

Total Compensation Study Implementation

Benefits

October 10, 2017



Overview

What did we learn?

- General
- Health, Dental, Vision & Life Insurance
- Disability Plans
- Tuition Reimbursement
- Retirement Plans
- Leave
- Holiday Pay
- Leave Payout



Overview

- **Considerations**
 - Employee Health Insurance
 - Retiree Health Insurance
 - Leave
 - Disability Insurance
 - Unused sick leave
 - Policy changes



What we learned?

General

- Benefits as percent of total compensation is lower than peer average (26% compared to 36%)

Health Insurance

- Average peer offers 3 health plan options. We offer 2 plans.
- Similar to peers, we offer retiree health insurance.
 - However, most offer a Medicare Supplement after age 65, in lieu of full active employee medical plan.
 - Some peers provide contribution to premiums based on length of service.



What we learned?

Dental, Vision and Life Insurance

- Coverage comparable in cost and plan design to peers.

Disability Plans (employer paid)

- Short-term disability insurance- offered by 50% of peers
- Long-term disability insurance- offered by 63% of peers
- We do not offer employer paid disability insurance coverage



What we learned?

Tuition Reimbursement

- Along with 82% of our peers, we offer tuition reimbursement.

Retirement Plans

- We offer retirement contribution plans, along with 91% of our peers. Fifty percent (50%) of peers contribute to these plans.



What we learned?

Leave time

- 18% of peers offer personal leave
- 82% of peers offer sick leave
- 82% of peers offer annual (vacation) leave
- 27% of peers offer PTO (paid time off) leave
- Leave time accrual is comparable to peers.

Leave Payout

- Sick and annual leave payout is comparable to peers.
- Some provide opportunity to convert unused sick leave to service time.



To be considered...

Employee Health Insurance

- Add high deductible health plan

Retiree Health Insurance

- Transition Medicare eligible to medical supplement
- Offer savings on retiree health payments for those that qualify

Leave

- PTO



To be considered...

County Paid Disability Insurance Plans

- Short-term
- Long-term

Unused sick leave

- Support conversion to service time

Policy changes

- Replace leave accrual with holiday pay for part-time employees
- Establish volunteer/community service leave

