



Results of the 2006 Federal Benefits Survey

Working for America

United States Office of Personnel Management





2006 Federal Benefits Survey Today's Briefing

The Federal Benefits Survey

- Highlights
- Survey Background
- Survey Results



2006 Federal Benefits Survey Highlights

- Results of the 2006 Federal Benefits Survey were higher than the 2004 survey results
- Ratings increased on average:
 - by 3% on importance
 - by 4% on meeting employee/family needs
 - by 5% on value
 - by 7% on competitiveness
- Thrift Savings Plan, retirement annuity, retirement health benefits, and employee health benefits consistently receive high ratings in all of these dimensions
- Benefits programs used less widely (e.g., child care subsidies, telework) are not rated as highly

Results reflect only valid responses (i.e., excludes responses of “do not know” or “not available in my agency”)



2006 Federal Benefits Survey Purpose

To measure employee attitudes about Federal benefits with regard to:

- Importance
- Adequacy
- Value
- Competitiveness

To assess these aspects for recruiting new employees and retaining current employees

Results reflect only valid responses (i.e., excludes responses of “do not know” or “not available in my agency”)



2006 Federal Benefits Survey Administration

- Five-week administration period ending September 5, 2006
- 100% Web-based administration with periodic reminders
- 2,000 Federal employees in the sample
 - 1,004 New employees (employed less than 3 years)
 - 996 Current employees (employed 3+ years)
- Survey response rate - 850 total respondents (43%)
 - 380 New employees
 - 470 Current employees
- Overall margin of error: +/- 3% (95% confidence interval)
 - New employees +/- 5%
 - Current employees +/- 5%

