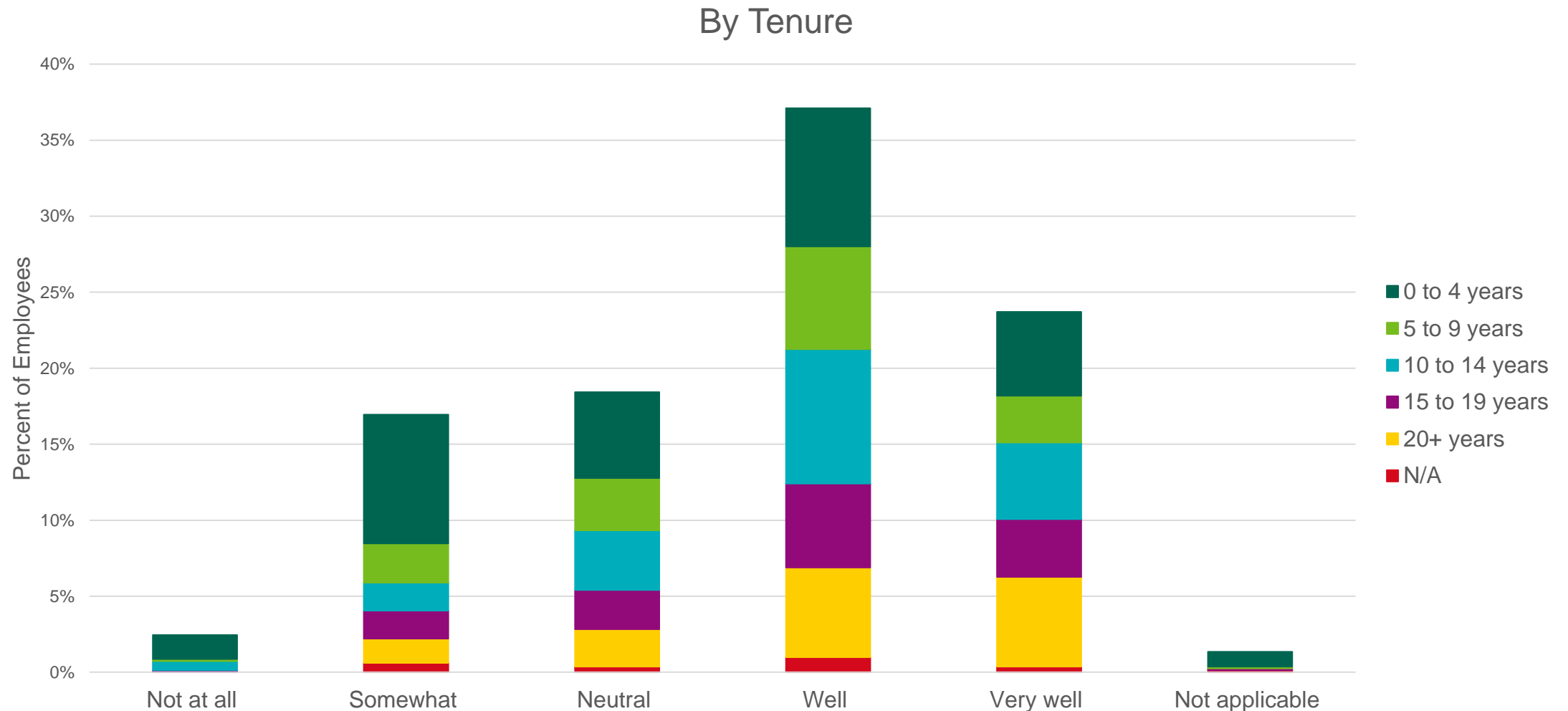
Ranked as most valued



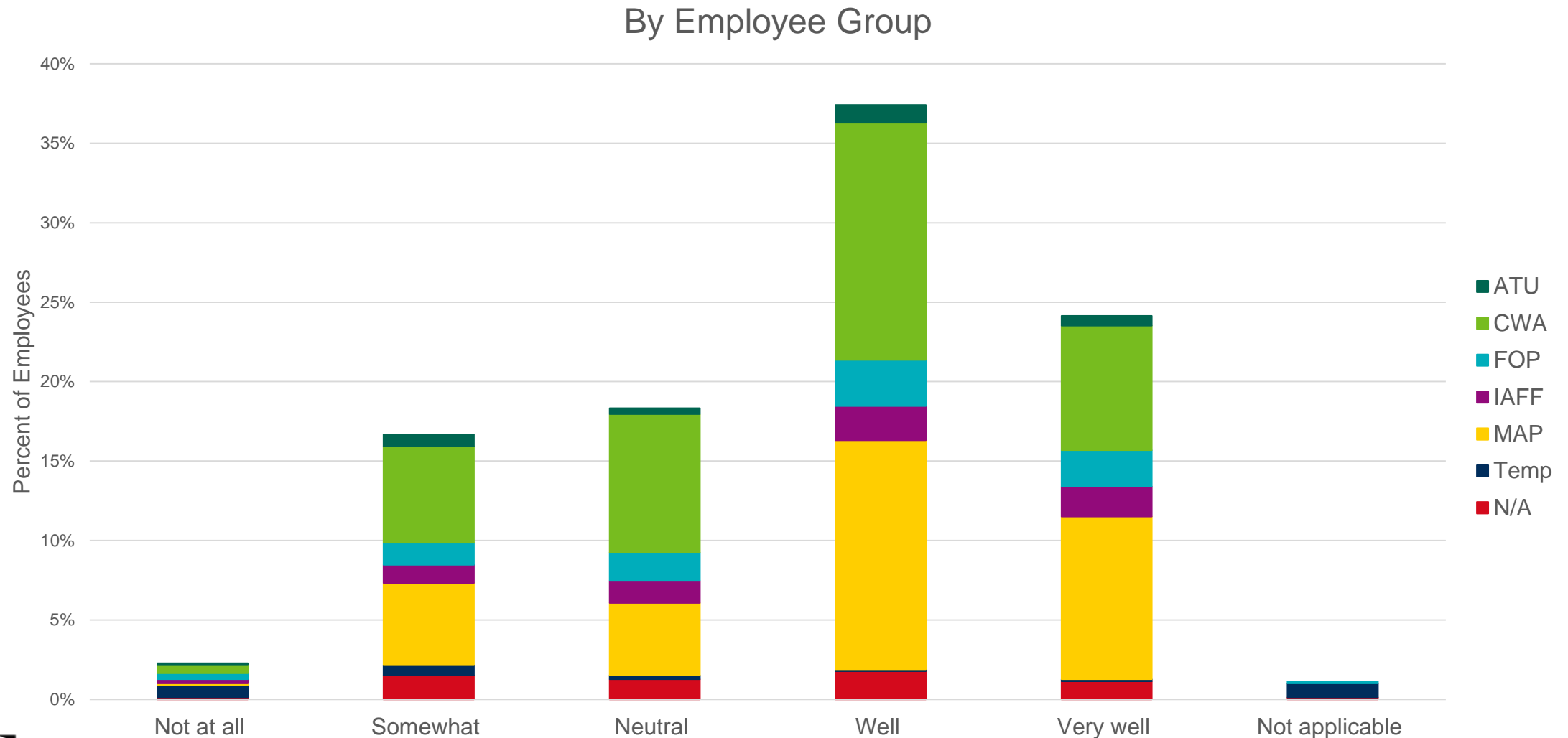
Question 5: How well do you currently understand how the City's benefits work?



