

# Privacy Act Statement

In accordance with Public Law 93-579 (Privacy Act of 1974) the providing of personal information is completely voluntary. Collection of this information is authorized by Sections 1302, 3301 and 3304 of Title 5, US Code

- Your responses to this survey are voluntary and there is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative.
- The principal purpose in collecting this information is to study and report employee attitudes and perceptions about benefits that OPM will use to assess the performance of the benefit programs offered to Federal employees. Your response may be used to assist OPM in the formulation of policies regarding these programs.
- Only OPM staff and contractors who are involved in collecting or preparing the information for analysis will have access to completed surveys. The information you provide will be analyzed and reported for the whole federal workforce population and for certain subgroups.
- In any public release of survey results, no data will be disclosed that could be used to identify specific individuals, and your individual responses will be treated confidentially.

## Employee and Family Support Programs

Please tell us the extent to which each of the currently available benefits listed below is important in your decision to remain in the Federal Government.

Use the following scale to indicate the importance for each of the listed benefits:

- Very important
- Important
- Somewhat important
- Not at all important

1. Employee health benefits [i.e., medical and hospital coverage, excluding dental and vision]

[78.4 % ] Very important

[15.1 % ] Important

[ 4.3 % ] Somewhat important

[ 2.2 % ] Not at all important

2. Retirement annuity [the retirement payment received in retirement, excluding the Thrift Savings Plan]

[80.0 % ] Very important

[12.9 % ] Important

[ 5.7 % ] Somewhat important

[ 1.4 % ] Not at all important

3. Thrift Savings Plan [similar to a 401k plan in the private sector]

[68.8 % ] Very important

[19.4 % ] Important

[ 8.0 % ] Somewhat important

[ 3.9 % ] Not at all important

4. Retiree health benefits [continuing health benefits after your retirement]

[79.8 % ] Very important

[13.1 % ] Important

[ 4.7 % ] Somewhat important

[ 2.4 % ] Not at all important

5. Life insurance [financial protection for your beneficiaries]

[44.1 % ] Very important

[25.0 % ] Important

[21.9 % ] Somewhat important

[ 9.0 % ] Not at all important

6. Long term care insurance [payable if you can no longer perform everyday tasks (“activities of daily living”) by yourself because of age, chronic illness, injury, disability, etc.]
- [33.3 % ] Very important
  - [31.2 % ] Important
  - [22.9 % ] Somewhat important
  - [12.7 % ] Not at all important
7. Flexible Spending Account [FSAFeds or your agency’s FSA — allows employees to pay for eligible, out-of-pocket health care and dependent care costs with pre-tax earnings]
- [19.4 % ] Very important
  - [29.8 % ] Important
  - [27.8 % ] Somewhat important
  - [23.1 % ] Not at all important
8. Telework/telecommuting [employees work at home or in telecommuting centers]
- [22.9 % ] Very important
  - [22.4 % ] Important
  - [22.2 % ] Somewhat important
  - [32.4 % ] Not at all important
9. Child care subsidy [assistance with the costs of child care to those who qualify]
- [16.6 % ] Very important
  - [15.5 % ] Important
  - [17.2 % ] Somewhat important
  - [50.7 % ] Not at all important
10. Health and wellness programs [e.g., health fairs, fitness centers, flu shots, physicals and *HealthierFeds*, which is a web site designed to educate employees on staying healthy]
- [27.6 % ] Very important
  - [26.9 % ] Important
  - [24.7 % ] Somewhat important
  - [20.8 % ] Not at all important
11. If a dental benefit becomes available, how important would it be in your decision to remain in the Federal Government?
- [49.2 % ] Very important
  - [25.7 % ] Important
  - [15.1 % ] Somewhat important
  - [10.0 % ] Not at all important
12. If a vision benefit becomes available, how important would it be in your decision to remain in the Federal Government?
- [44.3 % ] Very important
  - [28.4 % ] Important
  - [17.6 % ] Somewhat important
  - [ 9.8 % ] Not at all important

13. Is access to child care important to your decision to remain in the Federal Government?  
 [11.1 % ] Yes  
 [22.2 % ] No  
 [66.7 % ] Does not apply

We are interested in knowing which of the currently available benefits you rank as the **top 5** in terms of their importance to you.

To do this, please insert the letter for the corresponding benefit listed in the right column of the table below, inserting the letter for the most important benefit in the first row, the letter for the second most important benefit in the second row, and so on until all five rows are completed. Please use each letter (benefit) only once.