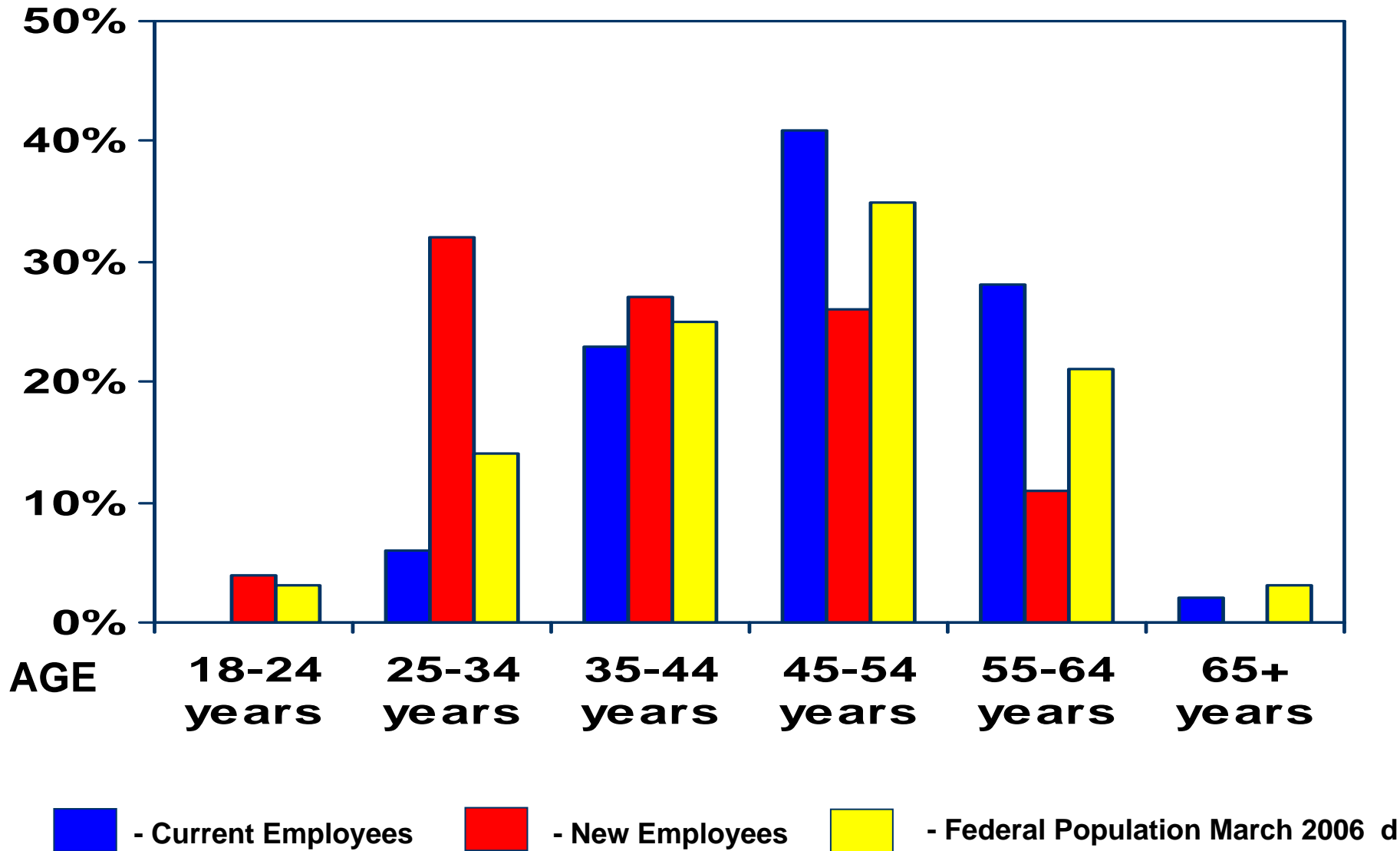


2006 Federal Benefits Survey Content

