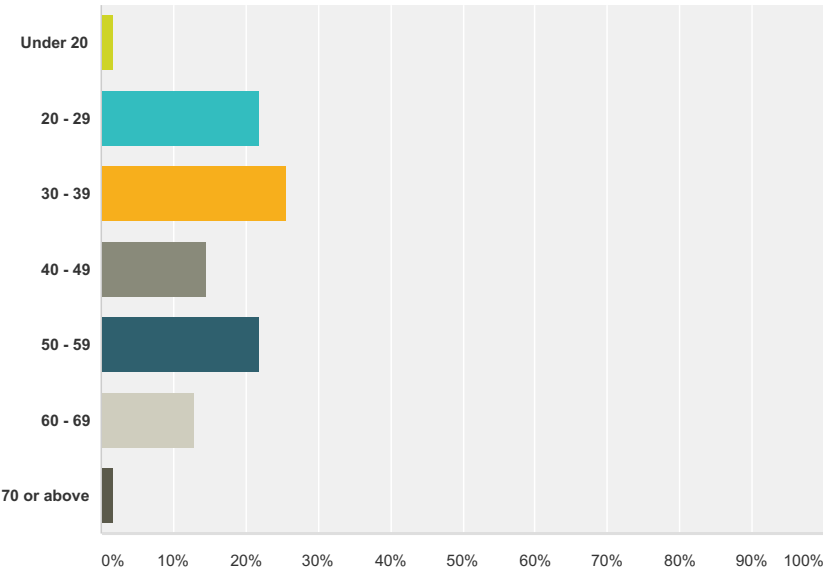


Q1 Which of the following best describes your age?

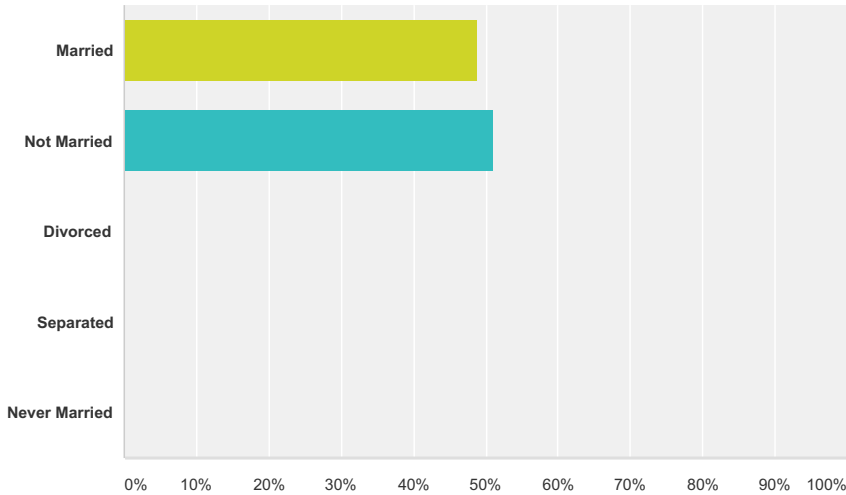
Answered: 379 Skipped: 5



Answer Choices	Responses
Under 20	1.58%6
20 - 29	21.90%83
30 - 39	25.59%97
40 - 49	14.51%55
50 - 59	21.90%83
60 - 69	12.93%49
70 or above	1.58%6
Total	379

Q2 Which of the following best describes your marital status?

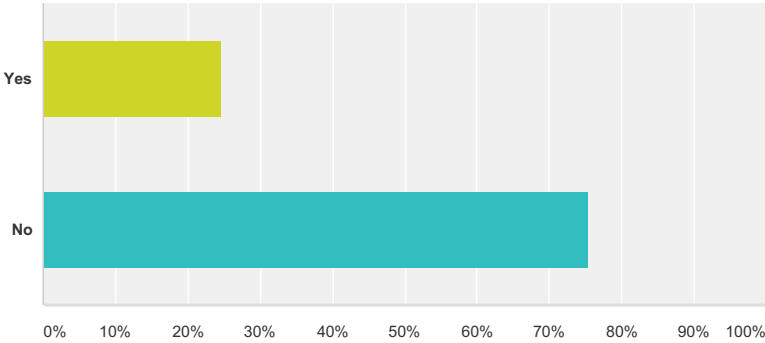
Answered: 380 Skipped: 4



Answer Choices	Responses	
Married	48.95%	186
Not Married	51.05%	194
Divorced	0.00%	0
Separated	0.00%	0
Never Married	0.00%	0
Total		380

Q3 Are you the parent of one or more children under the age of 18?

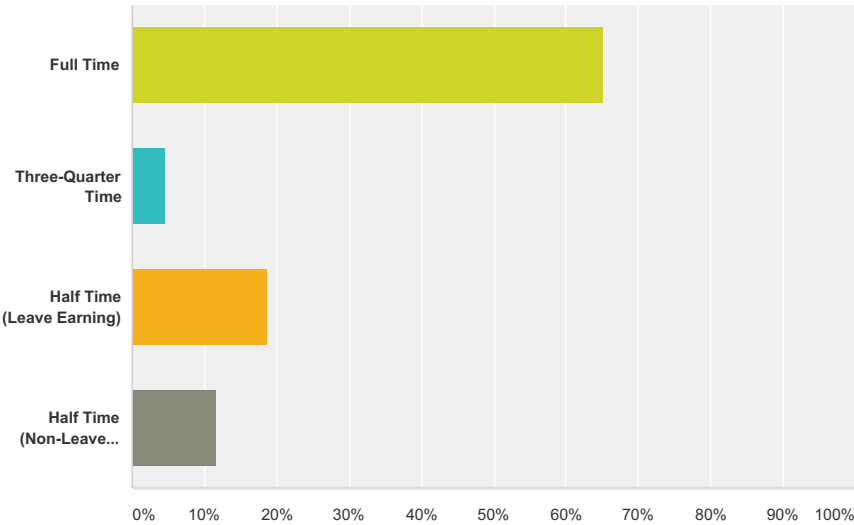
Answered: 380 Skipped: 4



Answer Choices	Responses	
Yes	24.74%	94
No	75.26%	286
Total		380

Q4 Please select the employee type that matches your position.

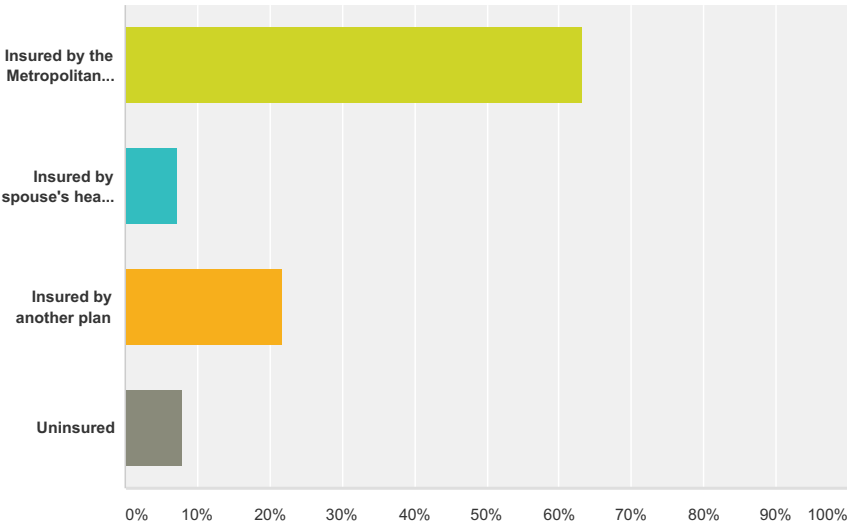
Answered: 378 Skipped: 6



Answer Choices	Responses	
Full Time	65.08%	246
Three-Quarter Time	4.50%	17
Half Time (Leave Earning)	18.78%	71
Half Time (Non-Leave Earning)	11.64%	44
Total		378

Q5 Which of the following best describes your current health coverage?

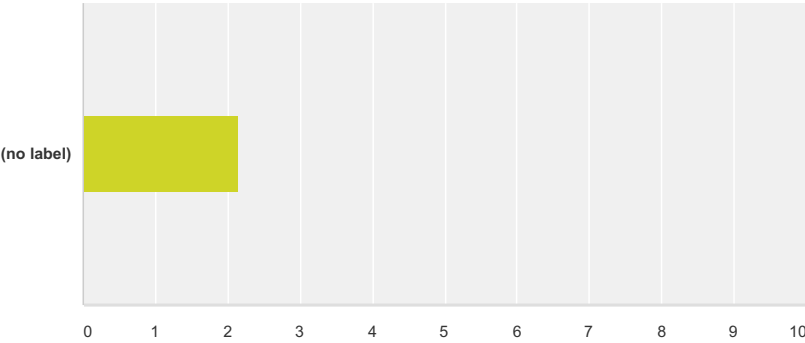
Answered: 383 Skipped: 1



Answer Choices	Responses	
Insured by the Metropolitan Library System	63.19%	242
Insured by spouse's health care plan	7.31%	28
Insured by another plan	21.67%	83
Uninsured	7.83%	30
Total		383

Q6 How effective is the communication you receive about your benefits?

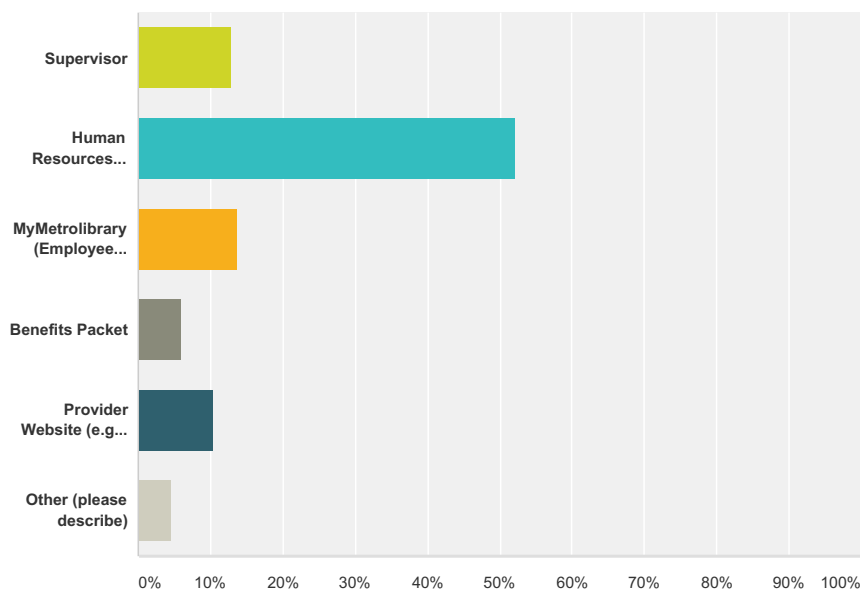
Answered: 326 Skipped: 58



	Very Effective	Mostly Effective	Slightly Effective	Not at All Effective	N/A	Total	Weighted Average
(no label)	15.03%	47.55%	18.71%	5.21%	13.50%		
	49	155	61	17	44	326	2.16

Q7 When you next need detailed information about how your benefits work, where will you most likely turn?