- A – Employee health benefits
- B – Retirement annuity
- C – Thrift Savings Plan
- D – Retiree health benefits
- E – Life insurance
- F – Long term care insurance
- G – Flexible Spending Account
- H – Telework/telecommuting
- I – Child care subsidy
- J – Health and wellness programs

Enter the letter for the corresponding benefit in the column to the right ( <b>use each letter only once</b> )	
14. The most important benefit	A – 52.0 %, B – 30.1 %, C – 11.3 %, D – 3.3%, E – 1.2 %, F – 0.6%, G – 0.0%, H – 1.0%, I – 0.4%, J – 0.0%

15. The 2 <sup>nd</sup> most important benefit	A – 23.1%, B – 32.9%, C – 24.0%, D – 10.7%, E – 5.0%, F – 0.6%, G – 0.2%, H – 1.9%, I – 0.8%, J – 0.8%
16. The 3 <sup>rd</sup> most important benefit	A – 12.1%, B – 18.8%, C – 24.0%, D – 31.0%, E – 5.8%, F – 2.7%, G – 1.3%, H – 2.5%, I – 0.6%, J – 1.3%
17. The 4 <sup>th</sup> most important benefit	A – 5.0%, B – 7.5%, C – 20.5%, D – 30.1%, E – 19.5%, F – 6.3%, G – 2.9%, H – 2.7%, I – 1.5% J – 4.0%
18. The 5 <sup>th</sup> most important benefit	A – 2.5% , B – 2.1%, C – 7.9%, D – 12.1% , E – 28.0% , F – 17.4% , G – 7.4%, H – 9.8%, I – 1.9%, J – 10.8%

19. How important is it to you as a consumer to have a choice in selecting your health insurance?

- [81.6% ] Very important
- [14.6% ] Important
- [ 2.3% ] Somewhat important
- [ 1.5% ] Not important

20. How important is it for you to be able to choose among health care plans during an annual open enrollment period?

- [65.1% ] Very important
- [27.2% ] Important
- [ 5.6% ] Somewhat important
- [ 2.1% ] Not important

21. How important is it for you to be able to change your health care coverage outside an annual open enrollment period when events like getting married or childbirth occur?

- [48.7% ] Very important
- [27.2% ] Important
- [13.8% ] Somewhat important
- [10.3% ] Not important

22. How important is it for you to be able to set aside tax-free dollars to pay eligible expenses (for example, for dependent care and/or health care)?

- [27.2% ] Very important
- [31.8% ] Important
- [28.0% ] Somewhat important
- [13.0% ] Not important

23. How important is it for you to be able to choose among a range of health care plans to select coverage that meets your personal or family needs?

- [72.4% ] Very important
- [22.0% ] Important
- [ 4.2% ] Somewhat important
- [ 1.5% ] Not important

24. How important is it to you that the Federal Government offer health care benefits?

- [92.5% ] Very important
- [ 5.4% ] Important
- [ 0.8% ] Somewhat important
- [ 1.3% ] Not important

25. How important is it to you that the Federal Government offer life insurance?

- [46.4% ] Very important
- [25.7% ] Important
- [18.8% ] Somewhat important
- [ 9.0% ] Not important

We are interested in the extent to which each of the currently available benefits listed below meets your and your family's needs.

Please indicate the extent to which these needs are met using the following scale:

- To a great extent
- To a moderate extent
- To a slight extent
- Not at all adequate
- Do not know

If you are not familiar enough with the benefit to provide a rating, please indicate "Do not know."  
For items 29-31, an additional response option, "Not available in my agency" is provided.

26. Employee health benefits [i.e., medical and hospital coverage, excluding dental and vision]

- [59.7% ] To a great extent
- [28.2% ] To a moderate extent
- [ 5.7% ] To a slight extent
- [ 3.2% ] Not at all adequate
- [ 3.4% ] Do not know

27. Retirement annuity [the retirement payment received in retirement, excluding the Thrift Savings Plan]

- [37.2% ] To a great extent
- [24.8% ] To a moderate extent
- [12.2% ] To a slight extent
- [ 4.6% ] Not at all adequate
- [21.2% ] Do not know

28. Thrift Savings Plan [similar to a 401k plan in the private sector]

- [44.5% ] To a great extent
- [34.9% ] To a moderate extent
- [10.7% ] To a slight extent
- [ 1.9% ] Not at all adequate
- [ 8.0% ] Do not know

29. Retiree health benefits [continuing health benefits after your retirement]

- [41.6% ] To a great extent
- [18.9% ] To a moderate extent
- [ 9.9% ] To a slight extent
- [ 2.1% ] Not at all adequate
- [27.5% ] Do not know

30. Life insurance [financial protection for your beneficiaries]

- [31.7% ] To a great extent
- [30.9% ] To a moderate extent
- [18.1% ] To a slight extent
- [ 6.3% ] Not at all adequate
- [13.0% ] Do not know

31. Long term care insurance [payable if you can no longer perform everyday tasks (“activities of daily living”) by yourself because of age, chronic illness, injury, disability, etc.] meets these needs