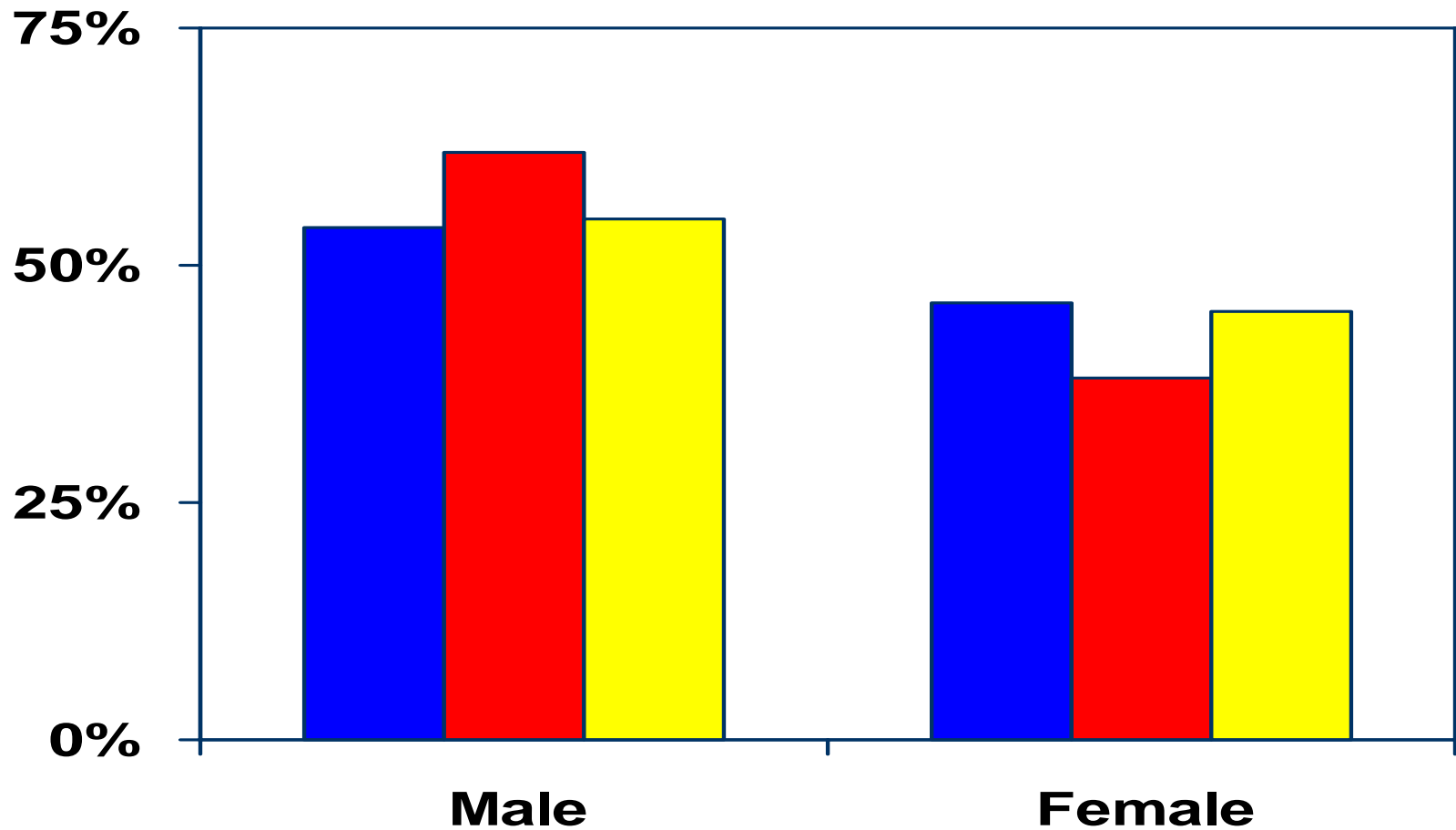
The Federal Benefits Survey focuses on 10 benefits programs:

1. Employee health benefits
2. Retirement annuity
3. Thrift Savings Plan
4. Retiree health benefits
5. Life insurance
6. Long term care insurance
7. Flexible Spending Accounts
8. Telework
9. Child care subsidy
10. Health and wellness programs

2006 Survey Demographics - Age



2006 Survey Demographics - Gender



 - Current Employees  - New Employees  - Federal Population March 2006



United States of America

Survey Results



2006 Federal Benefits Survey Importance

	Very Important	Important	Somewhat Important	Not at all Important
1. Employee Health Benefits	75%	16%	5%	4%
2. Retirement Annuity	76%	17%	5%	2%
3. Thrift Savings Plan	74%	19%	5%	2%
4. Retiree Health Benefits	75%	15%	6%	4%
5. Life Insurance	44%	27%	18%	11%

Percentages above are based on all responses

2006 Federal Benefits Survey Importance

	Very Important	Important	Somewhat Important	Not at all Important
6. Long Term Care Insurance	33%	30%	25%	12%
7. Flexible Spending Account	21%	28%	27%	24%
8. Telework/ Telecommuting	24%	22%	23%	31%
9. Child Care Subsidy	18%	17%	15%	50%
10. Health and Wellness Programs	29%	27%	26%	18%

Percentages above are based on all responses



