Title and Total Compensation
Introduction of Benefits Preferences Survey

What is the Benefits Preferences Survey?
An additional aspect of the Title and Total Compensation Study designed to assess faculty and staff opinions regarding the benefit program offerings available to UW System and UW-Madison employees. The results of this survey will be used to evaluate employee benefit preferences and whether or not programs are meeting employees’ diverse needs.

Who will be surveyed?
All benefits eligible employees will have the opportunity to participate in the survey.

When will this happen?
The target survey dates are November 26, 2018 – December 14, 2018. Results delivered February, 2019.

How will the survey be administered?
Mercer Consulting will partner with UW System and UW-Madison to administer the survey electronically through a secure site that allows respondents to complete the survey anonymously.

Why is this being done?
To provide faculty and staff the opportunity to communicate their preferences and satisfaction with current benefits and share their desire for potential trade-off of benefits elements.

What are the potential benefits of the Survey?
• Baseline measure of faculty & staff satisfaction with the UW System’s total benefits offering
• Respondent preferences for different benefit elements, including the overall perceived value of these elements, as well as potential trade-offs respondents may deem desirable
• Side-by-side comparison of the perceived importance and satisfaction with benefits elements to assess the overall alignment between what the UW System/State of Wisconsin offers and the preferences of faculty and staff.
• Segmented results by respondent group (e.g., faculty, staff, level or seniority) and demographics (e.g., age, length of service) to determine how opinion varies across the institutions.

Will the results be shared? Yes.

What are the next steps?
Communication tool kits will be developed and dates will be shared with employees at each institution through the CHRO/HR Director starting in September.
Sample Survey of Employee Benefits Preferences

XYZ Co Benefits Survey

Your Benefits
For the following section, please select the answer that best describes your experience or opinion.

1. Thinking back to when you first joined the company, which benefits did you find most valuable? Now that we have been here for some period of time, which benefits are the most valuable to you today? Please select the top THREE items in each column. Be sure to read the entire list before making your selections.

<table>
<thead>
<tr>
<th>Most valuable initially</th>
<th>Most valuable today</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 401(k) Plan</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Dental coverage</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Educational assistance program (i.e., tuition reimbursement)</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Financial education program (i.e., Ayco)</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Flexible Work Arrangements (e.g., compressed work week, flextime)</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Life insurance</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Medical coverage (including prescription drugs)</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Pension Plan</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Short-Term and Long-Term Disability programs</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Sick/Personal Days</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Retiree medical (i.e., RHRA or soft cap)</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Vacation time</td>
<td>□ □</td>
</tr>
<tr>
<td>□ Wellness programs</td>
<td>□ □</td>
</tr>
</tbody>
</table>

Value of Benefits
16. Please indicate how valuable the following benefits are to you personally (including your family, as applicable). While each of these benefits is likely to be valuable to you, these questions are designed to help us understand your perspective of their relative value. Please note that we are NOT asking you to evaluate your satisfaction with these benefits, just how valuable they are to you personally.

For each question in this section, please select the ONE item that is most valuable and the ONE item that is least valuable to you personally, as shown in the EXAMPLE below.

**EXAMPLE**

<table>
<thead>
<tr>
<th>Most valuable</th>
<th>Least valuable</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Vacation time</td>
<td>□ Life Insurance</td>
</tr>
<tr>
<td>□ Life Insurance</td>
<td>□ Vacation time</td>
</tr>
<tr>
<td>401(k) Plan</td>
<td>401(k) Plan</td>
</tr>
<tr>
<td>□ Educational assistance program (i.e., tuition reimbursement)</td>
<td>□ Short-Term and Long-Term Disability programs</td>
</tr>
</tbody>
</table>

Please be sure to answer all questions in this section even though the categories may seem repetitive, the format is designed specifically to measure the values you place on different types of benefits.

9. Please rate your current satisfaction level with each of the following:

Not Applicable/Cannot Rate
Very Dissatisfied
Neither Satisfied nor Dissatisfied
Dissatisfied
Satisfied
Very Satisfied

a. 401(k) Plan
b. Dental coverage
c. Educational assistance program (i.e., tuition reimbursement)
d. Employee Assistance Programs (EAP)
e. Financial education program (i.e., Ayco)
f. Flexible Spending Accounts (Dependent Care & Health Care)
g. Flexible Work Arrangements (e.g., compressed work week, flextime)
h. Life insurance (e.g., group term or group variable life insurance)
i. Medical coverage (including prescription drugs)
j. Pension Plan
k. Short-Term and Long-Term Disability programs
l. Sick/Personal days
m. Retiree medical (i.e., RHRA or soft cap)
n. Vacation time
o. Vision coverage
p. Wellness programs

For more information on the Benefits Preferences Survey, please contact us at TTC@uwsa.edu.