Answered: 332 Skipped: 52

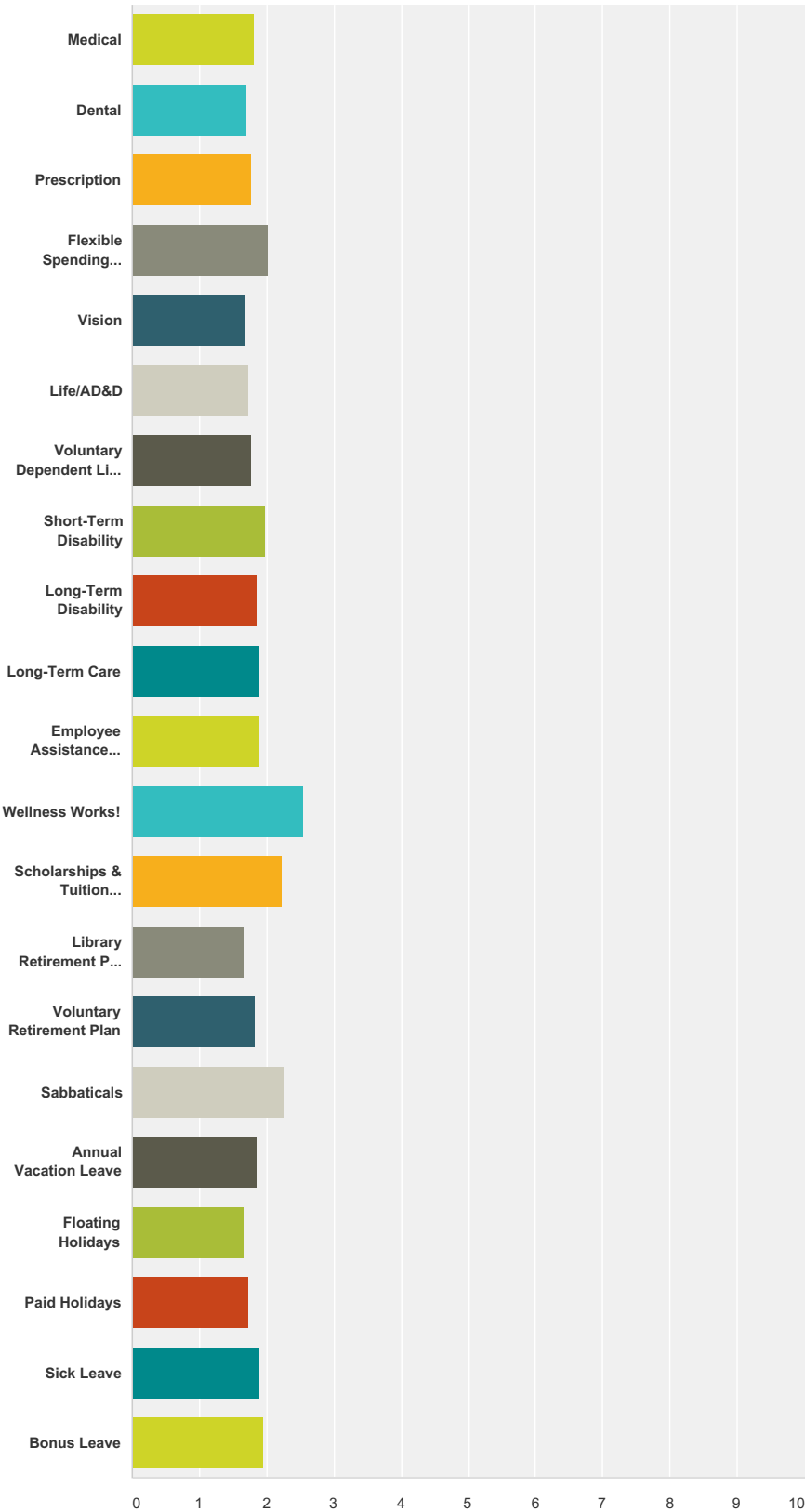


Answer Choices	Responses
Supervisor	12.95% 43
Human Resources Department	52.11% 173
MyMetrolibrary (Employee Intranet)	13.86% 46
Benefits Packet	6.02% 20
Provider Website (e.g. Healthsmart, VSP)	10.54% 35
Other (please describe)	4.52% 15
Total	332

#	Other (please describe)	Date
1	call designated toll free phone number	4/19/2017 2:03 PM
2	I do not receive benefits	4/10/2017 3:10 PM
3	insurance	4/9/2017 3:44 PM
4	Not provided through MLS	4/8/2017 3:16 PM
5	Other job	4/8/2017 1:54 PM
6	school H.R.	4/8/2017 1:31 PM
7	I do not receive benefits	4/7/2017 2:44 PM
8	Parents	4/7/2017 1:09 PM
9	Private health care plan	4/6/2017 6:21 PM
10	Benefits Resources or web site	4/6/2017 3:24 PM
11	not receiving benefits so this is not applicable	4/6/2017 1:07 PM
12	Not insured by MLS	4/6/2017 12:22 PM
13	Medicare	4/6/2017 12:11 PM
14	Stephany Dowd	4/6/2017 10:39 AM
15	I ask a coworker.	4/6/2017 10:35 AM

Q8 Please rate your level of satisfaction with each of the following benefits.

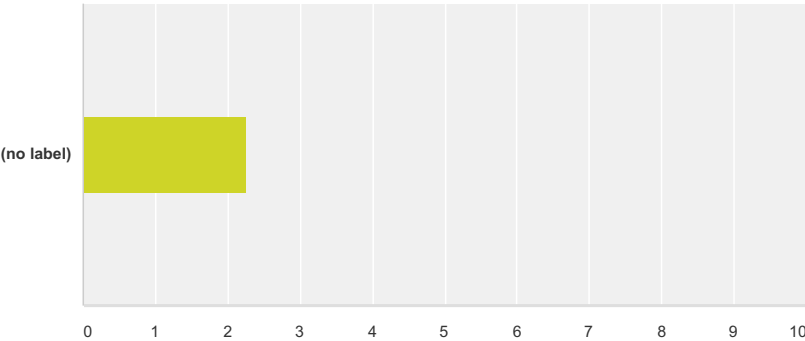
Answered: 332 Skipped: 52



	Very Satisfied	Mostly Satisfied	Slightly Satisfied	Not at All Satisfied	N/A	Total	Weighted Average
Medical	26.36% 87	36.06% 119	8.18% 27	2.12% 7	27.27% 90	330	1.81
Dental	31.10% 102	28.96% 95	6.71% 22	2.44% 8	30.79% 101	328	1.72
Prescription	29.70% 98	28.79% 95	7.58% 25	3.03% 10	30.91% 102	330	1.77
Flexible Spending Account	11.35% 37	17.48% 57	7.06% 23	2.45% 8	61.66% 201	326	2.02
Vision	32.32% 106	28.05% 92	5.49% 18	3.05% 10	31.10% 102	328	1.70
Life/AD&D	23.05% 74	28.35% 91	4.98% 16	1.56% 5	42.06% 135	321	1.74
Voluntary Dependent Life Insurance	14.24% 46	17.34% 56	3.72% 12	1.24% 4	63.47% 205	323	1.78
Short-Term Disability	13.85% 45	24.92% 81	7.08% 23	3.08% 10	51.08% 166	325	1.99
Long-Term Disability	16.82% 55	24.77% 81	5.81% 19	1.83% 6	50.76% 166	327	1.85
Long-Term Care	14.95% 48	21.81% 70	5.61% 18	2.49% 8	55.14% 177	321	1.90
Employee Assistance Program	15.67% 50	25.08% 80	5.33% 17	2.82% 9	51.10% 163	319	1.90
Wellness Works!	9.48% 31	21.71% 71	19.88% 65	11.93% 39	37.00% 121	327	2.54
Scholarships & Tuition Reimbursement	10.49% 34	13.27% 43	10.80% 35	4.32% 14	61.11% 198	324	2.23
Library Retirement Plan Contribution	38.51% 124	22.05% 71	6.83% 22	4.04% 13	28.57% 92	322	1.67
Voluntary Retirement Plan	20.43% 66	22.91% 74	4.33% 14	3.72% 12	48.61% 157	323	1.83
Sabbaticals	5.94% 19	13.13% 42	4.69% 15	4.06% 13	72.19% 231	320	2.25
Annual Vacation Leave	35.47% 116	33.94% 111	14.98% 49	4.89% 16	10.70% 35	327	1.88
Floating Holidays	43.73% 143	32.72% 107	11.01% 36	2.14% 7	10.40% 34	327	1.68
Paid Holidays	42.94% 140	31.60% 103	11.66% 38	3.37% 11	10.43% 34	326	1.73
Sick Leave	34.04% 112	32.52% 107	11.85% 39	7.29% 24	14.29% 47	329	1.91
Bonus Leave	23.46% 76	23.46% 76	8.64% 28	6.17% 20	38.27% 124	324	1.96

Q9 How satisfied are you with the premiums you pay for medical, dental and prescription benefits?

Answered: 335 Skipped: 49



	Very Satisfied	Mostly Satisfied	Slightly Satisfied	Not at All Satisfied	Total	Weighted Average
(no label)	22.09% 74	44.18% 148	19.40% 65	14.33% 48	335	2.26

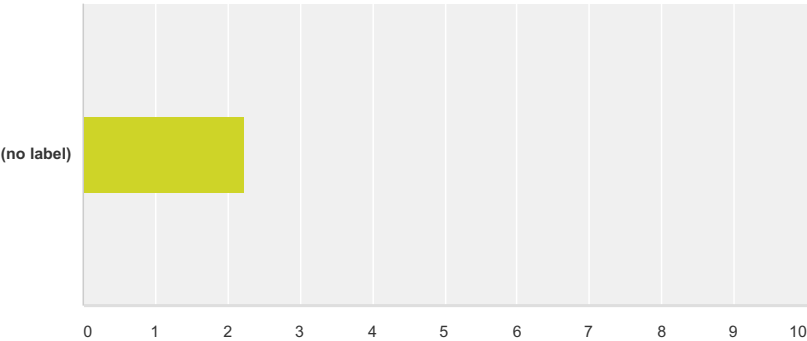
Q10 Have you chosen to remain uninsured for a reason other than cost?

Answered: 23 Skipped: 361

#	Responses	Date
1	I am not eligible until May 1.	4/20/2017 1:44 PM
2	No, just cost	4/19/2017 9:15 AM
3	No	4/12/2017 4:24 PM
4	no, it is because of cost	4/12/2017 9:43 AM
5	No.	4/11/2017 6:05 PM
6	No.	4/10/2017 8:10 PM
7	Nope. Would love benefits through MLS	4/10/2017 11:44 AM
8	No.	4/8/2017 3:02 PM
9	NO	4/8/2017 1:41 PM
10	no	4/7/2017 4:45 PM
11	no	4/7/2017 9:12 AM
12	no	4/6/2017 6:00 PM
13	No. I'd love to be insured, but I cannot afford health insurance.	4/6/2017 5:17 PM
14	I'm native American.	4/6/2017 5:10 PM
15	No	4/6/2017 5:07 PM
16	Native American, access to clinics for free	4/6/2017 4:10 PM
17	no.	4/6/2017 12:17 PM
18	no	4/6/2017 11:49 AM
19	I had Obamacare then my manager told me I had to work more hours which made the cost more than manageable and ineligible for the tax credit	4/6/2017 11:26 AM
20	No	4/6/2017 11:19 AM
21	I have Indian Health and am exempt for having standard healthcare.	4/6/2017 11:00 AM
22	I am a registered Chickasaw Nation Citizen, so I am exempt from the tax. I do not have official coverage besides an Indian Clinic because coverage is too expensive.	4/6/2017 10:50 AM
23	I'm not eligible to be insured due to my position	4/6/2017 10:37 AM

Q11 Which best describes your understanding of the benefits available to you?