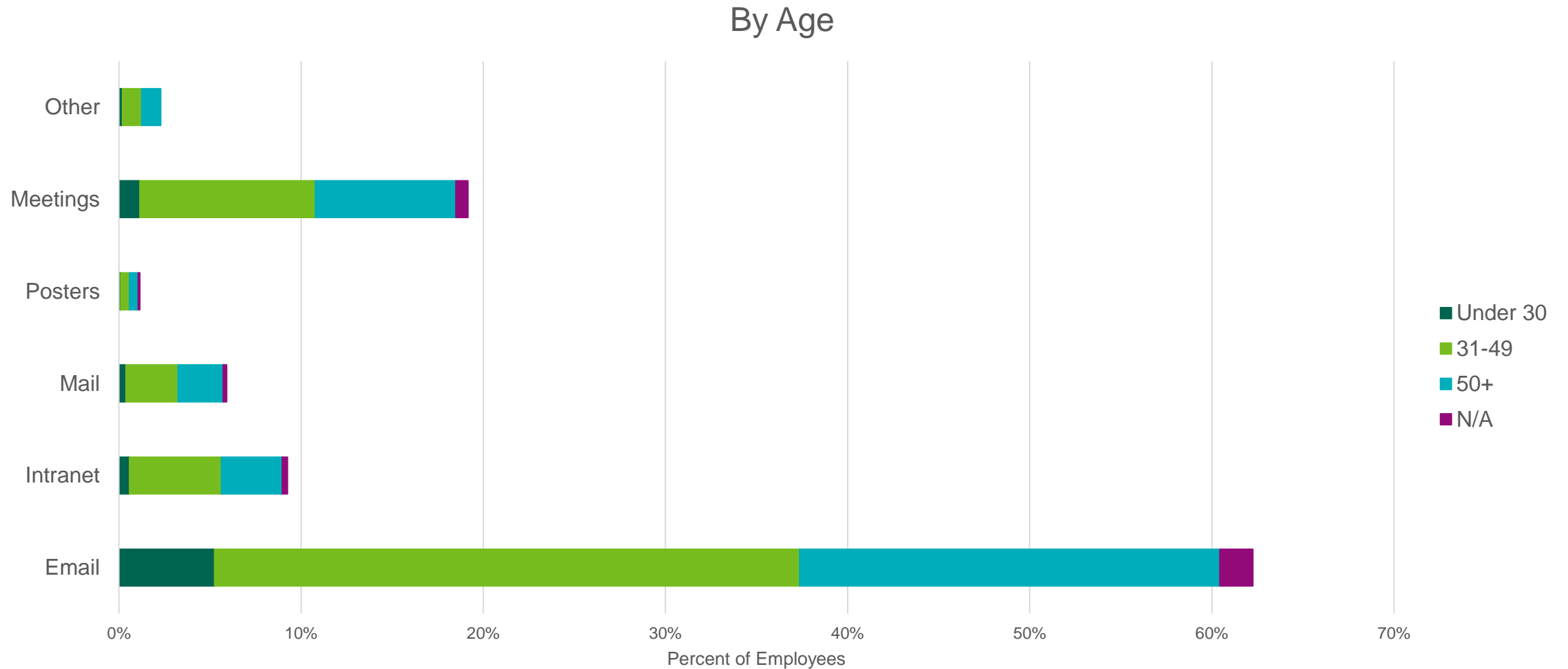
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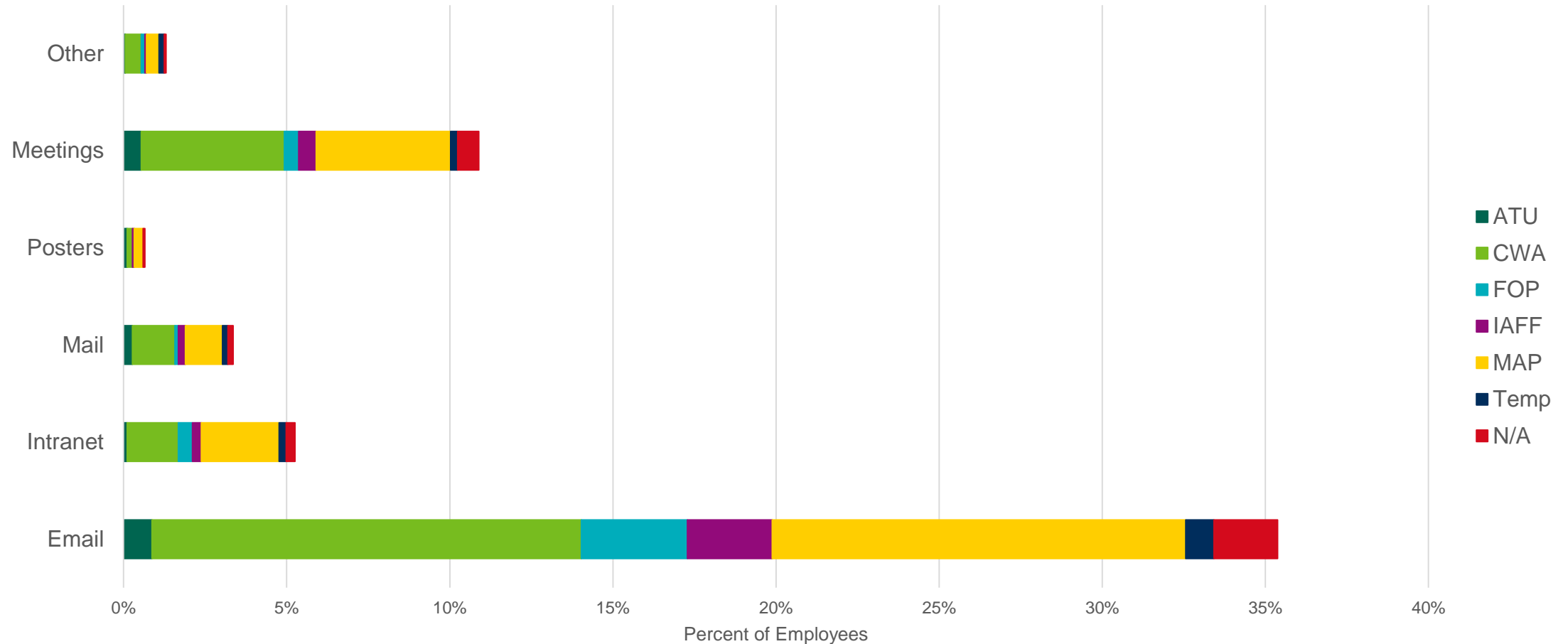


Question 6: What is your preferred method of