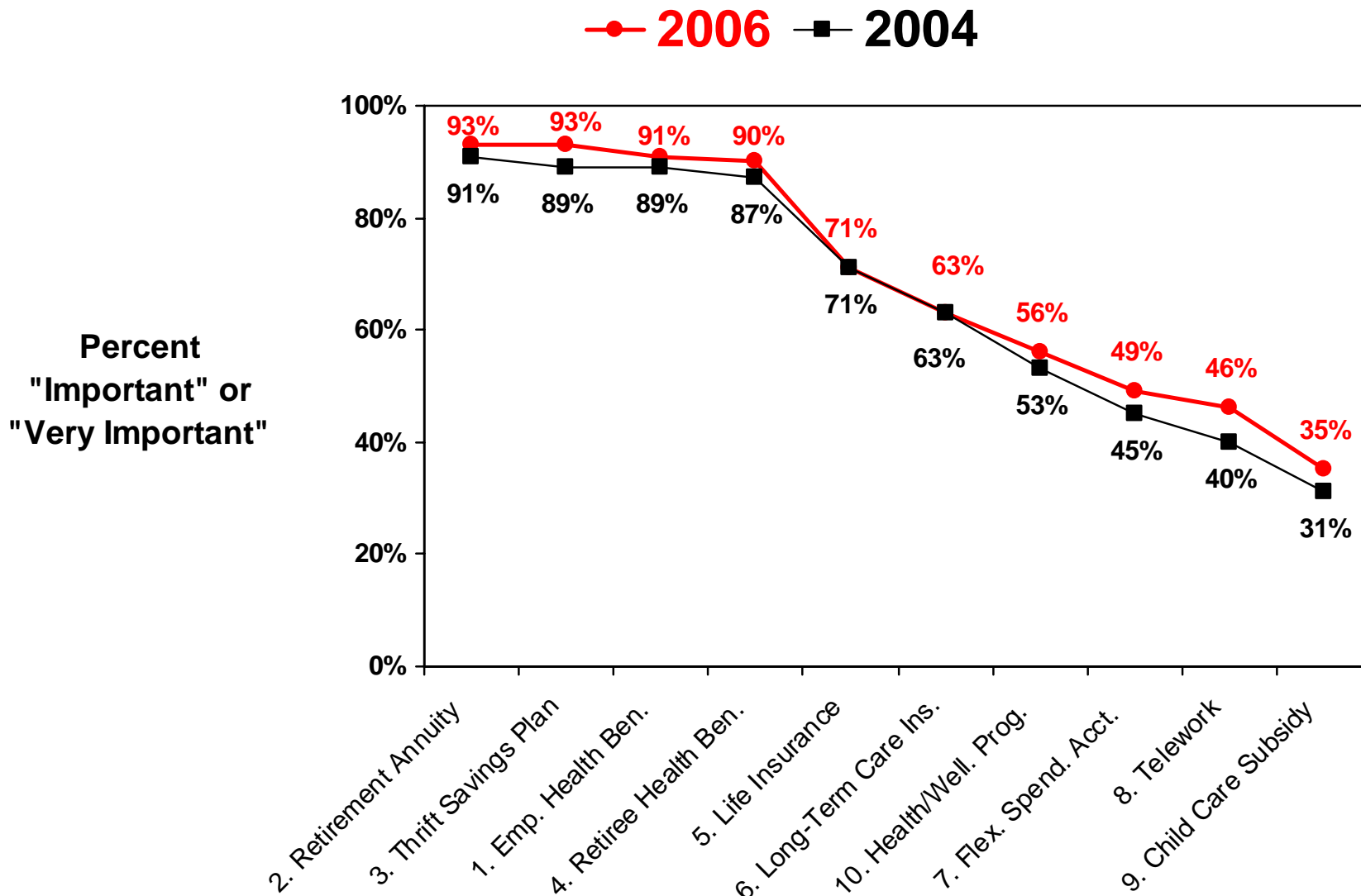
2006 Federal Benefits Survey Results Importance

- Average increase of 3 percentage points in employee perception of importance of benefits since 2004
3% new employees, 2% current employees
- Retirement annuity, Thrift Savings Plan, employee health and retiree health benefits all rated 90% or higher on importance ratings
- Telework, had the greatest increase over 2004 (46%; up 6%)

Results reflect only valid responses (i.e., excludes responses of “do not know” or “not available in my agency”)

2006 Federal Benefits Survey Results

Importance: 2006 and 2004



Percentages are based on all responses

2006 Federal Benefits Survey Responses

Adequacy (meets employee/family needs)

	Great Extent	Moderate Extent	Slight Extent	Not at all Adequate	Do not Know
21. Employee Health Benefits	50%	35%	7%	2%	6%
22. Retirement Annuity	36%	32%	10%	4%	18%
23. Thrift Savings Plan	56%	31%	6%	1%	6%
24. Retiree Health Benefits	42%	21%	8%	4%	25%
25. Life Insurance	31%	35%	19%	4%	11%

Percentages above are based on all responses

2006 Federal Benefits Survey Responses

Adequacy (meets employee/family needs)