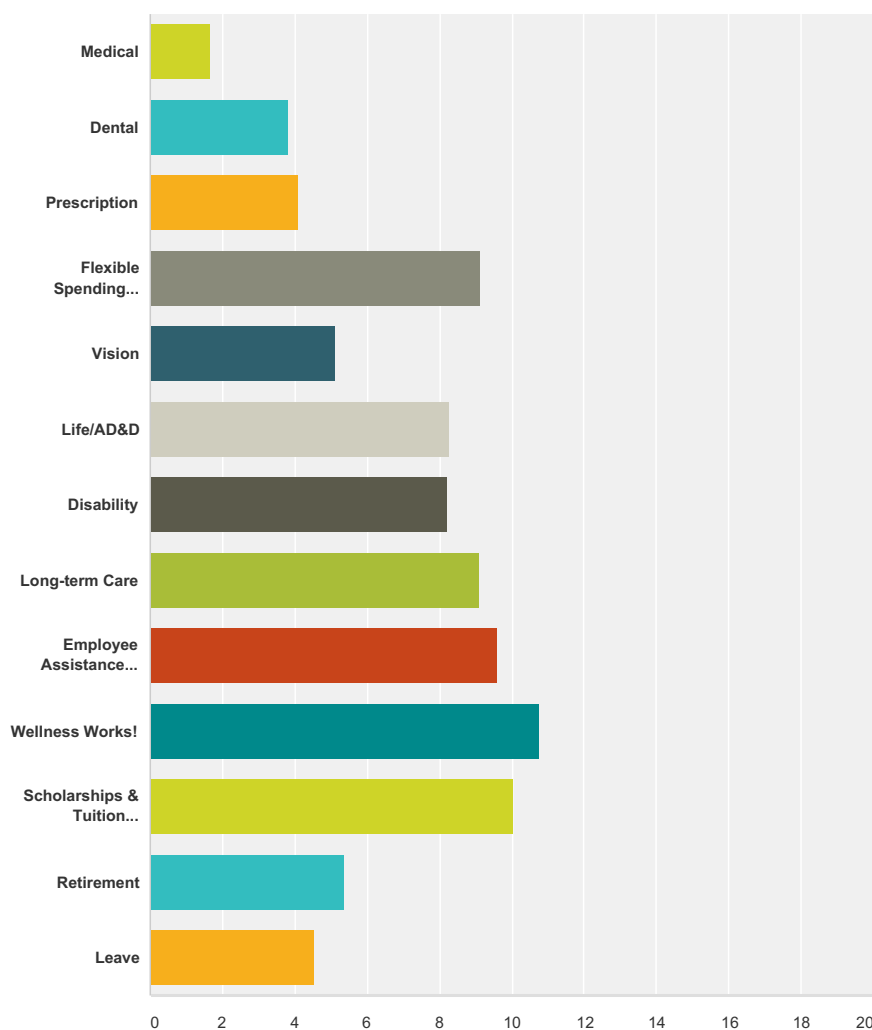
Answered: 295 Skipped: 89



	Very Complete	Mostly Complete	Mostly Incomplete	Very Incomplete	Total	Weighted Average
(no label)	11.19% 33	63.39% 187	16.95% 50	8.47% 25	295	2.23

Q12 Please rank the following benefit types in order of their importance to you.

Answered: 333 Skipped: 51

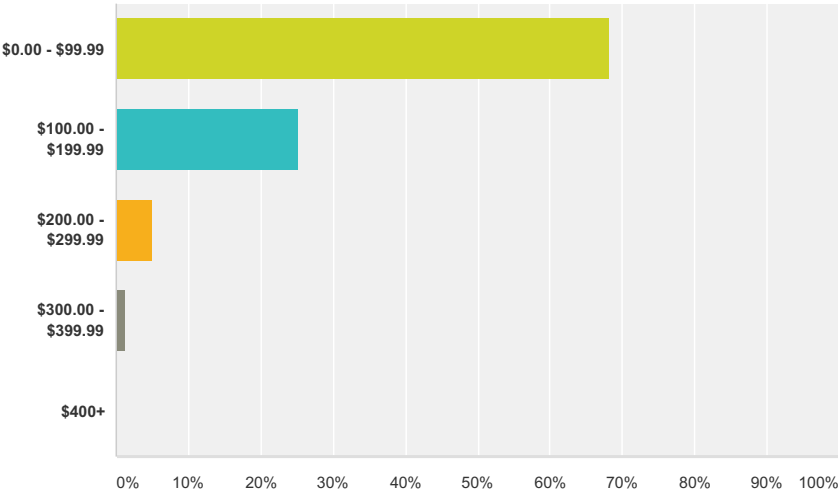


	Most Important	2	3	4	5	6	7	8	9	10	11	12	Least Important	Total	Weighted Average
Medical	73.07% 236	15.17% 49	4.95% 16	1.86% 6	1.24% 4	0.31% 1	1.55% 5	0.31% 1	0.31% 1	0.00% 0	0.00% 0	0.62% 2	0.62% 2	323	1.65
Dental	1.28% 4	27.88% 87	25.96% 81	16.67% 52	12.18% 38	6.41% 20	2.24% 7	3.53% 11	0.96% 3	0.32% 1	1.28% 4	1.28% 4	0.00% 0	312	3.86
Prescription	3.25% 10	25.65% 79	23.70% 73	15.58% 48	12.01% 37	5.84% 18	3.57% 11	2.92% 9	1.62% 5	1.95% 6	1.62% 5	1.62% 5	0.65% 2	308	4.11
Flexible Spending Account	0.00% 0	0.35% 1	2.78% 8	6.60% 19	7.29% 21	9.03% 26	9.38% 27	4.86% 14	5.21% 15	12.85% 37	8.33% 24	17.71% 51	15.63% 45	288	9.13
Vision	1.29% 4	5.18% 16	14.56% 45	26.54% 82	17.15% 53	12.94% 40	9.06% 28	5.83% 18	3.24% 10	0.32% 1	2.59% 8	0.00% 0	1.29% 4	309	5.13
Life/AD&D	0.00% 0	0.67% 2	0.67% 2	1.68% 5	9.43% 28	10.44% 31	15.49% 46	17.17% 51	15.15% 45	12.12% 36	7.74% 23	5.39% 16	4.04% 12	297	8.26
Disability	0.33% 1	0.00% 0	0.99% 3	1.32% 4	4.95% 15	11.22% 34	17.16% 52	18.48% 56	23.10% 70	10.56% 32	5.94% 18	3.63% 11	2.31% 7	303	8.21
Long-term Care	0.00% 0	0.68% 2	0.68% 2	1.69% 5	2.03% 6	3.38% 10	8.78% 26	18.24% 54	18.58% 55	24.32% 72	11.15% 33	7.43% 22	3.04% 9	296	9.10

Employee Assistance Program	0.34% 1	0.67% 2	1.01% 3	1.68% 5	2.02% 6	3.37% 10	9.43% 28	9.43% 28	14.14% 42	14.81% 44	21.55% 64	16.50% 49	5.05% 15	297	9.59
Wellness Works!	0.00% 0	0.98% 3	0.65% 2	0.65% 2	1.63% 5	4.56% 14	3.58% 11	4.23% 13	6.51% 20	10.42% 32	16.29% 50	21.17% 65	29.32% 90	307	10.78
Scholarships & Tuition Reimbursement	1.69% 5	2.37% 7	1.02% 3	5.42% 16	2.71% 8	3.39% 10	5.76% 17	5.08% 15	4.41% 13	7.80% 23	12.20% 36	18.31% 54	29.83% 88	295	10.05
Retirement	6.75% 21	11.58% 36	13.50% 42	9.32% 29	13.50% 42	15.43% 48	9.32% 29	4.50% 14	4.82% 15	2.25% 7	5.79% 18	2.57% 8	0.64% 2	311	5.38
Leave	15.53% 50	11.49% 37	11.18% 36	13.66% 44	15.84% 51	13.98% 45	4.97% 16	4.97% 16	2.48% 8	1.86% 6	1.24% 4	1.55% 5	1.24% 4	322	4.54

Q13 What is the most you would be willing to pay for Employee Only Medical, Dental, and Prescription benefits each month?

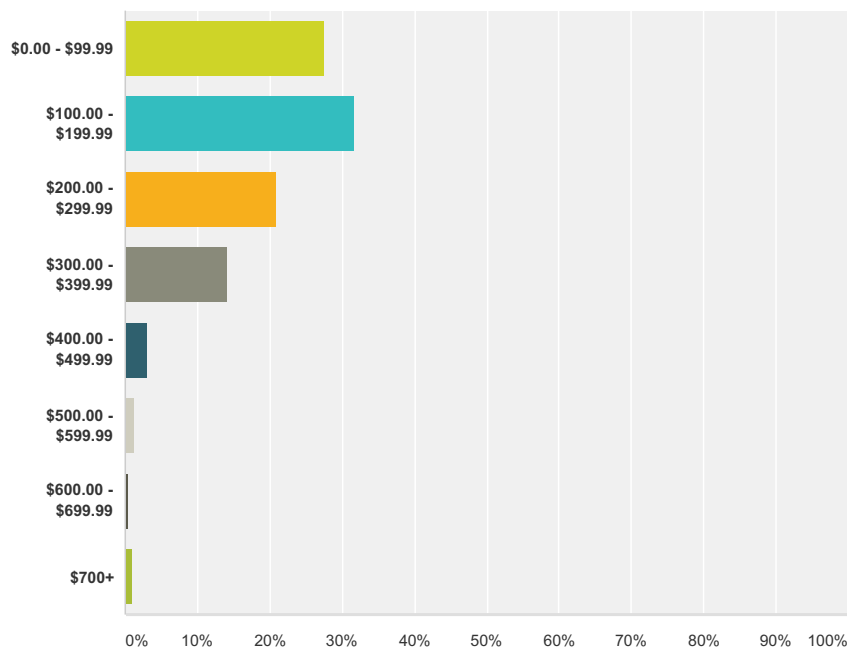
Answered: 321 Skipped: 63



Answer Choices	Responses
\$0.00 - \$99.99	68.22%219
\$100.00 - \$199.99	25.23%81
\$200.00 - \$299.99	4.98%16
\$300.00 - \$399.99	1.25%4
\$400+	0.31%1
Total	321

Q14 What is the most you would be willing to pay for Family Medical, Dental, and Prescription benefits each month?

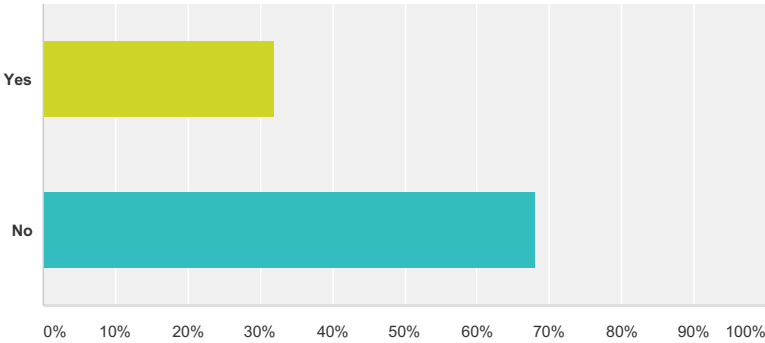
Answered: 316 Skipped: 68



Answer Choices	Responses
\$0.00 - \$99.99	27.53% 87
\$100.00 - \$199.99	31.65% 100
\$200.00 - \$299.99	20.89% 66
\$300.00 - \$399.99	14.24% 45
\$400.00 - \$499.99	3.16% 10
\$500.00 - \$599.99	1.27% 4
\$600.00 - \$699.99	0.32% 1
\$700+	0.95% 3
Total	316

Q15 Are you willing to accept increased out-of-pocket costs or a reduction in benefits in exchange for paid maternity leave?

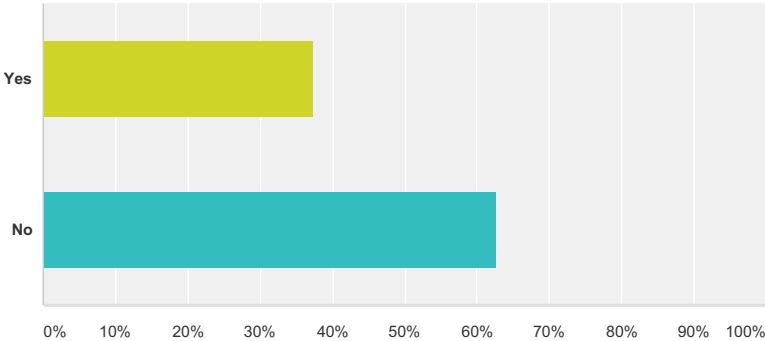
Answered: 320 Skipped: 64



Answer Choices	Responses	
Yes	31.87%	102
No	68.13%	218
Total		320

Q16 Are you willing to accept higher copays (fixed amounts you pay for a covered health care service) or deductibles (amount you pay for a covered health care service before the health plan starts to pay) in exchange for reduced premiums?