communication when it comes to employee benefits?

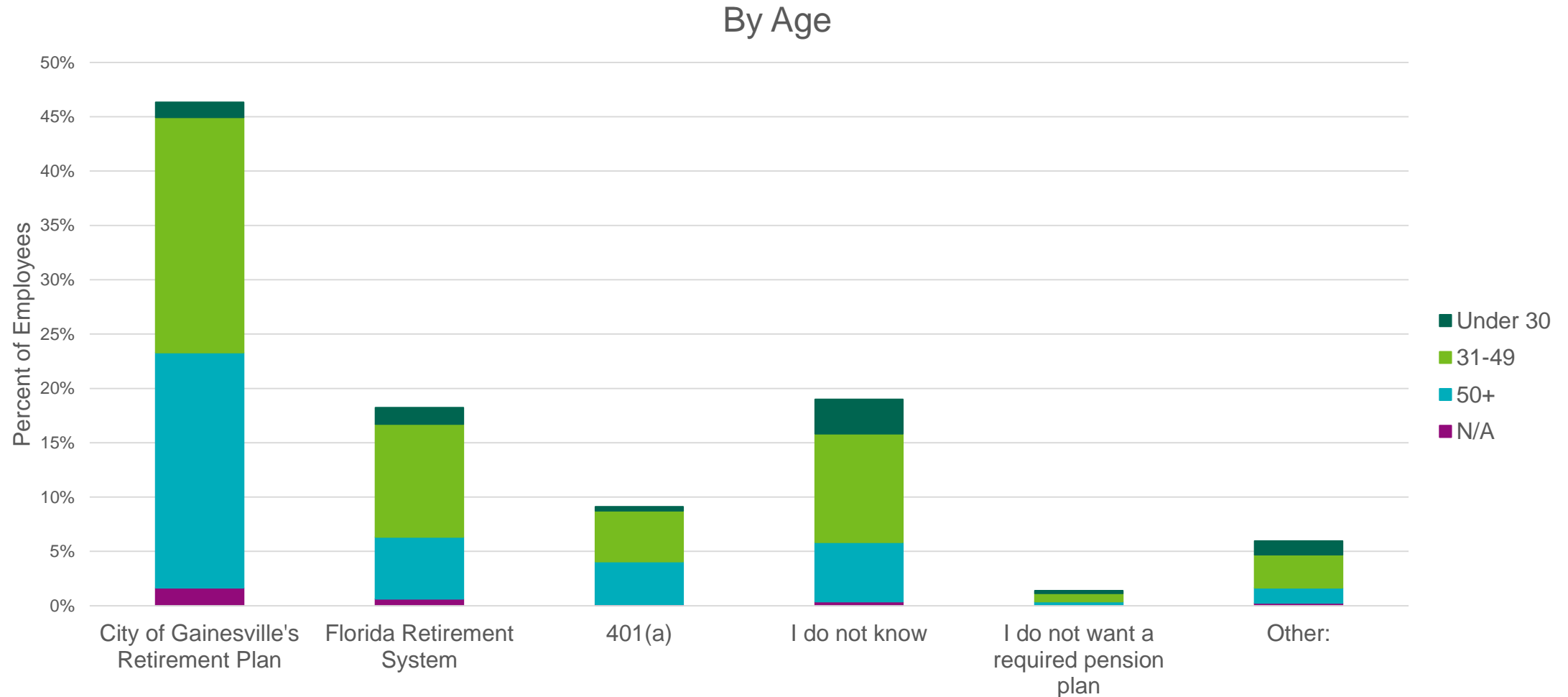


Question 6: What is your preferred method of communication when it comes to employee benefits?