- [18.1% ] To a great extent
- [21.8% ] To a moderate extent
- [16.0% ] To a slight extent
- [ 6.7% ] Not at all adequate
- [37.4% ] Do not know

32. Flexible Spending Account [FSAFeds or your agency’s FSA — allows employees to pay for eligible, out-of-pocket health care and dependent care costs with pre-tax earnings]

- [13.0% ] To a great extent
- [17.2% ] To a moderate extent
- [16.6% ] To a slight extent
- [ 2.1% ] Not at all adequate
- [ 5.5% ] Not available in my agency
- [45.6% ] Do not know

33. Telework/telecommuting [employees work at home or in telecommuting centers]

- [10.7% ] To a great extent
- [ 8.6% ] To a moderate extent
- [11.4% ] To a slight extent
- [ 7.2% ] Not at all adequate
- [35.4% ] Not available in my agency
- [26.7% ] Do not know

34. Child care subsidy [assistance with the costs of child care to those who qualify]

- [ 4.0% ] To a great extent
- [ 3.6% ] To a moderate extent
- [ 6.9% ] To a slight extent
- [ 4.0% ] Not at all adequate
- [17.9% ] Not available in my agency
- [63.7% ] Do not know



35. Health and wellness programs [such as health fairs, fitness centers, flu shots, physicals and *HealthierFeds*, which is a web site designed to educate employees on staying healthy]

- [20.0% ] To a great extent
- [26.1% ] To a moderate extent
- [22.3% ] To a slight extent
- [ 8.2% ] Not at all adequate
- [23.4% ] Do not know

Considering the amount you have to pay, we are interested in how you would rate the value of each of the currently available benefits listed below.

Please indicate whether the benefit has:

- Excellent value for the money;
- Good value for the money;
- Fair value for the money; or
- Poor value for the money.

or you

- Do not know

If you are not familiar enough with the benefit to provide a rating, please indicate “Do not know.”

36. Employee health benefits [i.e., medical and hospital coverage, excluding dental and vision]

- [24.7% ] Excellent value for the money
- [39.2% ] Good value for the money
- [23.8% ] Fair value for the money
- [ 8.2% ] Poor value for the money
- [ 4.0% ] Do not know

37. Retirement annuity [the retirement payment received in retirement, excluding the Thrift Savings Plan]

- [19.6% ] Excellent value for the money
- [28.1% ] Good value for the money
- [20.9% ] Fair value for the money
- [ 6.5% ] Poor value for the money
- [24.9% ] Do not know

38. Thrift Savings Plan [similar to a 401k plan in the private sector]

- [35.7% ] Excellent value for the money
- [36.9% ] Good value for the money
- [16.0% ] Fair value for the money
- [ 1.5% ] Poor value for the money
- [ 9.9% ] Do not know

39. Retiree health benefits [continuing health benefits after your retirement]

- [19.0% ] Excellent value for the money
- [19.8% ] Good value for the money
- [15.6% ] Fair value for the money
- [ 4.9% ] Poor value for the money
- [40.7% ] Do not know

40. Life insurance [financial protection for your beneficiaries]

- [15.4% ] Excellent value for the money
- [25.5% ] Good value for the money
- [31.9% ] Fair value for the money
- [12.7% ] Poor value for the money
- [14.6% ] Do not know

41. Long term care insurance [payable if you can no longer perform everyday tasks (“activities of daily living”) by yourself because of age, chronic illness, injury, disability, etc.]

- [ 5.3% ] Excellent value for the money
- [13.1% ] Good value for the money
- [17.5% ] Fair value for the money
- [ 7.0% ] Poor value for the money
- [57.2% ] Do not know

We are interested in your impression of how competitive each of the currently available benefits listed below is in comparison to benefits offered to other (non-Federal) employees whose work is similar to yours.

Please use the following scale to tell us whether each benefit is:

- Very competitive
- Moderately competitive
- Slightly competitive
- Not competitive
- Do not know

If the benefit is not available in your agency, mark “Not competitive”. If you are not familiar enough with the benefit to provide a rating, please indicate “Do not know.”