Answered: 330 Skipped: 54



Answer Choices	Responses
Yes	37.27%123
No	62.73%207
Total	330

Q17 What benefits would you like to be offered that are currently unavailable to you?

Answered: 172 Skipped: 212

#	Responses	Date
1	all	4/20/2017 12:00 PM
2	i am good with this Benefits .	4/19/2017 3:50 PM
3	Payment for 1/2 unused sick leave upon retirement. This would give some benefit to coming to work instead of taking sick leave for minor ailments	4/19/2017 2:29 PM
4	n/a	4/19/2017 2:09 PM
5	tuition reimbursement plan	4/19/2017 2:06 PM
6	Medical, Vision & Dental insurance	4/19/2017 9:18 AM
7	Paid Time Off, rather than sick/vacation leave	4/17/2017 1:36 PM
8	I would like to see an Employee + Spouse plan for those who do not have children to cover.	4/17/2017 12:20 PM
9	Buying or trade sick leave.	4/17/2017 11:04 AM
10	Vision, Retirement, Disability, Tuition/Scholarship	4/14/2017 12:39 PM
11	INSURANCE OFFERED TO 30 HOUR EMPLOYEES. 30 hrs should be considered full-time	4/12/2017 4:27 PM
12	Child care	4/12/2017 12:46 PM
13	health, dental, and vision	4/12/2017 9:51 AM
14	Retirement Vision	4/11/2017 7:48 PM
15	Compensation up to a certain amount for a gym membership.	4/11/2017 5:18 PM
16	Paid maternity leave would be nice to have without having to have an increased out of pocket costs.	4/11/2017 2:46 PM
17	Dental coverage should include implants.	4/11/2017 9:22 AM
18	As a part time employee, I currently receive no benefits. I realize this is standard practice for most businesses so I don't harbor any ill will. However, it would be incredibly beneficial to receive some sort of Leave, without having to wait for an entire three years. I have recently had to miss work for medical reasons, and I just lose the money when I don't work the hours. I have proved myself to be dependable and very hard working and received excellent feedback at my review, but none of that matters when it comes to benefits. Aside from medical related Leave being offered, Medical and Dental insurance would be amazing.	4/11/2017 9:13 AM
19	All of them	4/10/2017 8:12 PM
20	Supplement for gym memberships or discounted gym memberships at more than the Y.	4/10/2017 5:40 PM
21	paid maternity leave	4/10/2017 3:19 PM
22	To receive benefits for half or part time employees.	4/10/2017 3:15 PM
23	The option to pay for one child instead of paying more for family regardless of size.	4/10/2017 1:56 PM
24	some coverage for out of network medical providers	4/10/2017 1:31 PM
25	LWOP	4/10/2017 12:06 PM
26	Dental benefits for part-time	4/10/2017 11:48 AM
27	paid maternity/paternity leave! 8 weeks paid maternity (minimum) and 3 weeks paid paternity (minimum) for full-time employees; wellness program that translates to reduced healthcare costs (e.g. dollars for getting annual physical, dentist, vision, gym membership, etc.)	4/10/2017 11:17 AM
28	vision	4/9/2017 3:57 PM
29	Sick Leave	4/9/2017 1:37 PM
30	Retirement, vision - currently the library provides the bare minimum required by law.	4/9/2017 9:26 AM
31	Health insurance	4/8/2017 3:19 PM
32	Sick Leave and some medical.	4/8/2017 3:08 PM
33	na	4/8/2017 2:49 PM
34	Anything	4/8/2017 1:52 PM
35	sick leave	4/8/2017 1:47 PM
36	I'm fairly happy with our benefits.	4/8/2017 12:33 PM

37	Everything "I" would need is there - I just can't afford to use it. I paid what I thought was my WHOLE deductible for everything last year when I paid for a dental issue. Turned out my MEDICAL policy is a separate DEDUCTABLE!	4/8/2017 11:57 AM
38	I would like to see a free gym membership to a local gym, even if that gym was small and very basic.	4/8/2017 10:27 AM
39	I think we have very good benefits.	4/8/2017 9:17 AM
40	AVL	4/7/2017 4:48 PM
41	I would say an actual Dental plan instead of this 3rd party what ever it is we have now. I have called around to several dentists lately and they all want to know who the insurance provider is. When I tell them who I have they al say we don't accept that insurance and, you'll have to pay up front or make payment plans. Or I have to get them to send a cost of benefits to the insurance 3rd party and they have to negotiate to see if they can even do anything for me or my family.	4/7/2017 3:52 PM
42	healthcare for part time workers.	4/7/2017 3:50 PM
43	Paid maternity leave. Also it would be nice to see some sort of similar leave for parents that are adopting.	4/7/2017 3:42 PM
44	Costs for gym memberships (Beyond what is currently provided, (i.e. X amount of dollars monthly for membership at any gym.).	4/7/2017 3:29 PM
45	N/A	4/7/2017 3:12 PM
46	Nothing	4/7/2017 2:56 PM
47	I do not receive benefits at all as a PT employee, and I desperately need health insurance. I would LOVE to see that offered to me!	4/7/2017 2:46 PM
48	Dr appointment off and not out of your sick leave.	4/7/2017 2:00 PM
49	N/A	4/7/2017 1:42 PM
50	Sick leave	4/7/2017 12:52 PM
51	Medical, Prescription, & Dental	4/7/2017 12:44 PM
52	as a half-time employee, I do not qualify for health care. however, if possible it would be nice to have an option for dental and eye care.	4/7/2017 12:38 PM
53	Dependents vision included with the VSP plan without the extra charges.	4/7/2017 12:30 PM
54	Premiums for family Medical, Dental and prescriptions would have a step increase according to the number of people in the family instead of one blanket amount.	4/7/2017 12:18 PM
55	I have benefits I need.	4/7/2017 11:56 AM
56	The most important are medical, prescription, vision and dental. Mental Health benefits are important too.	4/7/2017 11:22 AM
57	Medical	4/7/2017 10:56 AM
58	Pay employees for their earned sick leave when they retire. They've earned it.	4/7/2017 10:37 AM
59	N/A	4/7/2017 10:31 AM
60	Paid leave for both fathers and mothers, optional program for putting money aside for schooling that would be matched to a certain amount by the library, paid study time, start earning more AVL sooner than your sixth year.	4/7/2017 10:27 AM
61	Maternity leave	4/7/2017 10:25 AM
62	More maternity leave	4/7/2017 10:18 AM
63	I would like the option to opt-out of the retirement account, or switch to an account that allows employees to access their own contributions to the account in times of need.	4/7/2017 10:05 AM
64	A choice of benefits packages. For example, State of Oklahoma employees get a choice of benefits packages/insurance providers to choose from that fit employees budgets. Also Better vision insurance instead of a discount program.	4/7/2017 9:48 AM
65	personal days off (maybe 5 a year)- in addition to vacation leave. The personal days could be used with short notice, but not be taken in advance like leave can be. Since we are open 7 days a week and only close on Holidays, we do not get as much time off as some other businesses/professions, so adding some personal days in the mix might help offset that.	4/7/2017 9:42 AM
66	Vision, Life/AD&D and Retirement	4/7/2017 9:29 AM
67	medical, dental	4/7/2017 9:24 AM
68	Often times dental is not included, so having that as a part of a package would be beneficial.	4/7/2017 9:11 AM
69	Maternity leave! Sick leave donation!	4/7/2017 8:52 AM
70	employer paid gym membership , reimbursement for trade school or paid a couple of hour to attend classes during work week	4/7/2017 8:33 AM
71	basic health insurance	4/6/2017 8:43 PM
72	all - I don't get any benefits other than wellness works and EAP. All employees should earn some type of leave - at least a few hours for inclement weather. I had to walk to work in high heel boots (the only ones I had with traction) and fell down twice during the last storm because I didn't have any leave.	4/6/2017 7:55 PM
73	Vision and Sick leave	4/6/2017 7:49 PM

74	Currently as a half-time employee, no medical/dental benefits are available. It would be an added perk if there were plans tailored to half time workers were available (certain hospitals offer their part time employees benefits).	4/6/2017 6:46 PM
75	sick leave	4/6/2017 6:23 PM
76	Annual Leave and Sick Leave and Holiday Leave	4/6/2017 6:22 PM
77	UNICORN HUGS	4/6/2017 6:11 PM
78	medical dental and vision	4/6/2017 6:03 PM
79	Full prorated benefits package for part time employees	4/6/2017 6:03 PM
80	All of them.	4/6/2017 5:59 PM
81	Option for weight loss surgery	4/6/2017 5:55 PM
82	Maternity Leave	4/6/2017 5:32 PM
83	leave, retirement, dental, sick leave	4/6/2017 5:29 PM
84	Literally anything. I just want to go to the doctor without going into hundreds of dollars of debt.	4/6/2017 5:21 PM
85	No benefits are available to me. I would like any health coverage, deductibles, dental coverage, emergency room visits, that are possible for a half time person.	4/6/2017 5:12 PM
86	health coverage for part time	4/6/2017 5:07 PM
87	Some leave, even unpaid for an extended time. There is sick leave or disability, but sometimes there are personal and family circumstances that require leave for an extended time without job penalty.	4/6/2017 4:57 PM
88	Maybe being able to give some sick leave days to someone that is has a long-term medical crisis.	4/6/2017 4:48 PM
89	I do not qualify for health coverage through the MLS system.	4/6/2017 4:29 PM
90	Lesser co pays, cheaper prescriptions (especially mail ordered) better mental health benefits	4/6/2017 4:24 PM
91	Increase employees who receive benefits	4/6/2017 4:13 PM
92	All of them!	4/6/2017 4:12 PM
93	tuition assistance and tuition reimbursement	4/6/2017 3:27 PM
94	All of them. I am a Part-time Library Aide.	4/6/2017 3:17 PM
95	Paid parental leave. Not maternity leave, but parental. If you need, do it like California does, by withholding a certain amount each check to fund this. We would also like our three hours of monthly doctor leave back again. We would also like insurance extended to all employees, not just full time ones. There is no way for half-time aides to afford coverage on the Marketplace, and no Medicaid expansion in this state, and so we need to provide this vital coverage to all of our employees.	4/6/2017 3:05 PM
96	Part time employees should be able to earn medical, prescription, vision, and dental insurance.	4/6/2017 2:39 PM
97	retirement	4/6/2017 2:28 PM
98	I think it is very important to offer paid maternity leave WITHOUT an increase in cost or reduction in benefits. Women should not be penalized for having babies.	4/6/2017 2:27 PM
99	Paid maternity leave	4/6/2017 2:05 PM
100	N/A	4/6/2017 1:35 PM
101	Weigh Loss surgery	4/6/2017 1:21 PM
102	PTO rather than designated sick or vacation	4/6/2017 1:20 PM
103	paid maternity leave, paid family leave (this would be very helpful for adoptive families) infertility benefits even covering testing and prescription drugs would be beneficial to a wide range of families	4/6/2017 1:17 PM
104	I just started full time and will not be eligible for some benefits until May 01. When I was an Aide I really wanted paid holidays and time off.	4/6/2017 1:15 PM
105	Paid maternity leave.	4/6/2017 1:13 PM
106	Silver Sneakers or YMCA membership	4/6/2017 1:01 PM
107	Maternity/Paternity Leave, Shared Leave system where those who don't need all of their leave can donate to others in the system with FMLA events.	4/6/2017 12:42 PM
108	Sick Leave	4/6/2017 12:41 PM
109	Gym memberships, increased leave	4/6/2017 12:40 PM
110	work with local benefits to provide discounts on holistic health, acupuncture and massage therapy.	4/6/2017 12:33 PM
111	Paid Parental Leave, leave sharing	4/6/2017 12:31 PM
112	Father maternity leave	4/6/2017 12:29 PM
113	flexible scheduling, leave sharing	4/6/2017 12:29 PM
114	n/a	4/6/2017 12:25 PM