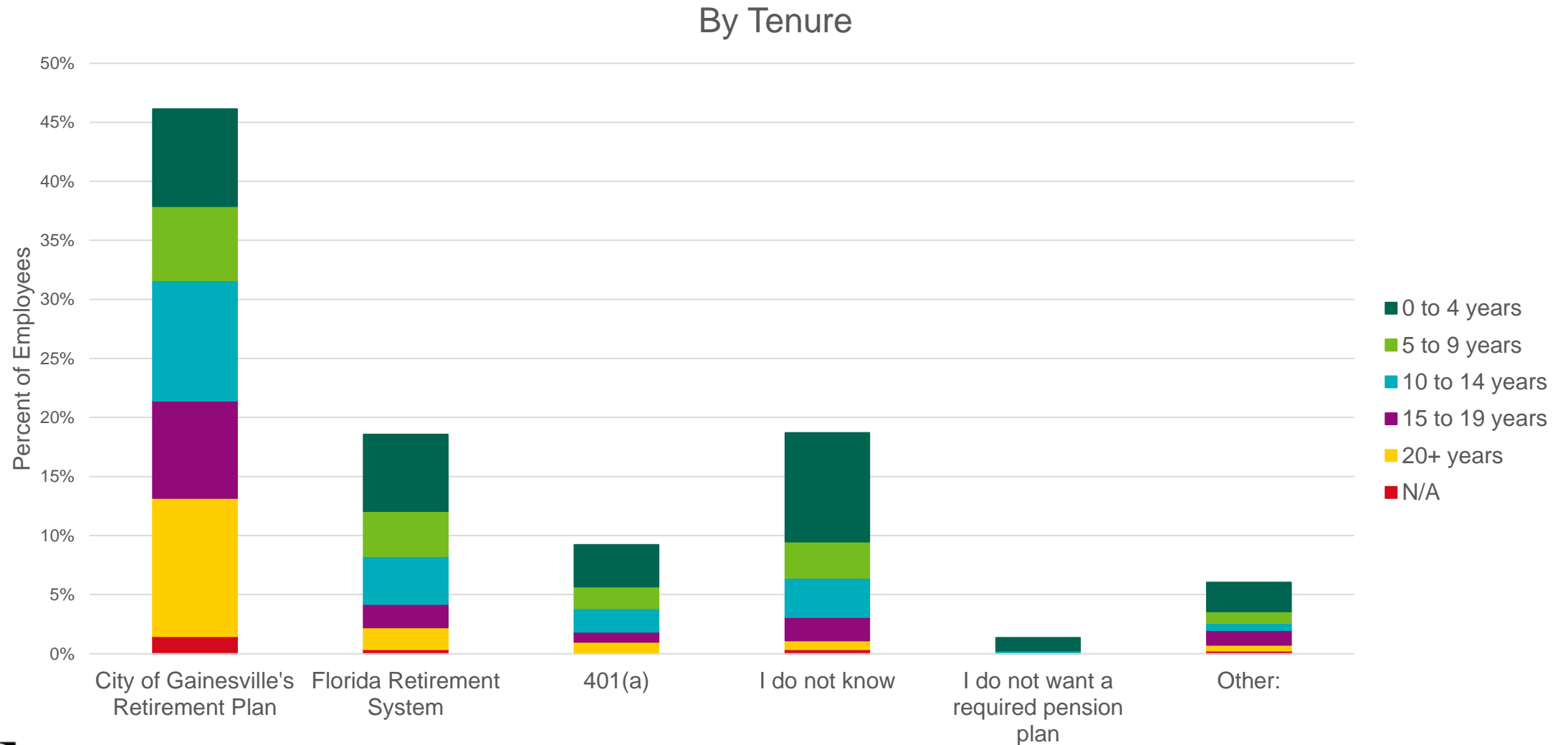
By Employee Group



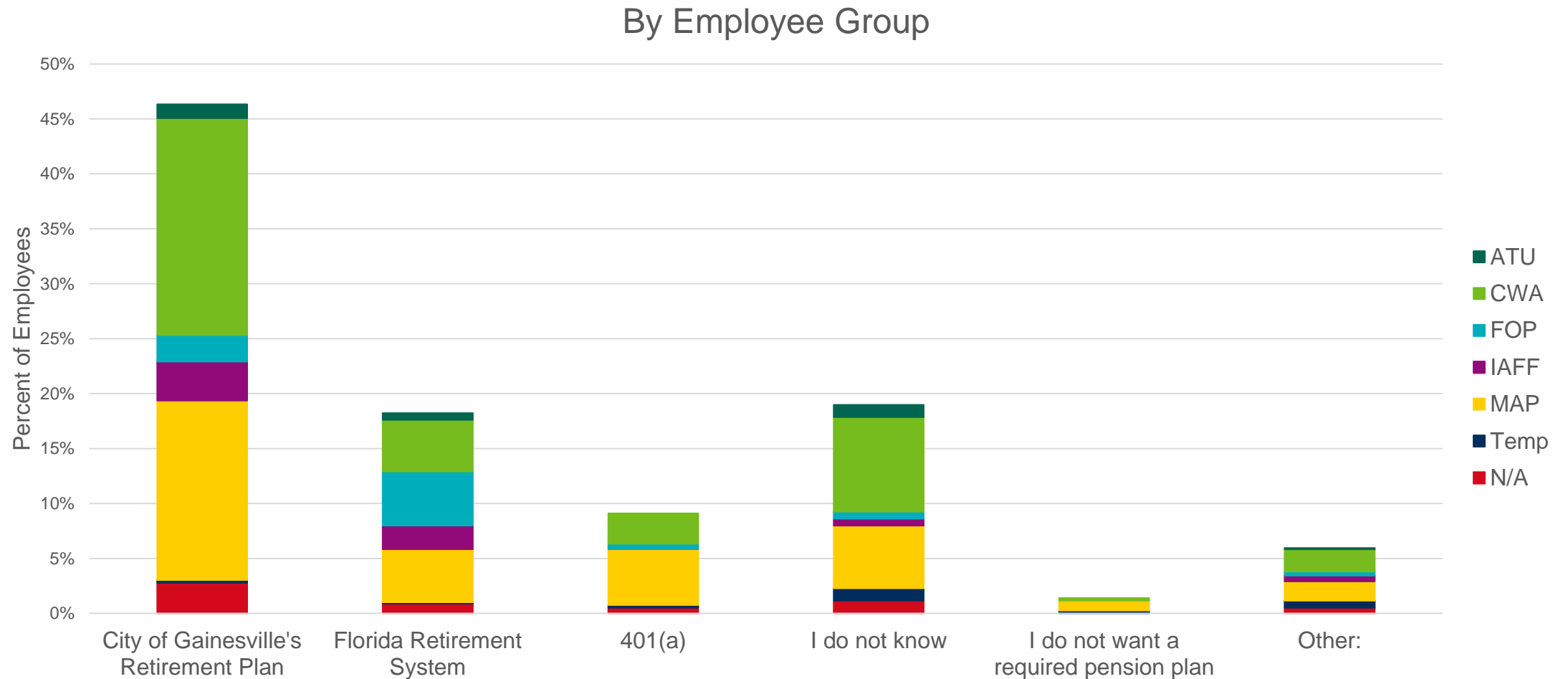
Question 7: What type of retirement plan would best serve you?