	Great Extent	Moderate Extent	Slight Extent	Not at all Adequate	Do not Know	Not Available in my agency
26. Long Term Care Insurance	20%	24%	16%	5%	35%	N/A
27. Flexible Spending Account	19%	22%	16%	4%	37%	2%
28. Telework/ Telecommuting	15%	12%	12%	9%	28%	24%
29. Child Care Subsidy	7%	6%	7%	6%	61%	13%
30. Health and Wellness Programs	21%	27%	22%	9%	21%	N/A

Percentages above are based on all responses



2006 Federal Benefits Survey Results

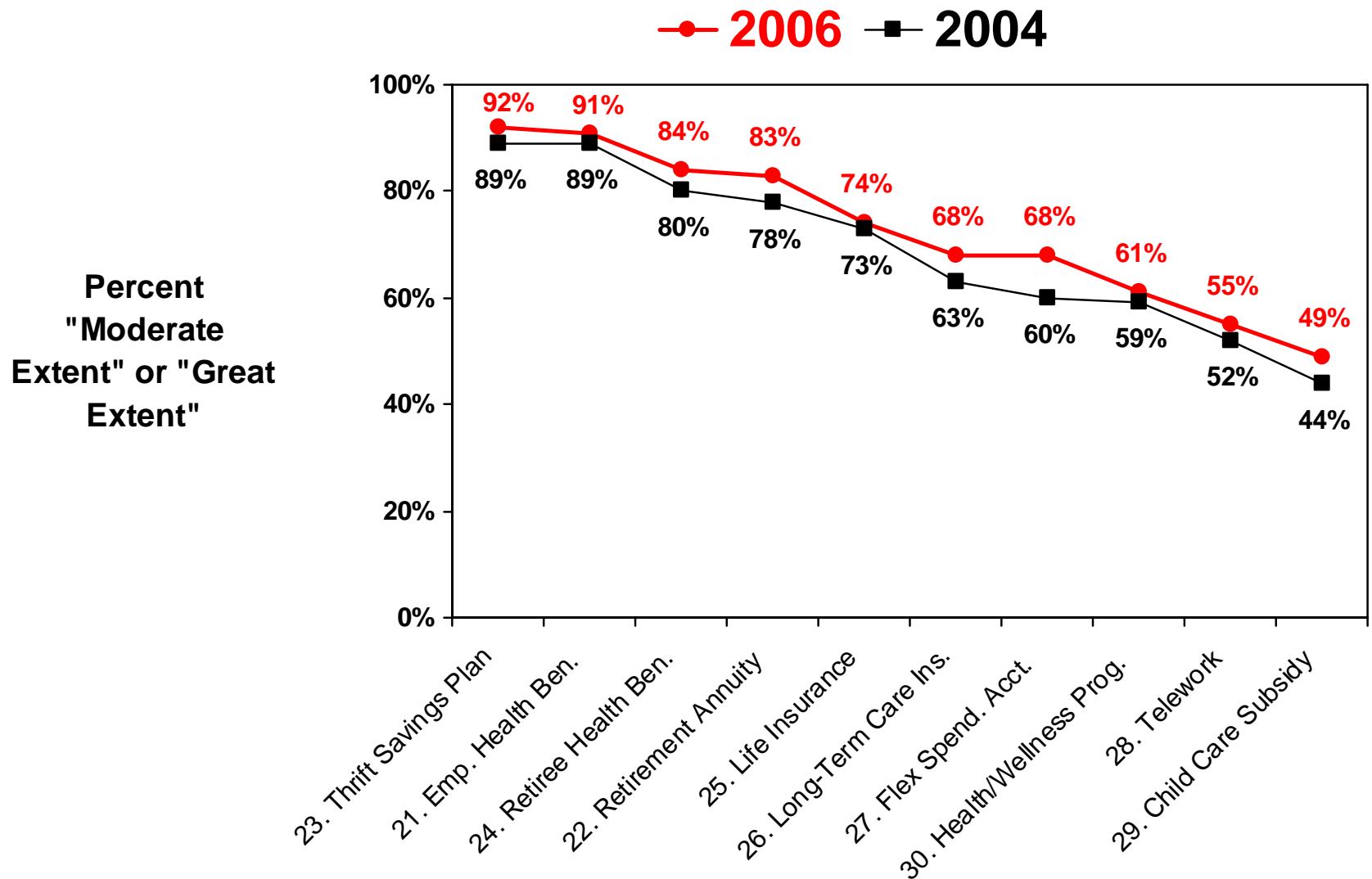
Adequacy: 2006 and 2004

- Average 4% increase in adequacy since 2004
3% new employees, 5% current employees
- Thrift Savings Plan and employee health benefits rated highest on adequacy of meeting employee/family needs
- Retiree health benefits, retirement annuity, and long term care insurance were highly rated in 2004 and showed notable increases in 2006
- Flexible Spending Account showed largest increase from 2004 (68%; up 8%)

Percentages are based on valid responses only (i.e., excludes “do not know” and “not available in my agency”)

2006 Federal Benefits Survey Results

Adequacy: 2006 and 2004



Percentages are based on valid responses only (i.e., excludes "do not know" and "not available in my agency") d

2006 Federal Benefits Survey Responses

Value for the Money

	Excellent Value	Good Value	Fair Value	Poor Value	Do not Know
31. Employee Health Benefits	22%	39%	26%	5%	8%
32. Retirement Annuity	19%	30%	20%	7%	24%
33. Thrift Savings Plan	38%	39%	15%	1%	7%
34. Retiree Health Benefits	20%	22%	14%	4%	40%
35. Life Insurance	15%	30%	26%	9%	20%
36. Long Term Care Insurance	7%	17%	13%	6%	57%