115	I'm p/t and receive nothing more than annual leave. I'm eligible Medicare, so receiving anything from the MLS would be a HUGE surprise.	4/6/2017 12:14 PM
116	Paid maternity/paternity leave	4/6/2017 12:14 PM
117	Orthodontics for adults (currently only under 18 are covered)	4/6/2017 12:11 PM
118	n/a	4/6/2017 12:10 PM
119	I can't think of anything, thank you.	4/6/2017 12:06 PM
120	I would prefer a traditional pension, or at least a combination of that and 401k style.	4/6/2017 12:02 PM
121	Medical and dental	4/6/2017 11:57 AM
122	sick leave	4/6/2017 11:54 AM
123	Vison coverage for less-than full time employees.	4/6/2017 11:53 AM
124	N/A	4/6/2017 11:52 AM
125	More flexible scheduling or opportunities to work from home	4/6/2017 11:41 AM
126	Work from home or off-site	4/6/2017 11:40 AM
127	n/a	4/6/2017 11:39 AM
128	I would like to see a sick leave bank.	4/6/2017 11:35 AM
129	Maternity and paternity leave.	4/6/2017 11:32 AM
130	Counseling service and health insurance	4/6/2017 11:32 AM
131	Gym Membership	4/6/2017 11:31 AM
132	I can't think of anything.	4/6/2017 11:30 AM
133	Paid leave	4/6/2017 11:29 AM
134	doctor/dental leave	4/6/2017 11:29 AM
135	None	4/6/2017 11:28 AM
136	Cover bariatric surgery. A large majority of associated costs to weight can be averted saving the MLS plan money. It's not only investment in our staff but it's an investment in saving money down the line for plan subscribers. Pet insurance group options. I do not expect the library to pay for pet insurance but we may be able to get group savings if we subscribe to the same plan.	4/6/2017 11:27 AM
137	none	4/6/2017 11:26 AM
138	Better AVL structure for employees. Currently, an employee is only eligible for increased rates of AVL after completing every 5th year of service. It would be nice to see this increase happen for every 3 years of service.	4/6/2017 11:25 AM
139	Full-time work, Be able to be promoted, Tuition assistance	4/6/2017 11:21 AM
140	The ability to donate sick leave for others who need it.	4/6/2017 11:21 AM
141	SICK LEAVE! I currently earn only AVL and end up using it for sick leave. I am a single mother who can't afford to take off work without leave. Since I end up using all my vacation leave for sick days I end up not getting to use that time to spend with my daughter.	4/6/2017 11:14 AM
142	None, all are offered	4/6/2017 11:12 AM
143	Sabbatical leave for reasons other than education	4/6/2017 11:12 AM
144	N/A	4/6/2017 11:08 AM
145	Any Benefits would be great.	4/6/2017 11:04 AM
146	Paid gym memberships, paid maternity leave, and more medical/dental/prescription benefits for part-time employees.	4/6/2017 11:03 AM
147	Free/discounted Health Club Memberships monthly payments	4/6/2017 11:02 AM
148	Index fund choice available from the Mass Mutual Retirement plan. This would cut down on fees charged. Plus historically do better than managed funds.	4/6/2017 11:02 AM
149	Paid leave Annual vacation leave	4/6/2017 10:59 AM
150	N/A	4/6/2017 10:58 AM
151	paid maternity leave for mothers and fathers.	4/6/2017 10:58 AM
152	Option for weight loss surgery	4/6/2017 10:57 AM
153	Wellness benefits that include a gym membership. Preventative care such as exercise should be highly valued.	4/6/2017 10:54 AM
154	I would like to have a culture that welcomed us to take unpaid leave for reasons that are less than FMLA but still important. Maybe I just need to use more of my sick leave but I'm just tired.	4/6/2017 10:54 AM
155	Additional benefit for those with maxed out sick leave. They are not costing the library as much per year and should be rewarded.	4/6/2017 10:53 AM

156	I would like to see dental at least pay on the "crown" portion of an implant similar to the payment on a crown, i.e., 50%. While I would like to see payment on the implant, that's probably not realistic but it would be helpful if they'd cover the "tooth" portion as if it were a crown.	4/6/2017 10:52 AM
157	Paid parental leave. Flexible scheduling. I also think it would be great if we could get reduced monthly rates at health clubs. When I had BCBS, there was a long list of fitness places that would give a discount if I showed my benefits card. Also, I think something similar to the "Keep It Local" card but for Metro employees would be great. If someone could be tasked with contacting various business across the Metro yearly to gain participation, that would be amazing and cost nothing other than staff time. For example, I heard that the Golden Chick across the street from NW offers 10 percent off to library employees.	4/6/2017 10:51 AM
158	Ability to continue to purchase group insurance after retirement at a reduced rate (higher than employee rate, but less than full market) Method of sharing leave with employees in health crisis who have run out of leave	4/6/2017 10:50 AM
159	The co-pays for specialists and testing need to come down as the MyDecision only works part of the time. With salaries low it becomes an extreme burden to get appropriate, timely care.	4/6/2017 10:49 AM
160	Better payment on hospitals and emergency care close to where I live and with my doctors that I have had for years. Maybe a PPO	4/6/2017 10:49 AM
161	I'd like a higher amount (more than \$5000) offered for the voluntary dependent life insurance.	4/6/2017 10:49 AM
162	I'd love to see the return of sabbaticals or more professional leave added so we can improve our skills! While I love the idea of Wellness Works, I find it too complicated and time consuming in the data entry part to participate.	4/6/2017 10:49 AM
163	Medical, Dental, Vision, Retirement.	4/6/2017 10:48 AM
164	I'd like my vision insurance to cover the scratch resistant coating on my glasses. They'll last longer and cost less in the long run. I currently have to pay \$80 out of pocket for this. I'd also like to see some assistance to laser eye surgery. I stare at a screen all day long. My sight is vital to my position and I don't have good vision.	4/6/2017 10:47 AM
165	More discounts available for gym memberships, flex time, if that could fit into our work flows.	4/6/2017 10:41 AM
166	Bariatric surgery. Most of the costs of healthcare is from obesity related illnesses such as diabetes, heart disease, sleep apnea, etc. Offering a reduced cost of weight loss surgery could reduce the amount we spend on other things that are results of obesity.	4/6/2017 10:41 AM
167	More comprehensive mental health services.	4/6/2017 10:40 AM
168	Family coverage extended to non-married domestic partners.	4/6/2017 10:38 AM
169	Maternity Leave or different sick leave accruals which could be used in place of maternity leave	4/6/2017 10:38 AM
170	Paid maternity, choice of insurance plans	4/6/2017 10:36 AM
171	Maternity Leave	4/6/2017 10:36 AM
172	Medical/dental/vision/prescription	4/6/2017 10:32 AM

Q18 How might your current benefits be improved?

Answered: 172 Skipped: 212

#	Responses	Date
1	It would be nice to be eligible for benefits	4/20/2017 12:00 PM
2	more rapid accrual of sick leave	4/19/2017 4:39 PM
3	lower premium	4/19/2017 3:50 PM
4	Reinstate the cost of living raise. It was part of the reason I accepted my position at the library rather than going with another employer	4/19/2017 2:29 PM
5	it is almost good	4/19/2017 2:09 PM
6	lower cost for benefits	4/19/2017 2:06 PM
7	If possible it would be nice to have a reduced copay or coinsurance for seeing an physician's assistant vs the physician themselves (especially with specialists) and a reduction in the copay with specialist office visits. I have to see several specialists and simply going in to have a chat, a follow up, or a mandatory visit for medication refills is pretty expensive.	4/19/2017 12:38 PM
8	Update	4/19/2017 9:18 AM
9	Instead of having Sick Leave, AVL and Floating Holidays, why not just may it all "Paid Time Off"? It's more flexible for employees. It's our time, why does it matter whether we're sick or not? We should be able to take it whenever we want.	4/18/2017 10:50 AM
10	bonus days off for not using sick days - employees just come to work sick	4/17/2017 1:36 PM
11	I'd like to know what use the Employee assistance program is receiving. If the cost is not worth the benefit, perhaps this could be provided as an add-on for those who desire to have it. Also, the Wellness Works program could be dropped all together. It would be much more useful to have a defined set of monies available to each employee to be used on wellness programs they deem helpful. For instance, one employee might be struggling with weight loss and a personal trainer might be useful for them whereas another might simply want reimbursement to a gym. Make it more personal as wellness is definitely not a one size fits all topic.	4/17/2017 12:20 PM
12	FSA reimbursements were delayed.	4/14/2017 12:39 PM
13	It would be nice to actually be able to take AVL that we earned, or without being grilled with questions like "are you sure you can be away from the office for a day? Your department is so swamped." -which is why we NEED to take a day off every now and then.	4/13/2017 10:31 AM
14	Full coverage of psychiatric care	4/12/2017 12:46 PM
15	Better mail order for prescriptions. The current company is difficult to work with.	4/12/2017 9:05 AM
16	retirement for part-timers	4/11/2017 7:48 PM
17	Cheaper premiums and lower copays are always nice but I understand that there are limits.	4/11/2017 2:46 PM
18	Dental coverage should include implants.	4/11/2017 9:22 AM
19	By their existence :)	4/11/2017 9:13 AM
20	Getting insurance	4/10/2017 8:12 PM
21	More free visits for EAP especially with numerous organizational changes. Was 6 is now 5. Possibly 8?	4/10/2017 5:40 PM
22	n/a	4/10/2017 3:19 PM
23	To receive benefits for half or part time employees.	4/10/2017 3:15 PM
24	Make some allowance for Employee +1 (spouse or child) rather than lump in with large family groups who play the same amount.	4/10/2017 1:31 PM
25	Better record keeping at doctors' offices	4/10/2017 1:22 PM
26	LWOP so that I can vacation	4/10/2017 12:06 PM
27	I don't have any. So, any benefits.	4/10/2017 11:48 AM
28	Combined AVL & sick at 4-6 weeks per year with no roll over, but complete access at start of year (we have a lot of employee abuse/misuse of sick leave) for full-time employees, pro-rated for part-time	4/10/2017 11:17 AM
29	Do away with the wellness program and pay the amount to lower premiums. Increase paid vacations time. PTO instead of sick leave and vacation and floating days. Negotiate discounts for phone, cable and other services. Provide library staff with ability to buy books, etc., through library vendors at reduced cost.	4/9/2017 10:23 PM
30	Lower the cost for individual insurance since the cost has decreased for the library. Include all benefits to benefit earning employees.	4/9/2017 9:26 AM
31	Payment equal to 1/2 of insurance premiums would be nice.	4/8/2017 3:19 PM

