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