
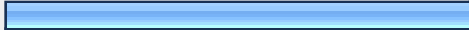

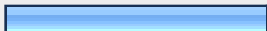















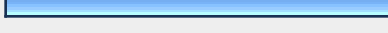


Washington County Employee Benefits Survey

1. I have worked for the County for:			Response Percent	Response Count
0-5 years			29.1%	297
6-10 years			27.1%	277
11-19 years			28.6%	292
20+ years			15.3%	156
			<i>answered question</i>	1,022
			<i>skipped question</i>	4

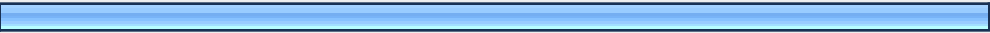
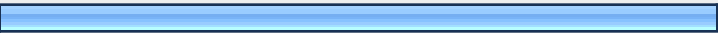
2. I work for the following department:			
		Response Percent	Response Count
Aging and Veterans' Services		1.3%	13
Assessment and Taxation		8.8%	90
Board of County Commissioners		0.2%	2
Community Corrections		4.5%	46
Community Development		0.7%	7
Cooperative Library		2.6%	27
County Administrative Office		1.0%	10
County Auditor		0.0%	0
County Counsel		1.0%	10
District Attorney		5.3%	54
Health and Human Services		15.4%	157
Housing Services		1.5%	15
Justice Court		0.5%	5
Juvenile		4.6%	47
Land Use and Transportation		18.3%	187
Law Library		0.3%	3
Sheriff's Office		22.4%	229

Support Services		11.7%	120
	<i>answered question</i>		1,022
	<i>skipped question</i>		4


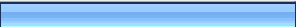


3. The following is a list of benefits typical to large organizations. The benefits currently offered by Washington County are noted with an asterisk (*). Please rank the importance to you of the type of employee benefits below from 1 to 12 (1 being the most important; 12 being the least important). Items in this list marked with * are benefit plans already offered at Washington County.

	1	2	3	4	5	6	7	8	9	10	11	12	Rating Average	Response Count
Dental*	2.3% (21)	77.0% (702)	8.8% (80)	2.1% (19)	0.9% (8)	0.5% (5)	0.3% (3)	0.5% (5)	0.5% (5)	1.3% (12)	5.0% (46)	0.7% (6)	1.00	912
Flexible Spending Accounts (FSA)*	1.5% (13)	2.5% (22)	7.4% (65)	10.1% (89)	12.4% (109)	10.7% (94)	8.2% (72)	6.9% (61)	6.9% (61)	6.8% (60)	11.7% (103)	15.0% (132)	1.00	881
Life/Accidental Death & Dismemberment (AD&D)*	0.5% (4)	2.5% (22)	8.2% (72)	16.6% (145)	16.6% (145)	14.1% (123)	10.7% (93)	9.0% (79)	6.6% (58)	5.4% (47)	7.4% (65)	2.3% (20)	1.00	873
Voluntary purchase of additional Life/AD&D [employee paid premium]*	0.8% (7)	1.2% (10)	2.2% (19)	3.5% (30)	7.7% (66)	11.0% (94)	12.0% (103)	11.0% (94)	10.5% (90)	12.9% (110)	14.1% (121)	13.1% (112)	1.00	856
Long term care [Employee paid premium]	0.6% (5)	1.6% (14)	2.6% (22)	3.5% (30)	6.4% (55)	10.5% (90)	12.3% (105)	14.5% (124)	14.6% (125)	15.3% (131)	11.6% (99)	6.7% (57)	1.00	857
Long term Disability (currently provided at 60% monthly salary up to \$2500/month)*	0.6% (5)	2.2% (19)	10.9% (96)	16.5% (146)	19.6% (173)	14.5% (128)	13.5% (119)	8.5% (75)	6.0% (53)	4.6% (41)	2.3% (20)	0.9% (8)	1.00	883
Long term Disability w/higher monthly benefit [employee paid premium]	0.3% (3)	1.2% (10)	2.9% (25)	5.7% (49)	5.7% (49)	9.0% (77)	11.0% (94)	16.1% (138)	17.5% (150)	15.7% (135)	9.2% (79)	5.7% (49)	1.00	858
Medical*	88.3% (839)	1.9% (18)	0.4% (4)	0.2% (2)	0.2% (2)	0.1% (1)	0.2% (2)	0.7% (7)	0.1% (1)	0.1% (1)	0.4% (4)	7.3% (69)	1.00	950