32	I do not receive benefits other than AVL because I am part time.	4/8/2017 3:08 PM
33	More thorough explanation of benefits	4/8/2017 2:49 PM
34	Some sort of insurance	4/8/2017 1:52 PM
35	I do wish that copays were lower. There are times where the cost of the copay is enough that I'm not willing to go to the doctor. I'd also like it if we could go to a PTO system and create a "leave bank" for those that need it.	4/8/2017 12:33 PM
36	Although wellness works is a great benefit to us, the points system makes it near impossible to receive rewards. I worked hard last year to try and make as many points as possible and fell a few points short of the first goal. Due to what happened last year, I decided not to participate at all this year.	4/8/2017 10:27 AM
37	I think Metro has a very competitive benefits package. Personally, I'd like to get a chunk of AVL at once, but I'm not dissatisfied with having to accrue AVL. I'd enjoy seeing the deductible go down, without seeing a rise in monthly premiums, but if that's not realistically feasible, I'd prefer the deductible to stay low/decrease.	4/8/2017 8:38 AM
38	Better communication about the benefits available.	4/7/2017 5:00 PM
39	pay more of dental crowns/ pay more of glasses	4/7/2017 4:24 PM
40	It would be nice if when you call the customer service number you can get ahold of someone after 5PM or on the weekends. If your trying to get your life saving medication and something gets hinked up as far as the insurance, your pretty much out of luck. You either have to pay full price, or go check into the hospital to get your medication so you don't die. So yes 24 hour customer service would be nice I'd say.	4/7/2017 3:52 PM
41	n/a	4/7/2017 3:50 PM
42	Make them cheaper, and offer maternity leave. Also allow people to share sick leave. An employee here had surgery a couple of years ago and I would have gladly offered them some of my 6 weeks of leave so that they didn't have to not get paid for the last four weeks before returning to work.	4/7/2017 3:42 PM
43	More free sessions for Employment Assistance Program (previously 6, now dropped to 5 paid sessions annually. Need 6 or more).	4/7/2017 3:29 PM
44	More vacation earned earlier in my tenure with the organization.	4/7/2017 3:12 PM
45	Dental coverage needs to include implants & crowns on implants. These are no longer "experimental".	4/7/2017 2:56 PM
46	I'd like to get them!	4/7/2017 2:46 PM
47	I do not like the way the flex is being done. I never know what comes out auto or I have to request it. Lost money because I did not know.	4/7/2017 2:00 PM
48	N/A	4/7/2017 1:42 PM
49	More flexible leave	4/7/2017 12:52 PM
50	Make them available to all employees.	4/7/2017 12:44 PM
51	if I could get eye care, and/or dental	4/7/2017 12:38 PM
52	Lower monthly premiums.	4/7/2017 12:30 PM
53	Would be nice to donate sick leave to other employees.	4/7/2017 12:18 PM
54	I would like reduced deductible.	4/7/2017 11:56 AM
55	Extended dental care beyond cleaning, fillings and crowns. Dental implant.	4/7/2017 11:28 AM
56	Less FMLA leave for employees. It currently effects the efficient work flow of a location/department when one or more employees use FMLA leave on a weekly basis.	4/7/2017 11:22 AM
57	UNBUNDLE MEDICAL AND DENTAL	4/7/2017 11:17 AM
58	Tell people the most important things. Like: Claims will not be paid by the library insurance if they are not filed in 6 months.	4/7/2017 10:37 AM
59	100% coverage for all types of mammograms. Right now only basic mammograms are 100%. All other mammograms such as diagnostic are 50%.	4/7/2017 10:32 AM
60	N/A	4/7/2017 10:31 AM
61	Once deductible is met you don't have to pay co-pays any more. The \$25 dollars a doctors visit is draining my bank account. Or have a reduced co-pay doctor visits for Kids.	4/7/2017 10:18 AM
62	Having to choose between a year's supply of contacts or getting a new pair of glasses when needed is a burden. I would like to see a vision plan where both are covered each year.	4/7/2017 10:05 AM
63	The Health Smart or Smart Health website is useless. Every provider listed that I have called does not take the plan or the phone number is out of service.	4/7/2017 9:48 AM
64	Finding a physician Being able to access our provider for advice on how to choose a physician and for what services are needed.	4/7/2017 9:29 AM
65	Lower prices all around. Plans for healthy young adults.	4/7/2017 8:52 AM
66	opened to receiving more benefits	4/7/2017 8:33 AM
67	My Decision program needs easier access to get set up and have follow-up visits covered	4/7/2017 8:13 AM

68	Benefits were never explained to me when I started. I assumed I at least earned pt benefits because I had half time hours.	4/6/2017 7:55 PM
69	I would be able to heal when sick instead of feeling like I have to be at work suffering from illness.	4/6/2017 7:49 PM
70	Offer health benefits to part time or half time employees	4/6/2017 6:23 PM
71	Leave should be based upon hours you work period. Not that you are required to work a minimum of 20 hours per week. Should be based upon your annual hours worked.	4/6/2017 6:22 PM
72	PROVIDE CUPCAKES	4/6/2017 6:11 PM
73	to be offered some form of benefits.	4/6/2017 6:03 PM
74	Maternity Leave shouldn't have to rely on saving up every ounce of leave and hoping you won't get fired. I also dislike that full time employees can use FMLA with their Maternity leave while half-timers just have to deal with what they're given. I also think New Dads should have a chance at Paternity Leave. It's important to the baby and the mom's sanity to have him there.	4/6/2017 5:59 PM
75	I would be offered coverage or some assistance even though I am half-time	4/6/2017 5:32 PM
76	by providing part-time employees benefits sooner and with less restrictions	4/6/2017 5:29 PM
77	I don't receive any benefits whatsoever. Literally anything could improve them.	4/6/2017 5:21 PM
78	Anything at all would an improvement, as I am not covered at all.	4/6/2017 5:12 PM
79	It would be nice to get some payment for unused sick time. That would also be an incentive for people to not use too much (although I don't think there's a lot of that).	4/6/2017 4:57 PM
80	I do not qualify for health coverage through the MLS system	4/6/2017 4:29 PM
81	Lesser co pays, cheaper prescriptions (especially mail ordered) better mental health benefits	4/6/2017 4:24 PM
82	Increase leave	4/6/2017 4:13 PM
83	By actually having them.	4/6/2017 4:12 PM
84	by being entitled to benefits	4/6/2017 4:11 PM
85	lower premiums for unused services	4/6/2017 3:27 PM
86	Rolling over the balance of unused flex money.	4/6/2017 3:18 PM
87	To have some.	4/6/2017 3:17 PM
88	clearer information on what is covered	4/6/2017 3:07 PM
89	More paid time off.	4/6/2017 3:05 PM
90	Part-time employees should be able to earn sick leave.	4/6/2017 2:39 PM
91	Give me more.	4/6/2017 2:28 PM
92	I'm pretty happy with my current benefits, with the exception of maternity leave.	4/6/2017 2:27 PM
93	More competitive AVL accruals for those who have been employed for less than 10 years with the system	4/6/2017 2:05 PM
94	More of what we already have.	4/6/2017 1:57 PM
95	I would like to see "sick" time changed to "personal time" as it is with many plans. Then we would not have to use AVL to attend an aunt/uncle funeral out of state.	4/6/2017 1:48 PM
96	More vacation time!	4/6/2017 1:35 PM
97	1. Make earning the 'bonus' vacation days a little more attainable. Ever since our doctor/dental leave was taken away and have been forced to use Sick for every doctor appointment, I have not been close to earning a bonus day, when I did occasionally flirt with the bonus before. 2. I don't know if I'd use it, but it would be nice to have the option to donate sick leave to a coworker in a tough situation.	4/6/2017 1:24 PM
98	ability to donate sick leave to other staff members	4/6/2017 1:20 PM
99	Medical coverage claims payments should be much quicker to providers.	4/6/2017 1:17 PM
100	No sure yer	4/6/2017 1:15 PM
101	More frequent information sessions about benefits.	4/6/2017 1:13 PM
102	I would like a paid parental leave option for all staff who need it even though it doesn't affect me.	4/6/2017 1:09 PM
103	I wish paid time off in general, and sick time in particular, accrued at a slightly higher rate.	4/6/2017 1:08 PM
104	I am thankful for the benefits we have at MLS.	4/6/2017 1:01 PM
105	I would rather pay more monthly and have less out of pocket for doctor visits and procedures. This would be less stressful in the long run.	4/6/2017 12:50 PM
106	I continue to have incidents where the Asthma clinic charges me for the full price of the Pulmonary Function Tests needed for the visit. I believe better coverage for tests done at your doctors visit should be included.	4/6/2017 12:42 PM
107	I would Like to see anything to do with a well-woman exam 100% covered like a ultrasound to see the ovaries and uterus.	4/6/2017 12:41 PM
108	Lower cost of premiums	4/6/2017 12:38 PM

109	Better communication between Insurance company and employees. I've tried to email the Flex people about an issue and I have not heard back from them at all.	4/6/2017 12:33 PM
110	Better coverage for dental, physical therapy and mental health (counseling, therapy)	4/6/2017 12:33 PM
111	Without paid parental leave, it is very hard to build up a leave balance again. It all becomes connected.	4/6/2017 12:31 PM
112	Lower premiums, and more than 12 days of AVL.	4/6/2017 12:29 PM
113	lump sum of leave rather than split into categories	4/6/2017 12:29 PM
114	Better prescription drug coverage. Cheaper copays for specialists.	4/6/2017 12:28 PM
115	n/a	4/6/2017 12:25 PM
116	n/a	4/6/2017 12:10 PM
117	Not applicable to me but I've noted others commenting that they are upset about health insurance either being single or family and not being able to add just spouse without paying the family rate. More assistance with health club (YMCA) membership might be nice.	4/6/2017 12:06 PM
118	I think we have a good amount of AVL, but more would be nice. Maybe the years we don't receive COLA/market adjustment, an extra floating holiday might soften the blow.	4/6/2017 12:02 PM
119	By obtaining benefits	4/6/2017 11:57 AM
120	offered more hours	4/6/2017 11:54 AM
121	Certainty that less-than full time employees won't lose their health insurance should the current incarnation of ACA be overturned due to a change of who the president is or political party.	4/6/2017 11:53 AM
122	N/A	4/6/2017 11:52 AM
123	I would like to earn leave equal to my work hours. If I work a 5 hour day I want 5 hours pay for holiday, floating holiday, not 4 which is what I get now and have to use leave to make up the leftover hour. Also, I only earn leave and holiday pay, no medical, insurance, etc. at all.	4/6/2017 11:51 AM
124	lower deductibles	4/6/2017 11:45 AM
125	Move sick and AVL into one pot to increase overall leave available	4/6/2017 11:41 AM
126	Decreased costs	4/6/2017 11:40 AM
127	More leave	4/6/2017 11:39 AM
128	I would like an HMO option.	4/6/2017 11:35 AM
129	I currently do not understand my benefits very well. There is so much information packed into the one hour meeting with HUM when we are first hired. I wish there was some more regular training and communication about the benefits we have.	4/6/2017 11:32 AM
130	Offering insurance to part time employees or understanding in order to have the affordable care act you have to stay within a certain health amount to get the tax credit!	4/6/2017 11:32 AM
131	Lower premiums, more covered doctors, and lower deductibles.	4/6/2017 11:31 AM
132	I feel like everyone always wants to pay less for more, but from the limited amount I know about insurance I feel like we get a good deal for what we have. Paying less in premiums sounds like a good deal, but not if deductibles and copays have to go up as a result. It's a risky proposition, and I feel like the balance is good as it stands. The only thing I can think that may improve it would be to have more customization options that could end up saving money by allowing people to drop certain pieces that don't apply to them.	4/6/2017 11:30 AM
133	Wellness Works could use a complete overhaul (FAQs, making sure things work properly, better explanations)	4/6/2017 11:29 AM
134	keep family costs down	4/6/2017 11:29 AM
135	Lower monthly cost of family coverage	4/6/2017 11:28 AM
136	Is there a way to open a marketplace where we can add additional coverage or reduce coverage of certain items?	4/6/2017 11:27 AM
137	My Dental Plan was lacking. It has a \$1500 maximum per year. Dental costs are much higher than that.	4/6/2017 11:26 AM
138	Broader coverage of prescription medications. I am surprised by how many prescriptions I've had filled that have not been covered - but they have not been any unusual medications.	4/6/2017 11:23 AM
139	Too many ideas to express.	4/6/2017 11:21 AM
140	I think the current benefits are pretty good.	4/6/2017 11:21 AM
141	I don't agree with the fact that we can't overdraw our leave as half time employees like full time employees can. Yes, there should be a limit to how much we can use but its unfair to allow it for some but not for all.	4/6/2017 11:14 AM
142	Better maternity leave	4/6/2017 11:12 AM
143	Leave bank rather than separate sick time & AVL	4/6/2017 11:12 AM
144	Unkwown ?	4/6/2017 11:08 AM
145	PTO! It's both easier to manage and use. It seems like a no brainer. I have appreciated it everywhere I've worked. It's easier on managers because employees will take more scheduled leave (AVL) and less unscheduled leave (sick).	4/6/2017 11:06 AM
146	Having them.	4/6/2017 11:04 AM