Percentages above are based on all responses



2006 Federal Benefits Survey Results

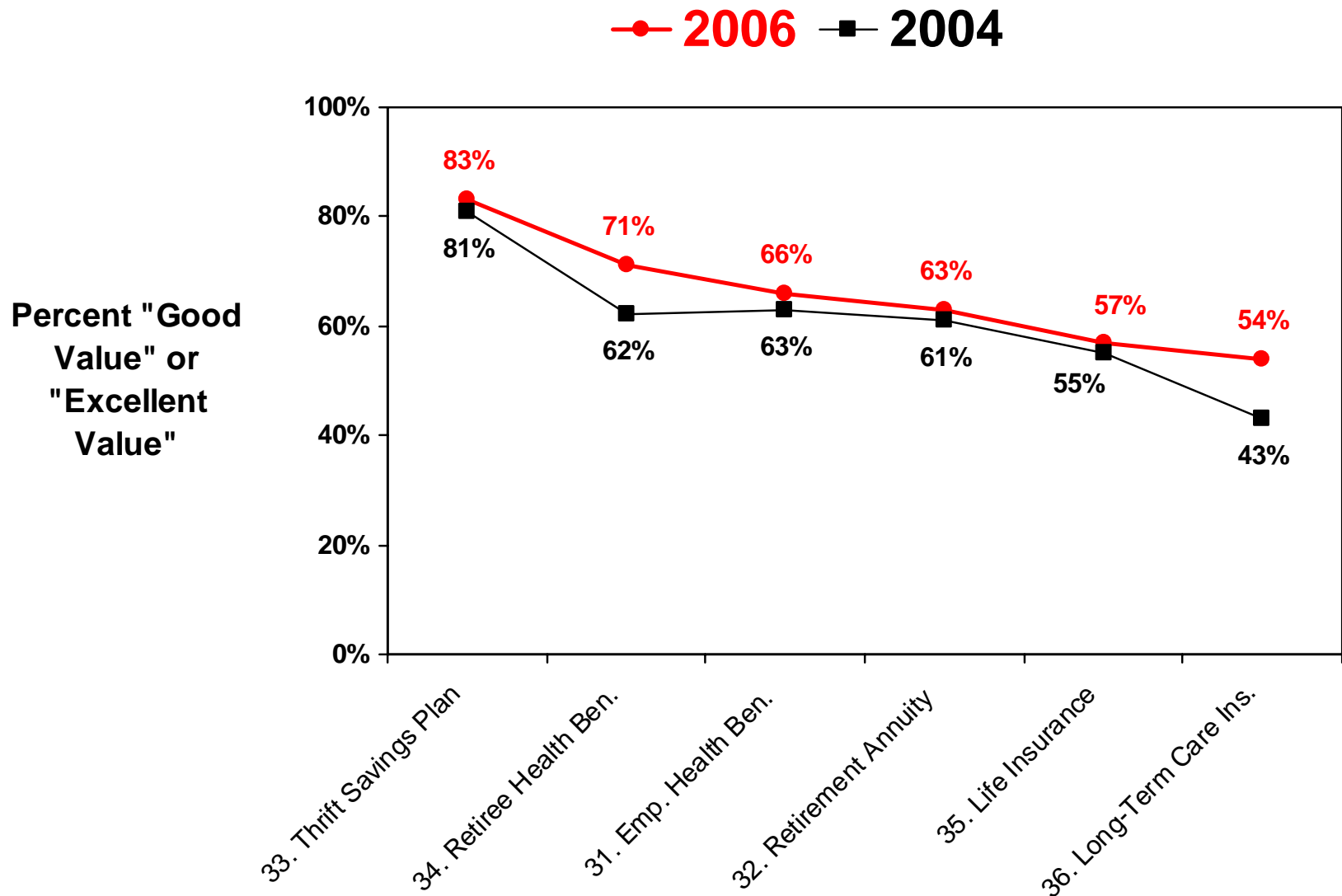
Value of Benefit

- Average 5% increase in value of benefit since 2004
3% new employees, 7% current employees
- Thrift Savings Plan continues to be the highest rated in value of benefit for the money (83%)
- Retiree health benefits rating increased 9% since 2004
- Long term care insurance had the largest increase since 2004 (54%; up 11%)

Percentages are based on valid responses only (i.e., excludes “do not know”)

2006 Federal Benefit Survey Results

Value: 2006 and 2004



Percentages are based on valid responses only (i.e., excludes "do not know") d

2006 Federal Benefits Survey Responses

Competitiveness to non-Federal benefits

	Very Competitive	Moderately Competitive	Slightly Competitive	Not at all Competitive	Do not Know
37. Employee Health Benefits	28%	34%	17%	7%	14%
38. Retirement Annuity	22%	28%	15%	7%	28%
39. Thrift Savings Plan	34%	36%	12%	3%	15%
40. Retiree Health Benefits	23%	22%	10%	4%	41%
41. Life Insurance	15%	27%	17%	9%	32%

Percentages above are based on all responses

2006 Federal Benefits Survey Responses

Competitiveness to non-Federal benefits

	Very Competitive	Moderately Competitive	Slightly Competitive	Not Competitive	Do not Know	Not Available in my agency
42. Long Term Care Insurance	7%	17%	9%	5%	62%	N/A
43. Flexible Spending Account	13%	18%	9%	2%	47%	11%
44. Telework/ Telecommuting	9%	11%	7%	11%	32%	30%
45. Child Care Subsidy	4%	5%	4%	3%	67%	17%
46. Health and Wellness Programs	13%	22%	17%	13%	35%	N/A