Short term Disability [employee paid premium]	1.3% (11)	1.7% (14)	3.9% (33)	6.9% (58)	8.7% (73)	12.6% (106)	12.8% (108)	10.7% (90)	14.5% (122)	11.9% (100)	9.9% (83)	5.1% (43)	1.00	841
Vision*	2.6% (24)	7.8% (73)	48.8% (458)	13.6% (128)	7.6% (71)	4.2% (39)	2.7% (25)	2.9% (27)	2.3% (22)	5.3% (50)	1.6% (15)	0.6% (6)	1.00	938
Vision for family members [employee paid premium]	2.5% (23)	2.6% (24)	4.0% (37)	18.8% (172)	10.1% (92)	8.1% (74)	8.3% (76)	9.0% (82)	8.6% (79)	7.4% (68)	8.8% (80)	11.7% (107)	1.00	914
Health Savings Account (HSA) or Voluntary Employees Beneficiary Association (VEBA) to help save for future medical or retiree premium costs	3.0% (27)	2.2% (20)	2.7% (24)	4.6% (41)	6.1% (55)	6.5% (58)	7.7% (69)	7.0% (63)	8.1% (73)	10.7% (96)	13.4% (120)	27.9% (250)	1.00	896
													<i>answered question</i>	1,015
													<i>skipped question</i>	11

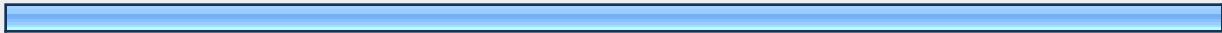
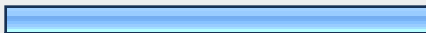



4. Would you voluntarily purchase, through payroll deductions, benefits not currently offered?			Response Percent	Response Count
Yes			58.0%	592
No			42.0%	428
			Comments:	285
			<i>answered question</i>	1,020
			<i>skipped question</i>	6

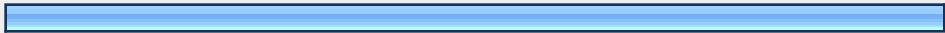
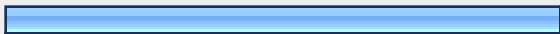
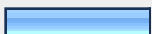


5. Please indicate your current level of coverage (dependents you have covered) with your medical benefits:			
		Response Percent	Response Count
Employee only (just yourself)		21.1%	212
Employee + spouse/registered domestic partner		28.5%	287
Employee + children		8.5%	86
Employee + spouse/registered domestic partner + children		41.9%	422
		<i>answered question</i>	1,007
		<i>skipped question</i>	19

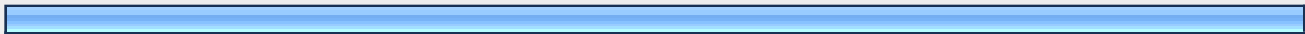
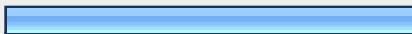
6. Which of the following applies to your current medical insurance situation?			
		Response Percent	Response Count
I am covered only by Washington County health plans; this coverage is my primary and only coverage		77.8%	784
I am covered by Washington County health plans AND have additional secondary coverage		17.3%	174
I am covered by Washington County; I also have coverage available through another source (for example spouse's employer group) but am NOT currently enrolled		4.4%	44
I am NOT currently covered under Washington County health plans		0.6%	6
		answered question	1,008
		skipped question	18