147	I am in the original retirement plan. once I reached 32 years with the system, money stopped going into my retirement account. I was not notified of this. I happened to notice it much later and called to see why there were no more deductions.	4/6/2017 11:03 AM
148	Scholarship amounts should be increased (especially since tuition increases every year by 5% on average) and made more widely available to more staff. Notification of scholarship amounts and acceptance should be done BEFORE the beginning of every semester instead of in the middle of the semester. Taking student loans is a big risk, and the application process does not allow students to plan out their finances. I would like to see a medical/dental/prescription plan for married couples only. The family plan is far too expensive for just two people with no dependents.	4/6/2017 11:03 AM
149	The Medical Benefits company could do a better job at accepting and making payments to health care providers. Currently they score an F!	4/6/2017 11:02 AM
150	Better mail order prescription company. Welldyne RX is the WORST!! Have a choice for Medical for employee and one dependent. Why should we have to pay the same as employees with multiple dependents?	4/6/2017 11:02 AM
151	Close the library on ALL federal holidays. There are times when my kids are out of school, but I still have to work.	4/6/2017 11:02 AM
152	Medical and Dental could be less .	4/6/2017 10:58 AM
153	More dental coverage	4/6/2017 10:58 AM
154	More AVL	4/6/2017 10:55 AM
155	The cost of employee insurance could be reduced. The regulations on leave and the hesitancy to give it should be reduced.	4/6/2017 10:54 AM
156	I've had a hard time keep up with the changes this year. I need reminders on how to log onto everything from retirement, wellness works, the medical savings.	4/6/2017 10:54 AM
157	For the most part, I think our benefits are pretty good.	4/6/2017 10:52 AM
158	I don't feel like we get enough paid sick leave. I think a PTO system would be interesting to explore. Also, staff should be able to donate leave to employees in need, such as if on an FMLA plan. I also think that all part time employees should be eligible for at least some leave.	4/6/2017 10:51 AM
159	Open enrollment every year for insurance with no denial for pre-existing conditions. Easier communication with providers.	4/6/2017 10:50 AM
160	Do away with MyDecision and bring down co-pays and increase benefits so the patient and primary care can control the medical.	4/6/2017 10:49 AM
161	Flex card that pays instantly. Instead of having to come up with the money and wait for reimbursement when I've already had it taken out of my check.	4/6/2017 10:49 AM
162	Nationwide is not very responsive. Is there another company we could use?	4/6/2017 10:49 AM
163	I'd love to pay a little less each month!	4/6/2017 10:49 AM
164	If I had more benefits.	4/6/2017 10:48 AM
165	Aside from the above, I like that it costs so little to cover my entire family. I'm getting married in a month and I'll be having kids soon and it's vital to me that this doesn't change. I'd rather work here and have paid more monthly as a single woman and less for a family than work at Pioneer and experience the reverse. While I'd love more leave available to me, I don't want to see it broken into specific kinds of leave, such as mental health, or doctor appointments. I'd rather just have leave and sick leave, but I would like the opportunity to transfer some of my AVL to sick leave.	4/6/2017 10:47 AM
166	Health insurance with a higher than 80% coverage rate.	4/6/2017 10:41 AM
167	Having a different category of leave that is for scheduled routine Dr appointments. Older staff members are penalized by not being able to get bonus vacation days because we have regularly scheduled appointments with specialists for things that require routine checkups after you reach certain ages. Not many places book appointments past 4pm, so we have to use sick leave regularly for these routine appointments and end up losing out on the bonus AVL	4/6/2017 10:41 AM
168	Paid time off to replace sick, AVL, and floating holiday.	4/6/2017 10:40 AM
169	I think it is unfair that the Family premiums are the same rate whether you are paying for 1 dependent or 10. Sure, it is a benefit to those with spouses and many children, but a single parent with 1 dependent is paying the same amount.	4/6/2017 10:38 AM
170	by being better educated on what's available to me. I used MyDecision for an MRI and subsequent procedure and was surprised that my coworkers did not know about the program. I only knew of it because I had recently become full time and had been educated about my benefits.	4/6/2017 10:38 AM
171	a few more AVL days or you start earning more earlier than your 6th year of employment.	4/6/2017 10:38 AM
172	The benefits I currently have are pretty good, but insurance is very important to me	4/6/2017 10:32 AM

Q19 Comments/Suggestions:

Answered: 112 Skipped: 272

#	Responses	Date
1	All part time (20 hours+) employees should be eligible for leave and some sort of benefit package	4/20/2017 12:00 PM
2	thanks for offer this sorbey	4/19/2017 3:50 PM
3	n/a	4/19/2017 2:09 PM
4	As a part time employee It would be nice to have the option of job sharing a full time position with benefits and having prorated benefits available in exchange for the increased responsibility of job sharing versus straight part time	4/19/2017 1:07 PM
5	Benefits offered to half-time leaving earning employess	4/19/2017 9:18 AM
6	I appreciate Human Resources and their efforts of providing quality care at a reasonable cost.	4/18/2017 5:00 PM
7	Overall, I think the library does a great job at providing benefits and keeping the cost low to employees. I would however like to see Doctor / Dental return as this severely impacts the sick leave provided, especially for those with children. I feel that was removed because of a few people abusing the benefit. Instead of punishing everyone, just deal with the abuse.	4/17/2017 12:20 PM
8	Some type of help in paying for emergency room visits in the hospital. Went to the ER last summer after being told by urgent care. Was admitted in the hospital by ER doctor. Had surgery the next morning. Ended up paying for ER visit about 700.00.	4/12/2017 4:04 PM
9	I would like it if I could get insurance for a dependent that is not a child or a spouse.	4/11/2017 3:30 PM
10	I think that it would be nice to be able to donate sick leave to other employees when it is requested. For example if an employee is diagnosed with cancer and they run out of all paid leave then they could put in a request to HR and HR could make a post about there being a desire for donated sick leave and an employee could donate their time to HR then HR could dole out the sick leave to the person who requested it. I have seen this work at many other work places and it works very well.	4/11/2017 2:46 PM
11	Dental coverage should include implants.	4/11/2017 9:22 AM
12	Please consider offering some sort of benefits to part time employees. Since the position of Access Specialist I is not offered as a full time position, there is no recourse to us other than to apply for other jobs within the system which are full time, in spite of the fact that we may actually enjoy our current duties.	4/11/2017 9:13 AM
13	I would like to be able to take off work to travel.	4/10/2017 12:06 PM
14	Non-paid Sundays should not continue to exist. They are very rough on part-time employees with other jobs. Though there is an idea that supervisors are very accommodating for this that is most assuredly not always the case. Even salaried individual complain about this often. It isn't cheaper for the library so I don't understand how it is best to disgruntle the employees while it costs the same almost.	4/9/2017 9:26 AM
15	More mental and emotional health care. NON COMPANY. FREE. More time to use it.	4/8/2017 3:49 PM
16	Health insurance benefits would be nice for us half/timers.	4/8/2017 3:19 PM
17	I think that even part time employees should be able to get more than just AVL, like sick leave and some medical insurance coverage, especially if they plan on staying in the library system for a while.	4/8/2017 3:08 PM
18	I am a Library Aide	4/8/2017 1:47 PM
19	I would like to know more about our benefits than I do now. I feel like a lot of what I know comes as word of mouth from other coworkers. For example, I never knew about the MyDecision plan until a coworker started using it. I also think it would benefit staff to meet their HUM staff. It would be nice if there was annual meetings at each location where we could review our benefits and ask questions.	4/8/2017 12:33 PM
20	I love our benefits system! It is incredibly useful. Keep up the good work.	4/8/2017 10:27 AM
21	Metro's benefits package is very competitive and I'd hate to see the family medical package go up in cost. Family medical coverage is usually very expensive at other work places and even more so privately. I very much appreciate Metro's relatively low family medical insurance rates and I'd hate to see them go up. Thank you!	4/8/2017 8:38 AM
22	more of a push needs to be made to educate young - middle age people to save more for retirement/ love our 10% match	4/7/2017 4:24 PM
23	n/a	4/7/2017 3:50 PM
24	In a workplace that is three fourths female it seems pretty obvious that we will at some time or another encounter the need for maternity leave. It only makes sense that we should offer paid maternity leave so that we can attract the best candidates and not scare away the ones that are considering having children. Also a similar benefit should be available for families that are adopting.	4/7/2017 3:42 PM
25	Would appreciate increased benefits for early retirement.	4/7/2017 3:29 PM
26	I am very pleased overall with the benefits offered by Metropolitan.	4/7/2017 3:12 PM
27	most of the questions do not apply to me as a part time, and not insured through the Library System.	4/7/2017 2:10 PM

28	If you are going to due Wellness- make is so all staff can due it and not have to have special items to do a challenge or unable to do ones because of health reason. So there is no reason to do any of them.	4/7/2017 2:00 PM
29	Let's treat part-time library aides as if they were actually part of the library system, and not poor relatives who deserve next to nothing! Just sayin'...	4/7/2017 12:52 PM
30	I have been an employee for 13 years. Why can't I earn some benefits?	4/7/2017 12:44 PM
31	as a half-time, I would appreciate eye care or dental as an option, and wouldn't mind very much paying for them	4/7/2017 12:38 PM
32	It would be nice if we have a medical coverage that is 100 percent paid by employer with a deductible charge to be paid by the employee.	4/7/2017 12:30 PM
33	I appreciate that the library system offers the benefit package.	4/7/2017 12:18 PM
34	More training, more reminders might be nice.	4/7/2017 11:22 AM
35	You should not have to sacrifice a benefit to get paid maternity leave it should be standard and its wrong to suggest	4/7/2017 10:53 AM
36	Offer affordable healthcare for retirees and perhaps more people will retire early	4/7/2017 10:37 AM
37	None	4/7/2017 10:31 AM
38	We have great benefits here!	4/7/2017 10:29 AM
39	I said no on #14 because I didn't know what benefits would be cut in exchange for maternity. That was much too vague of a question for me. However, I think it's important in any field, but especially in a field that has such a high proportion of woman employees, that some form of maternity leave is offered.	4/7/2017 10:25 AM
40	I know that the information is on the intranet, but it would be nice to get an electronic copy of all of the information that we get in the benefits package. We could save this information to our home computers and be able to access it without having to find the physical papers or without having to be at work using the intranet.	4/7/2017 9:42 AM
41	Some of these questions are difficult to answer. I will pay what I need to for benefits for myself and my family, as it is extremely important to me and having insurance though MLS would almost always be less than paying individually. So what would I be "willing" to pay or accept as changes to plan? I would pay and accept what was required. I trust that decisions regarding this are done with care and due diligence. For the record, our benefits are amazing and very much less than other employers offer for family coverage and I am supremely grateful for them.	4/7/2017 9:39 AM
42	Overall pleased and grateful for my benefits-would like to have vision included in my basic package. Really feel we should have increased maternity/paternity benefits due to the overall age and demographics of our staff.	4/7/2017 9:29 AM
43	some trade school classes are only offered in the daytime so its hard to get the training you need to further you career in maintenance	4/7/2017 8:33 AM
44	Make managers be up to be speed on benefits. Every time I ask a question - I get "I don't know. Call HR."	4/6/2017 7:55 PM
45	I am happy with the benefits currently available to me, scholarships, leave, and retirement plan.	4/6/2017 6:46 PM
46	MLS should pay all employees for Holiday Leave. If the library is closed then all employees should receive Leave whether they are part-time or full-time or whether they have longevity of one month or twenty years.	4/6/2017 6:22 PM
47	PLEASE STOP MAKING US DO SURVEYS	4/6/2017 6:11 PM
48	As a half-time employee, I love my sick and AVL. However, I really hate not being able to have medical, dental, or vision. When my husband is deployed, at least we get medical. When he comes back, it's a struggle to pay regular bills let alone \$350/month in medical insurance for 2 adults without kids. It would be nice to be able to support myself and receive some sort of insurance benefit (even if I have to pay a little more than full time).	4/6/2017 5:59 PM
49	I love our EAP program. The big stuff is more important ultimately, but I really value it.	4/6/2017 5:55 PM
50	provide stable part-time employees (after 1-yr maybe) with benefits and be more flexible in the hours necessary to receive them	4/6/2017 5:29 PM
51	Lesser co pays, cheaper prescriptions (especially mail ordered) better mental health benefits	4/6/2017 4:24 PM
52	I was told by employees who used the flexible spending accounts for child care, that it was difficult plan because they were reimbursement based. If the plan worked differently I would want to use it. I would very much appreciate being able to use that benefit, but I don't have the monthly cash flow in my personal budget to have the money withdrawn, pay for child care, then wait to be reimbursed, and possibly not have a payment come through in time to cover my other expenses.	4/6/2017 4:20 PM
53	there's not part where I could say not applicable to me as for the most part, they do not pertain to me.	4/6/2017 4:11 PM
54	offer benefits to part time employees	4/6/2017 3:27 PM
55	Perhaps a separate survey for the employees not receiving benefits?	4/6/2017 3:17 PM
56	Thank you for asking us how we feel about our benefits! For the most part, our benefit package is generous and we are VERY pleased with the no-cost health care options if we use specified providers. Please continue the good work for us and we will bind ourselves forever in loyalty to you. Thanks for caring for us!	4/6/2017 3:05 PM
57	I currently work with several part-time employees who are over the age of 50+. Several of them have chronic health conditions that they are unable to treat because of no insurance. One individual receives food stamps because he/she has been unable to find a full time position either inside or outside the library. Yet, our executive director makes a six figure salary and gets several thousand dollars for car expenses. Ridiculous.	4/6/2017 2:39 PM
58	I have no frame of reference for what family medical/dental/prescription benefits cost, so I wish there were a N/A option for that one. I really just picked something at random.	4/6/2017 2:27 PM