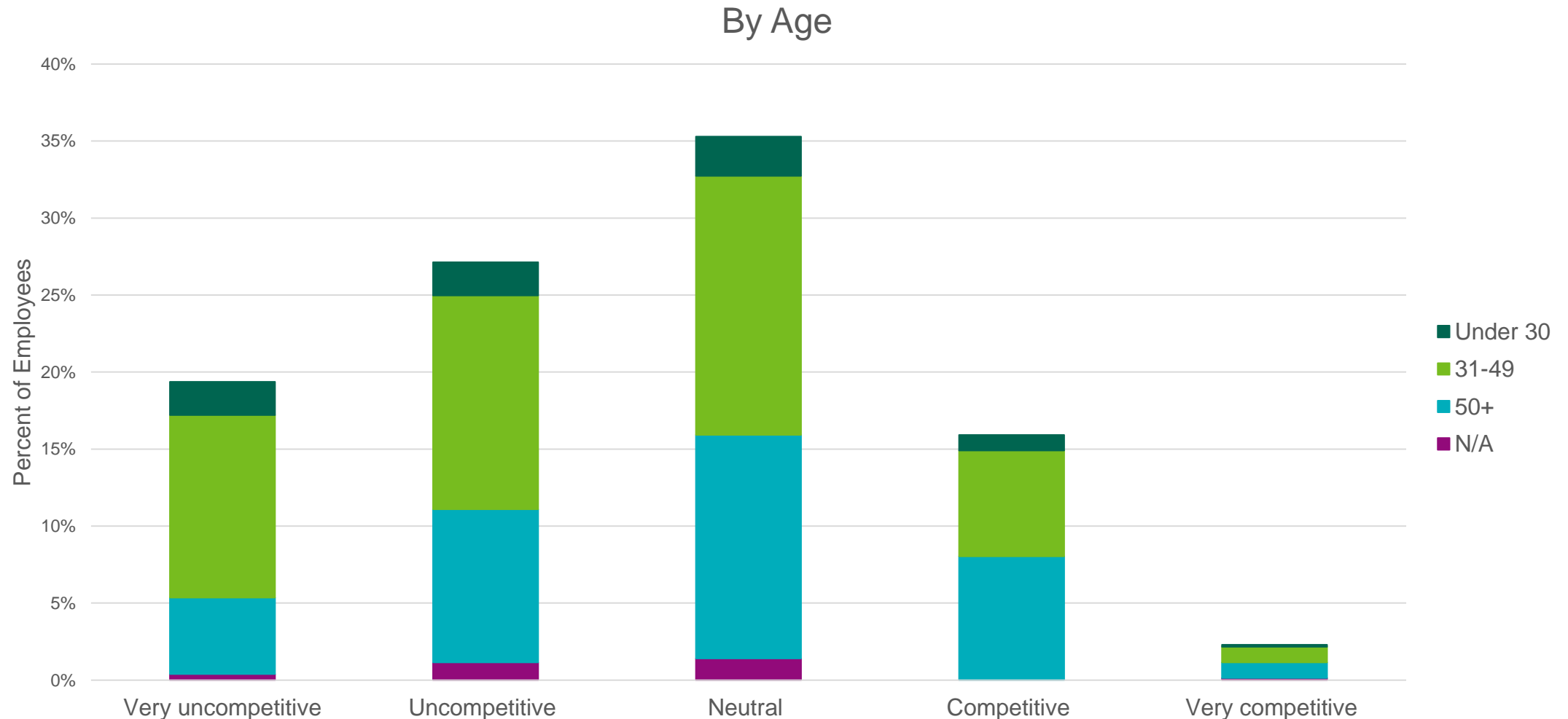
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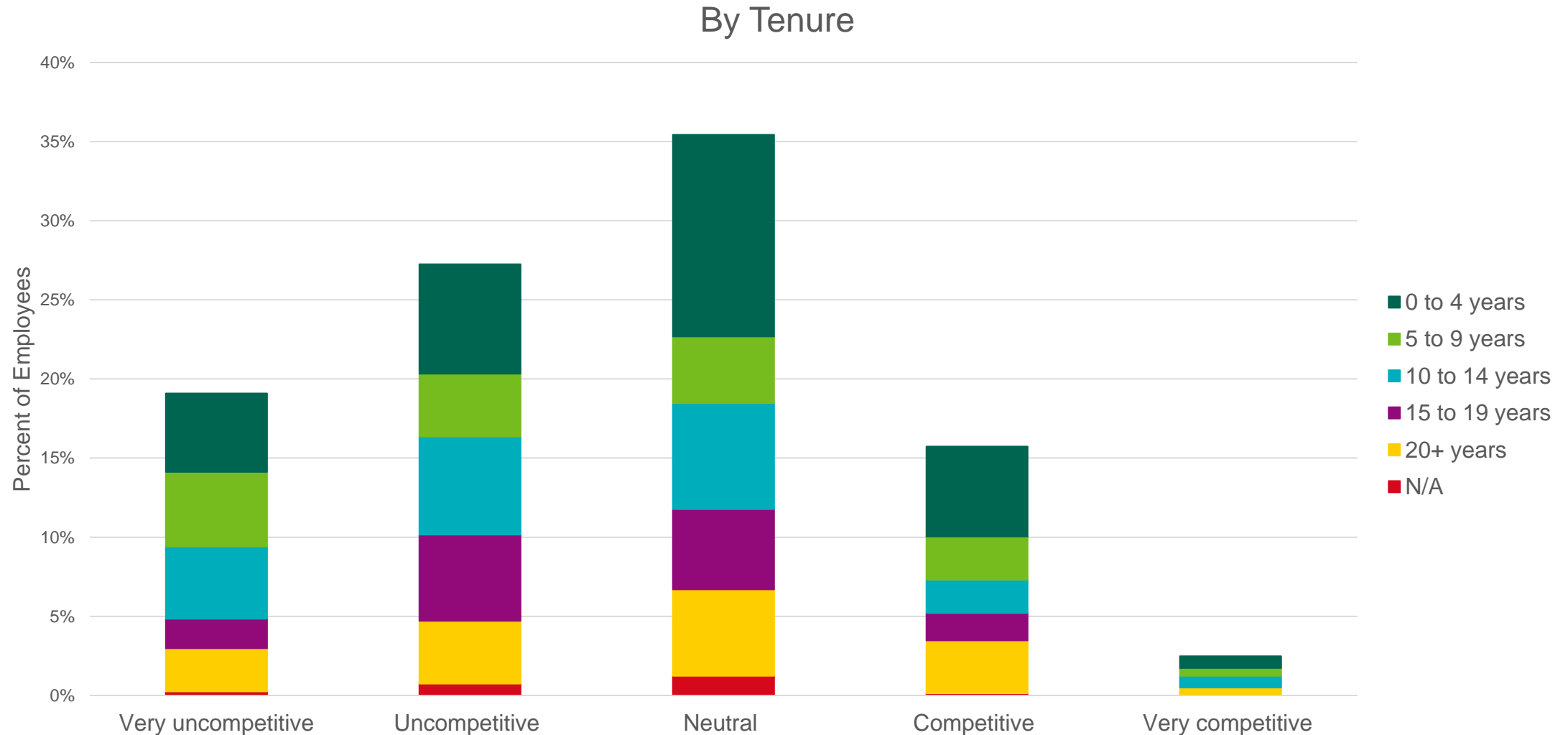