42. Employee health benefits [i.e., medical and hospital coverage, excluding dental and vision]

- [29.4% ] Very competitive
- [30.1% ] Moderately competitive
- [17.6% ] Slightly competitive
- [ 7.0% ] Not competitive
- [15.9% ] Do not know

43. Retirement annuity [the retirement payment received in retirement, excluding the Thrift Savings Plan]

- [19.7% ] Very competitive
- [27.0% ] Moderately competitive
- [14.9% ] Slightly competitive
- [ 6.6% ] Not competitive
- [31.8% ] Do not know

44. Thrift Savings Plan [similar to a 401k plan in the private sector]

- [31.4% ] Very competitive
- [32.1% ] Moderately competitive
- [12.5% ] Slightly competitive
- [ 2.3% ] Not competitive
- [21.7% ] Do not know

45. Retiree health benefits [continuing health benefits after your retirement]

- [19.3% ] Very competitive
- [23.1% ] Moderately competitive
- [11.9% ] Slightly competitive
- [ 4.2% ] Not competitive
- [41.4% ] Do not know

46. Life insurance [financial protection for your beneficiaries]

- [15.3% ] Very competitive
- [24.8% ] Moderately competitive
- [21.7% ] Slightly competitive
- [10.6% ] Not competitive
- [27.6% ] Do not know

47. Long term care insurance [payable if you can no longer perform everyday tasks (“activities of daily living”) by yourself because of age, chronic illness, injury, disability, etc.]

- [ 5.9% ] Very competitive
- [14.2% ] Moderately competitive
- [15.7% ] Slightly competitive
- [ 4.5% ] Not competitive
- [59.7% ] Do not know

48. Flexible Spending Account [FSAFeds or your agency’s FSA — allows employees to pay for eligible, out-of-pocket health care and dependent care costs with pre-tax earnings]

- [ 9.1% ] Very competitive
- [16.8% ] Moderately competitive
- [12.5% ] Slightly competitive
- [ 3.4% ] Not competitive
- [58.2% ] Do not know

49. Telework/telecommuting [employees work at home or in telecommuting centers]  
[ 5.1% ] Very competitive  
[11.0% ] Moderately competitive  
[ 9.8% ] Slightly competitive  
[19.7% ] Not competitive  
[54.4% ] Do not know

50. Child care subsidy [assistance with the costs of child care to those who qualify]  
[ 3.0% ] Very competitive  
[ 4.5% ] Moderately competitive  
[ 5.7% ] Slightly competitive  
[10.2% ] Not competitive  
[76.6% ] Do not know

51. Health and wellness programs [such as health fairs, fitness centers, flu shots, physicals and *HealthierFeds*, a web site designed to educate employees on staying healthy]  
[10.2% ] Very competitive  
[20.6% ] Moderately competitive  
[18.0% ] Slightly competitive  
[10.2% ] Not competitive  
[41.0% ] Do not know

This section asks you about your employment history as well as demographic information. The information you provide will help us describe the group of Federal employees completing the survey. It is important that you answer each question. Your answers will help us analyze the information you provided elsewhere in the survey more effectively.

**Remember, the Office of Personnel Management will keep your responses confidential.**

Please tell us a little about yourself to help us evaluate our Federal benefits programs.

52. How long have you been a Federal employee?  
[ 0.0% ] Less than 3 years  
[ 100% ] 3 years or more

53. What is your pay category/grade?  
[ 7.3% ] *Federal Wage System (e.g., WB, WD, WG, WL, WM, WS, WY)*  
[ 7.8% ] *GS 1-6*  
[49.4% ] *GS 7-12*  
[28.6% ] *GS 13-15*  
[ 0.2% ] *Senior Executive Service*  
[ 0.4% ] *Senior Level (SL) or Scientific or Professional (ST)*  
[ 2.4% ] *Other*

54. What is your age?

- 0.8% ] 18-24
- 6.5% ] 25-34
- 23.1% ] 35-44
- 41.0% ] 45-54
- 22.4% ] 55-64
- 2.2% ] 65 or older

55. Are you?

- 54.7% ] Male
- 41.4% ] Female

56. Which retirement program are you covered by?

- 58.2% ] FERS (Federal Employees Retirement System)
- 36.5% ] CSRS (Civil Service Retirement System, including CSRS Offset)
- 1.4% ] Do not know

57. How likely is it that you will continue your tenure with the Federal Government until you are eligible to retire?

- 78.0% ] Very likely
- 13.7% ] Somewhat likely
- 3.5% ] Not at all likely
- 1.0% ] Do not know

58. When do you plan to retire from the Federal Government?

- 14.1% ] Less than 3 years
- 14.1% ] In 3-5 years
- 63.3% ] More than 5 years
- 4.7% ] I do not plan to retire from the Federal Government

59. What is the age of your children? (Check all that apply)

- 1.4% ] Less than 1 year
- 3.7% ] 1-2 years
- 3.3% ] 3-4 years
- 18.0% ] 5-12 years
- 22.0% ] 13-18 years
- 16.5% ] 19-22 years
- 36.5% ] 23 years or older
- 25.1% ] Not Applicable

60. Do you have other health benefits coverage [i.e., medical and hospital coverage, excluding dental and vision]? (Check all that apply)

- 9.8% ] Yes, through my spouse's employment
- 0.4% ] Yes, covered as a retiree from non-Federal employment
- 12.7% ] Yes, other
- 74.3% ] No