59	Could membership in Cleveland County YMCA be included in the Wellness package as Y's in OKC are?	4/6/2017 2:14 PM
60	Yay!	4/6/2017 1:57 PM
61	Thanks for thinking all these benefits through! It's a big job & I appreciate having them & all the work that goes into providing them.	4/6/2017 1:20 PM
62	It would be beneficial if new employees did not have a long waiting period before coverage begins	4/6/2017 1:17 PM
63	Since I am a part-time employee that does NOT receive any benefits and I am over 65 and single almost ALL of this survey was N/A	4/6/2017 1:11 PM
64	What our insurance says they pay for and what I understood it to be vs. how it works and what it really is is quite different. I don't like all the 'deals' - they are quite cumbersome and limited (lab, MRI)... Something consistent and straightforward would help. Getting information is also hard.	4/6/2017 1:09 PM
65	Thank you.	4/6/2017 1:01 PM
66	There needs to be a specific co-pay for an Urgent Care Clinic.	4/6/2017 12:41 PM
67	The bonus leave requirements could be less strict. When we Dr/Dental leave, it was pretty easy to earn the bonus leave. As of now, if you do annual exams (vision, dental, medical) and then sick an additional 2 days, you are not eligible for the bonus leave.	4/6/2017 12:40 PM
68	more explanation. I didn't even know about the MyDecision stuff. It would be nice if HR would visit each location now and then and provide a refresher	4/6/2017 12:33 PM
69	I'm glad that it asks the ages at the front of this. We have a large portion of staff who are not in the age range to be thinking about paid parental leave, but I know it's something that many of my younger colleagues have talked about leaving our system because of. I'd also like to see leave expanded to all of our part time staff. It seems unfair that a 20 hour a week position might earn some leave at some locations and no leave at others.	4/6/2017 12:31 PM
70	I feel that maternity leaves for fathers is important as times are changing with LGBT rights and the stress of having a new born while balancing work. I know that other companies do offer this and it is becoming more of a normal benefit.	4/6/2017 12:29 PM
71	Questions didn't relate to my situation since I have great health insurance from my career job where I retired in 2006.	4/6/2017 12:25 PM
72	I know Tim once mentioned combining AVL and sick leave into PTO. I would be interested, provided we raise the carryover amount to 3 months (for those who hoard sick leave rather than take short term disability)	4/6/2017 12:14 PM
73	I scored "Wellness Works" low because it is not very useful to me at the moment. We used to have a website which was easier to navigate, and we used to get health/monetary rewards for goals which were easier to log and complete. I am disappointed in recent challenges/participation. The gift cards for points earned logging walking challenges, healthy eating, weight loss, well checks, etc. were real incentives. Since I've stopped participating I've noted a decline in my health. I also preferred the screenings we got before the current company, which only gives us a small panel of information. The former company blood screenings gave us many more values in our blood and was a great help to me and my doctor. I also get a flu shot every year. Please keep the flu shots!	4/6/2017 12:06 PM
74	offered a full time job	4/6/2017 11:54 AM
75	None	4/6/2017 11:52 AM
76	Don't make us answer questions such as number 11 when medical, vision, dental, etc. do not apply to us!!	4/6/2017 11:51 AM
77	n/a	4/6/2017 11:39 AM
78	That ranking was hard to do! Most of them were closer to a tie, though a few were very easy decisions.	4/6/2017 11:35 AM
79	Promote more staff to full time and offer training so they can become full time! So staff can pay into health care system	4/6/2017 11:32 AM
80	I feel like the system strikes a good balance between price/benefits, and I understand the multiple pieces at play trying to get the best plan that serves the most people even though people have very different situations. I don't know if it's possible, but the piece that impacts me I would like to see changed is a "per person" charge for family coverage, with a cap at a certain amount. As it stands, a person with several dependents makes out really well, whereas a person only covering a spouse fares not as great, and there's definitely a discrepancy there. If my coverage is "X" per month, it would be great if my spouse's could be "X" as well, rather than two times more. And maybe people with 10 kids pay more than they pay now (or maybe not), but the cost can still be capped at a certain level to keep it manageable. I am still grateful to have the insurance, don't get me wrong. That's the only thing I have thought that I would change.	4/6/2017 11:30 AM
81	Low premiums, low copays are needed- the lower the better. Very satisfied with current benefits, please don't change	4/6/2017 11:29 AM
82	More communication is needed in regards to what benefit options are available to staff and how to best take advantage of these benefits.	4/6/2017 11:29 AM
83	We have great benefits! I don't see much need in changing it much.	4/6/2017 11:28 AM
84	Thanks!	4/6/2017 11:27 AM
85	Please look at Dental Plan	4/6/2017 11:26 AM
86	It seems that some managers/librarians have their own way of regulating leave. I think employees understand that there may be a need for this due to library needs, but creating arbitrary leave rules such as ones that say you cannot take a day off during a particular week because you had this day off last year is unfair.	4/6/2017 11:25 AM
87	None	4/6/2017 11:21 AM

88	I think the survey had really big leaps in a couple of questions. I don't think clicking that means total acceptance. 12. The individual pays approximately 90 now in premiums. Would I go \$100 or \$105...sure. Do I want to go all the way to 199...no. 13.On family coverage, does the family coverage cost the same for a family of 2 or 3 as a family of 6? Just wondering. I also think the information is sometimes hard to find. A person asked me about EAP and I searched the Intranet and found where companies had changed in January.	4/6/2017 11:21 AM
89	I think that employees who perform well and work at least 30 hours a week should be re-categorized from half time to 3/4 time so we can receive the benefits we deserve. Especially those of us, like myself, who have a child(or children).	4/6/2017 11:14 AM
90	I'm single by choice, child-free, and in good health, so maybe you shouldn't listen to me :D	4/6/2017 11:12 AM
91	None	4/6/2017 11:08 AM
92	More AVL and switch to PTO	4/6/2017 11:06 AM
93	I understand part time workers do not generally receive benefits. I understand.	4/6/2017 11:04 AM
94	Communication about retirement benefits could be improved. I was not even aware of our voluntary 457 retirement plan until I took this survey. In addition, the person from Mass Mutual (I believe his name was Mark) that came to talk to me when I first started working here was condescending and made sexist remarks about talking to my boyfriend/husband/dad before making any financial decisions. I heard from other staff over the years who had the same experience. The Human Resources staff is extremely helpful when I have questions, and I want to make sure they get full credit for the work they do. They never make me feel stupid for questions I ask, and they always get me answers.	4/6/2017 11:03 AM
95	Medical billing is a constant back and fourth battle with this company. Previously I paid higher premiums at my spouses company. It was much higher monthly but seems worth it because there was no hassle with the billing. This past year has been completely stressful and we are considering going back to the other company just for peace of mind.	4/6/2017 11:02 AM
96	If/when you go to PTO, please let us keep our accrued sick leave. It is my short-term disability "insurance."	4/6/2017 11:02 AM
97	I've heard from multiple people that Mark from Mass Mutual tells women that if they have questions about their retirement, they should talk to their dad or husband. Sexist much?	4/6/2017 11:02 AM
98	It would be awesome to lose less a month on Medical and Dental , especially for the non salary staff.	4/6/2017 10:58 AM
99	If possible, more user-friendly charts and graphs to plainly show how benefits work would be great! Currently, a lot of research goes into every question I need answers to. Forms are tedious and we are all already busy people!	4/6/2017 10:58 AM
100	Re: #15 I am willing to accept higher copays in exchange for significant reduction in premiums, but if the deductible and copays outweigh the reduction in premium, then that doesn't help when you have an emergency.	4/6/2017 10:56 AM
101	A lot of our staff are young and don't need extensive benefits. I would like to see a cheaper option for those who don't want to pay high premiums because we have to have the same plan as those who need more. Keep in mind that those people who don't really use benefits are likely not going to respond to this survey.	4/6/2017 10:55 AM
102	I didn't know we had the option for sabbaticals?! -- I don't know how to answer on the maternity leave question. Is it really that really the only option... to choose between the two?	4/6/2017 10:54 AM
103	I wish there was more/better information about the My Decision as to what facilities/doctors are part of this. If all of a facility and its doctors are part of the plan, can't we just see that? I like to go in informed and this seems like it's some "secret, hidden" part of the plan.	4/6/2017 10:52 AM
104	I think HUM does a great job! I've noticed a steady decrease in customer service quality from the insurance and flexible benefits company. If they make a mistake, it is almost impossible to get them to fix it without spending months calling, emailing, and faxing. Their first line employees are usually completely incompetent and nothing gets done unless you manage to convince a supervisor to deal with it.	4/6/2017 10:51 AM
105	I kind of don't like the question about how much I'm willing to pay for insurance, since my bottom line is pretty much that I'll pay whatever I have to, because medical insurance is essential to my family. I also don't like trying to rank benefits, because a lot of my priorities are specific to my individual situation. I suspect that a lot of staff may say that they go to their supervisor with benefits questions-- that seems to be the case with people who report to me. I feel totally inadequate when this happens, because I really don't know enough to feel comfortable providing information that might impact someone's health decisions. I feel that the system is not communicating effectively about FMLA, what it is, what it does not do (mostly that it doesn't guarantee pay), why you should use it. Every time someone who reports to me is in an FMLA situation, I have to sit down and explain it multiple times. I've dealt with it enough that I'm comfortable doing so, but I'm not sure I should be the one doing it. In all fairness, MLS does a better job than a lot of organizations. I've known people in other organizations who literally have no idea that such a protection is available.	4/6/2017 10:50 AM
106	I don't like that we are supposed to go to doctors who are picked for us for surgery or emergency care. I don't believe someone else can tell me who is the best physician for me. And/or where to go for surgery. My health is important to me.	4/6/2017 10:49 AM
107	I hope if the system decides to go to paid time off they grandfather current employees in with their existing leave structure and amounts.	4/6/2017 10:49 AM
108	Honestly, I love the benefits offered by the system. It is the #1 reason I'm still here! And while I have to pay a higher amount then say, Pioneer, I'm still pleased with what I receive for that cost. If changes were made to reduce the benefits (in particular the health benefits) we receive, I will probably start looking for another job.	4/6/2017 10:49 AM
109	I don't want paid maternity leave. I speak as a woman expecting children in the next five years. I would rather save my AVL and sick leave than experience the spike in premiums and co-pays. This, however, is why I'd like to be able to transfer AVL to sick leave, since I can bank more sick leave than AVL.	4/6/2017 10:47 AM
110	For the most part, I am happy with the benefits offered by MLS.	4/6/2017 10:41 AM

111	If possible, increasing employee scholarships to cover the rising cost of schools.	4/6/2017 10:40 AM
112	no library closures without a paid holiday, like Easter.	4/6/2017 10:36 AM