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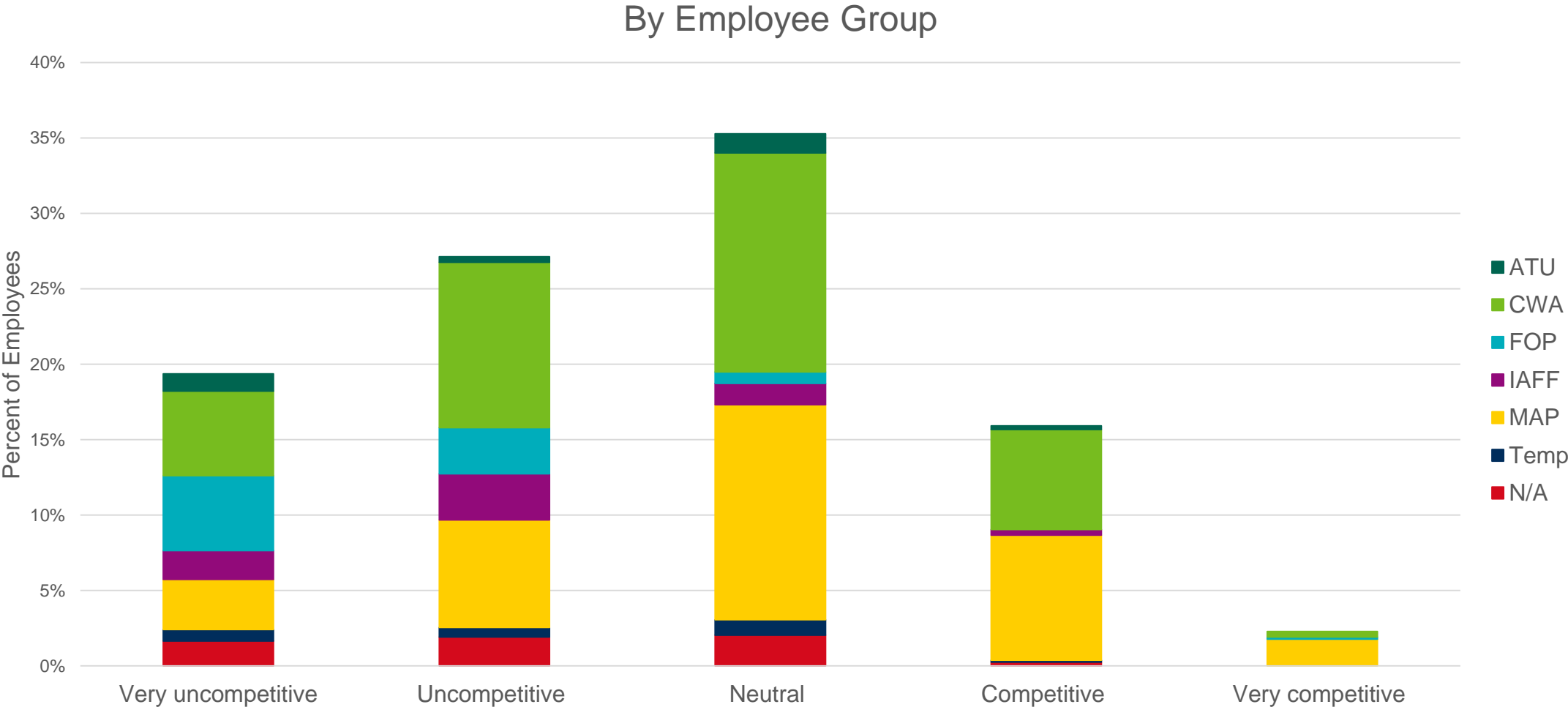
Question 8: How competitive do you feel the employee benefits provided by the City are?