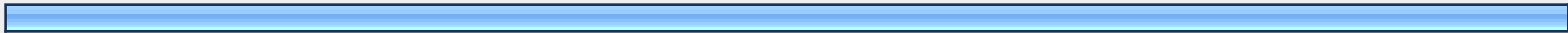
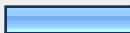
7. Please indicate your current medical insurance:			Response Percent	Response Count
Kaiser Permanente			24.4%	246
Providence Health Plan			75.6%	761
<i>answered question</i>				1,007
<i>skipped question</i>				19

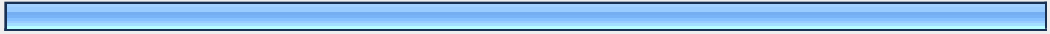
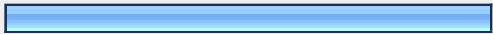
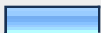


8. Have your or a covered family member used the medical insurance benefits in the last year?			Response Percent	Response Count
Yes			96.9%	974
No			3.1%	31
<i>answered question</i>				1,005
<i>skipped question</i>				21

9. Please indicated your level of satisfaction with your current medical provider network and its accessibility (ability to schedule appointments and receive care)?			
		Response Percent	Response Count
Very satisfied		71.4%	718
Somewhat satisfied		24.7%	248
Somewhat dissatisfied		2.3%	23
Very dissatisfied		1.1%	11
I have no opinion		0.6%	6
		answered question	1,006
		skipped question	20

10. Please indicate your level of satisfaction with your out of pocket costs (copayments, coinsurance, deductible, etc) with your medical insurance plan.			
		Response Percent	Response Count
Very satisfied		55.1%	554
Somewhat satisfied		32.5%	327
Somewhat dissatisfied		8.3%	84
Very dissatisfied		3.0%	30
I have no opinion.		1.1%	11
		Comments:	189
		answered question	1,006
		skipped question	20

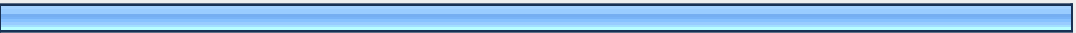
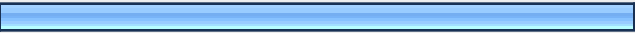
11. Who is your current dental insurance provider?			
		Response Percent	Response Count
ODS		76.2%	767
Regence BCBS/Willamette Dental		23.8%	239
		answered question	1,006
		skipped question	20

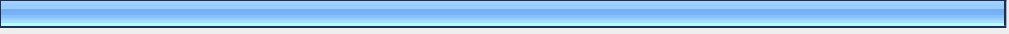
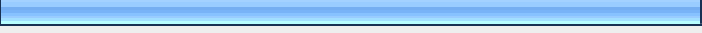
12. Have you or a covered family member used the dental benefits in the last year?			Response Percent	Response Count
Yes			92.7%	933
No			7.3%	73
			<i>answered question</i>	1,006
			<i>skipped question</i>	20




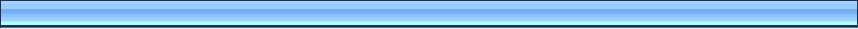
13. Please indicate your level of satisfaction with your current dental provider network and its accessibility (ability to schedule appointments and receive care)?			Response Percent	Response Count
Very satisfied			60.9%	613
Somewhat satisfied			28.3%	285
Somewhat dissatisfied			5.4%	54
Very dissatisfied			2.6%	26
I have no opinion			2.8%	28
			Comments:	140
			<i>answered question</i>	1,006
			<i>skipped question</i>	20




