



# Benefits Preferences Survey

## About

Intent of the confidential survey is to **understand employees' benefit preferences** and use the resulting data to **evaluate options** for future benefit enhancements. This effort is part of the **Title and Total Compensation (TTC) Project**. There is no intent to reduce benefits as part of this survey effort. Mercer Consulting has been contracted to conduct the survey for the UW.

## Why Participate?

Participating will ensure that your preferences and opinions are heard. Your input will be used to **enhance future benefit offerings** to more closely meet your needs.

## Details

- All benefits eligible employees will have the opportunity to participate
- **Target survey dates are November 26, 2018 – December 14, 2018**
- Results anticipated in February, 2019
- Will be administered electronically with confidential responses
- Translation sessions will be available

### Your Benefits

Please indicate the degree to which you agree or disagree with the following statements.

	Strongly Disagree				
	Disagree				
	Neither Agree nor Disagree				
	Agree				
	Strongly Agree				
2. XYZ Co's benefits as a whole are as good as, or better than, the benefits offered by other companies in the local marketplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The benefits offerings played a significant role in my decision to work at XYZ Co.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The overall amount I pay for medical and prescription drug coverage (payroll deductions plus out-of-pocket expenses like deductibles and coinsurance) is reasonable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I would like to reduce the value of some benefits I receive in order to increase the value of other benefits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The benefits offered by XYZ Co meet my needs (including those of my dependents, if applicable).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I can easily find answers to questions I have about my XYZ Co benefits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. XYZ Co does a good job communicating benefits information to employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# Benefits Strategy Preparation and Development

The Benefits and Preferences survey is an integral part of benefit strategy development.

## Benefits Preferences Survey

**UW Employees Participate** in benefits preferences survey 11/26 – 12/14

**Purpose:** Identification of what our employees value

## Benefits Valuation Analysis (BVA)

**UW benefits data compiled, analyzed, and compared** against peer organizations\*

**Purpose:** Analysis of benefit offering competitiveness

## Long-Term Benefits Strategy

Mercer to provide comprehensive analysis of both BVA and Benefits Preferences Survey data

UW to review BVA and Benefits Preferences Survey data to develop and discuss options

Options and recommendations vetted with UW stakeholders

Recommendations presented to leadership

*\* Peer organizations include public and private higher education institutions as well as private sector employers*



# TTC – Benefits Preferences Survey: Samples

Choose up to five (5) items in each column. Read the whole list before you choose your answers.

5 most attractive before starting		5 most attractive today
<input type="checkbox"/>	Specific type of work	<input type="checkbox"/>
<input type="checkbox"/>	UW's reputation	<input type="checkbox"/>
<input type="checkbox"/>	Competitive pay	<input type="checkbox"/>

Choose how much you agree or disagree with the statements.

	Strongly Disagree				
	Disagree				
	Neither Agree nor Disagree				
	Agree				
	Strongly Agree				
The pay at UW is competitive with other organizations in my geographic area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>





# TTC – Benefits Preferences Survey: Samples

## Financial Wellness

Choose how much you agree or disagree with each statement.

	Strongly Disagree				
	Disagree				
	Neither Agree nor Disagree				
	Agree				
	Strongly Agree				
I have a good understanding of UW's retirement savings plans. (WRS, 403b)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am doing enough to prepare financially for retirement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Overall Engagement

	Strongly Disagree				
	Disagree				
	Neither Agree nor Disagree				
	Agree				
	Strongly Agree				
I am proud to work for the University of Wisconsin.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel a strong sense of commitment to my UW employer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>