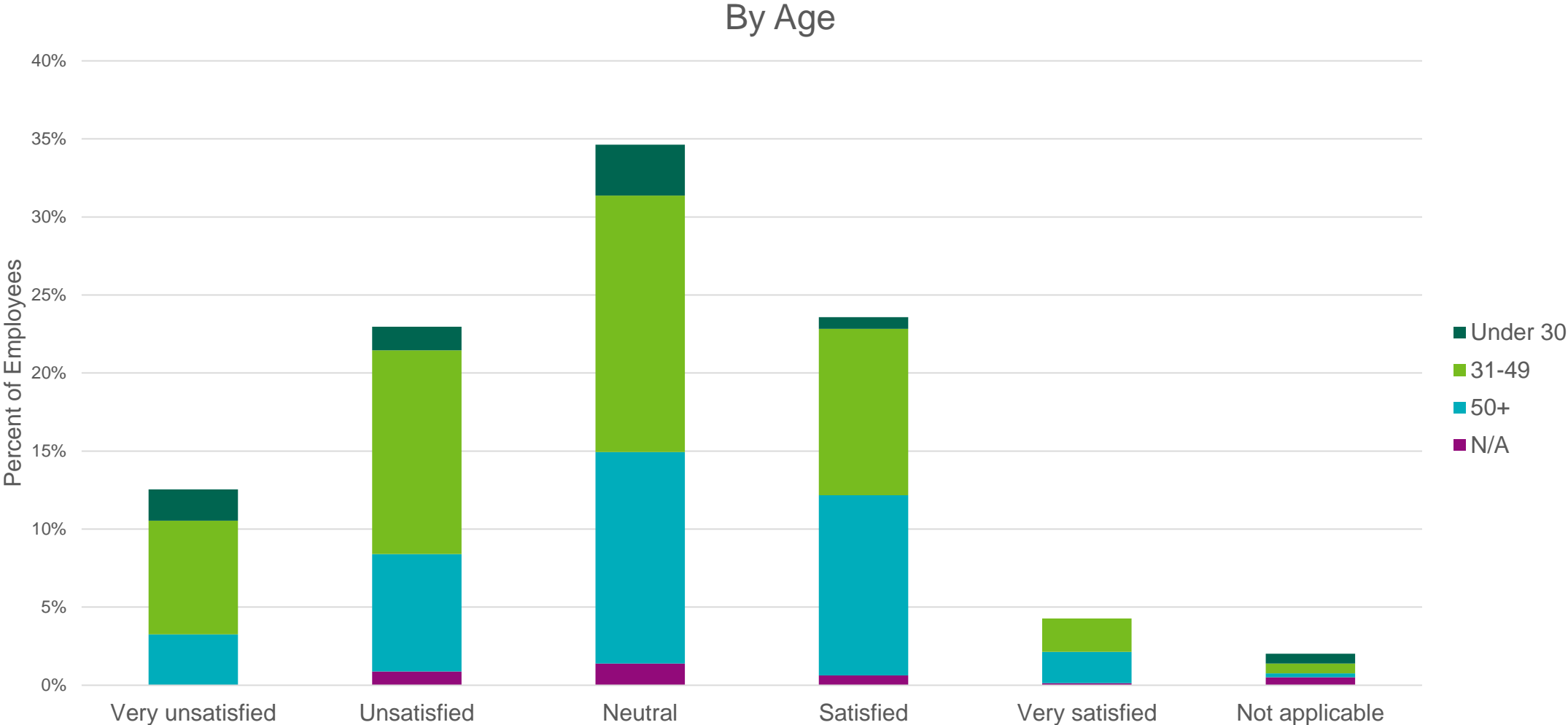
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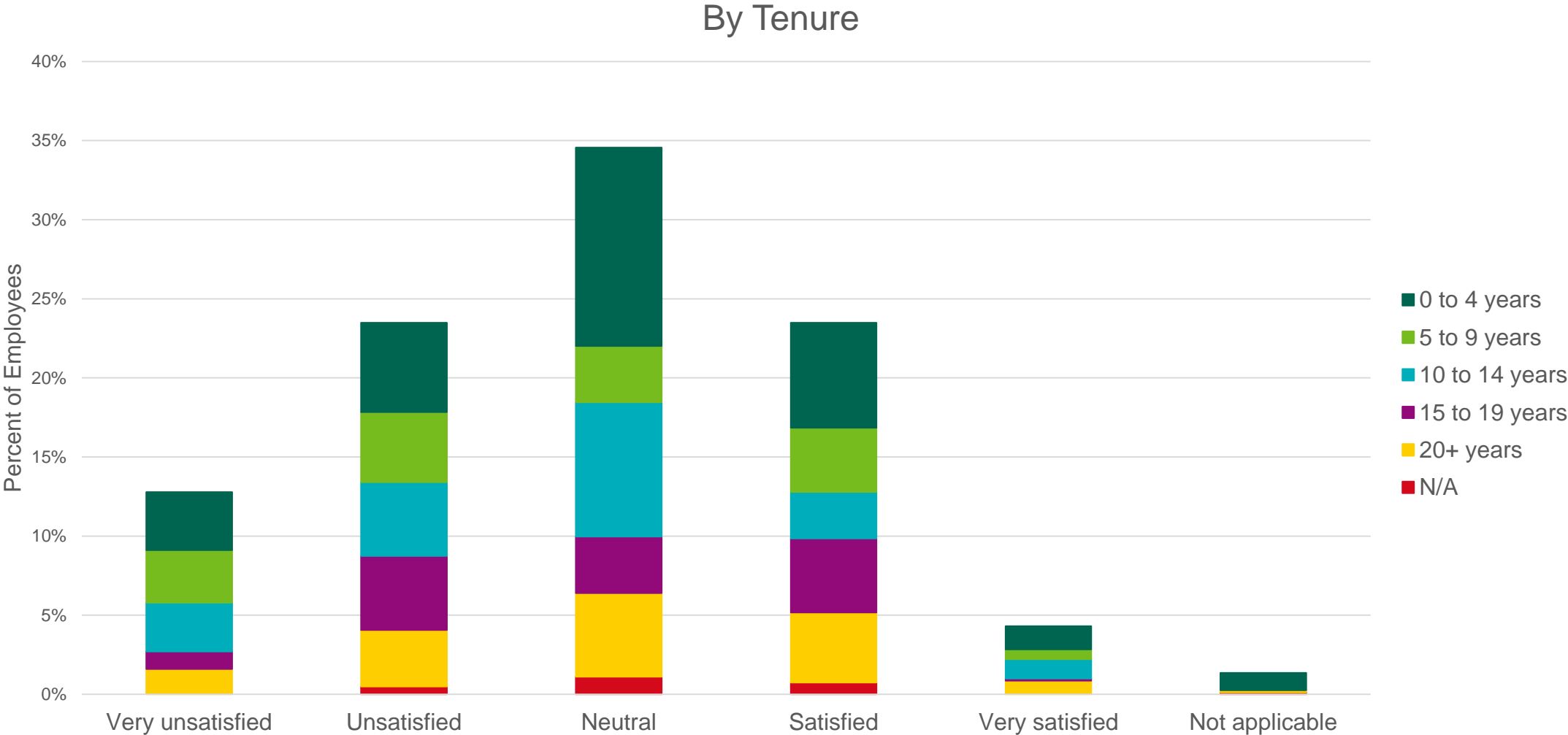
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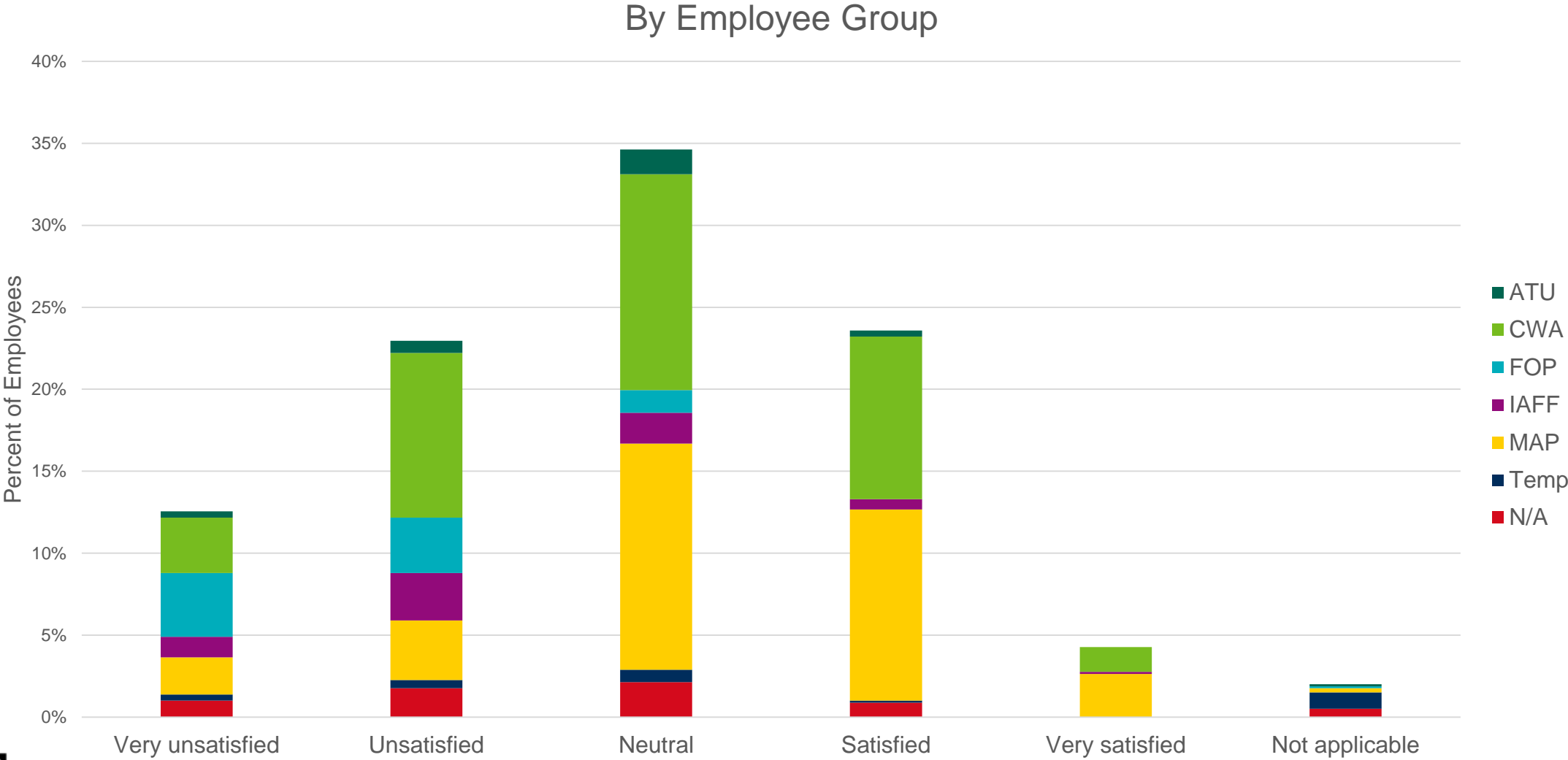
Question 9: Overall, how satisfied are you with the employee benefit plans offered by the City?



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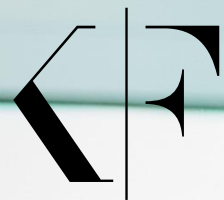


Question 9: Overall, how satisfied are you with the employee benefit plans offered by the City?



Thank you





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