14. If it is determined that medical benefit changes are needed, how would you rank the items listed below? (1 being the most important; 6 being the least important).									
	1	2	3	4	5	6	Rating Average	Response Count	
Keeping my deductible and maximum out-of-pocket costs (including prescriptions & primary or specialist office visit copays) as low as possible	59.1% (535)	20.8% (188)	10.2% (92)	5.3% (48)	2.3% (21)	2.3% (21)	1.00	905	
Maintaining my current doctor/network options	21.2% (189)	34.2% (305)	19.1% (170)	12.1% (108)	8.7% (78)	4.7% (42)	1.00	892	
Providing generous or full coverage of preventative care	10.6% (94)	25.5% (225)	32.0% (283)	19.9% (176)	9.6% (85)	2.4% (21)	1.00	884	
Improving alternative care, including naturopathy, acupuncture, and/or massage therapy	2.3% (21)	6.9% (62)	14.0% (126)	25.7% (231)	26.6% (239)	24.5% (220)	1.00	899	
Paying a low monthly premium contribution to retain current or enhanced benefit offerings	8.3% (75)	12.1% (110)	20.7% (188)	24.7% (224)	28.3% (257)	5.9% (54)	1.00	908	
Having higher out of pocket cost now to establish an account such as a Health Savings Account (HSA) or a Voluntary Employees Beneficiary Association (VEBA), to help provide for future medical or retiree premium costs	3.0% (27)	2.5% (23)	4.4% (40)	10.2% (93)	22.5% (205)	57.4% (523)	1.00	911	
	answered question								947
	skipped question								79

15. If it is determined that changes to the medical plan design are necessary, how would you rank the following plan design changes? (1 being the most favorable; 5 being the least favorable).								
	1	2	3	4	5	Rating Average	Response Count	
Increase the copay for primary care office visits	25.6% (231)	15.7% (142)	15.2% (137)	12.3% (111)	31.3% (283)	1.00	904	
Increase the copay/coinsurance for specialist office visits	20.5% (185)	32.9% (296)	18.0% (162)	22.6% (204)	6.0% (54)	1.00	901	
Increase the amount of the calendar year deductible	8.4% (74)	17.8% (158)	33.7% (299)	29.6% (262)	10.5% (93)	1.00	886	
Increase the cost of prescription drugs that are not generic	25.4% (228)	19.0% (171)	21.6% (194)	19.5% (175)	14.6% (131)	1.00	899	
Increase the amount of the annual out-of-pocket maximum (This is the maximum amount you will pay for covered services during a calendar year)	20.4% (186)	14.0% (128)	12.4% (113)	15.7% (143)	37.5% (342)	1.00	912	
	<i>answered question</i>							944
	<i>skipped question</i>							82

16. Do you have interest in family vision insurance coverage?			
		Response Percent	Response Count
Yes		62.9%	598
No		37.1%	353
		<i>answered question</i>	951
		<i>skipped question</i>	75

17. Would you be willing to pay some or all of the vision premium contribution to cover your additional family members?			
		Response Percent	Response Count
Yes		58.9%	560
No		41.1%	391
		<i>answered question</i>	951
		<i>skipped question</i>	75

18. I would be willing to use some of my own money by payroll deductions for the following (Check all that apply):			
		Response Percent	Response Count
To make higher contributions to my medical flexible spending account (FSA maximum is currently \$2500/yr)		25.1%	238
To add voluntary benefits important to me and my family		62.4%	592
To contribute toward the cost of a richer medical option, which would include alternative care benefits		31.0%	294
To contribute toward the cost of current medical plan options, in order to maintain current benefit levels		50.4%	478
		<i>answered question</i>	949
		<i>skipped question</i>	77

19. With regards to the timing of Open Enrollment, I would prefer:			Response Percent	Response Count
A single Calendar year Open Enrollment period for both health benefits and flexible spending accounts (FSA) (i.e. December Open enrollment for Jan. 1st -Dec. 31st coverage year)			23.1%	219
Separate Open Enrollment periods for health benefits and flexible spending accounts. This is the County's current open enrollment schedule with FSA open enrollment in December and health benefit open enrollment in June			8.4%	80
I have no preference			68.5%	651
		<i>answered question</i>		950
		<i>skipped question</i>		76

20. Do you have any other comments about Washington County Employee Benefits you want the Benefits Committee to know?			Response Count
			282
		<i>answered question</i>	282
		<i>skipped question</i>	744