Percentages above are based on all responses



2006 Federal Benefits Survey Results

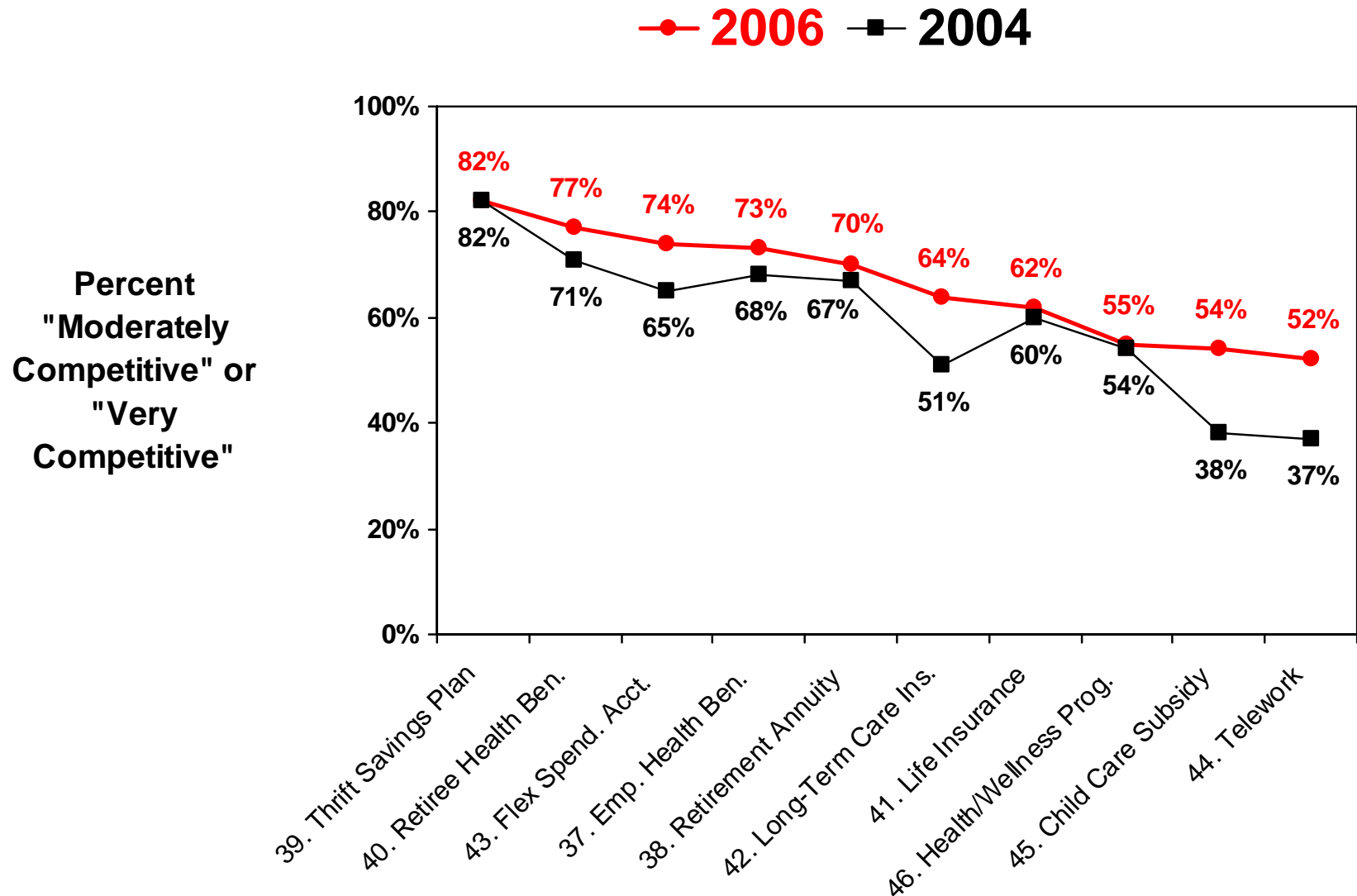
Competitiveness to non-Federal benefits

- Average 7 percentage point increase in competitiveness since 2004
6% new employees, 8% current employees
- Thrift Savings Plan is the highest rated on competitiveness (84%)
- Child Care Subsidy had the highest increase since 2004 (54%; up 16%)
- Telework had the next highest increase (52%; up 15%)
- Employees also increasingly rate retiree health benefits, FSA's, and employee health benefits as competitive

Percentages are based on valid responses only (i.e., excludes "do not know" and "not available in my agency")

2006 Federal Benefits Survey Results

Competitiveness: 2006 and 2004



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Contact Information

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