



Employee Benefit Survey Summary

Feb. 7, 2018

Survey Overview



300 Respondents

52% of All Benefited Employees

40% of All Employees

43%

Want to understand PTO better

48%

Oppose a PTO system



74%

Believe current provider network is adequate

83%

Support incentives for employees that do not use all of their sick leave



93% Utilized City's Health Insurance in Past 12 Months



Competitive Salary/Base Pay = Most Important Benefit to Employees



53%

Support equal premium increases for all employees if increases are necessary

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Background

The City of West Allis continues to seek new, cost effective ways to provide employee benefits that will attract and retain skilled employees in its workforce. To assist in steering future decisions regarding existing benefits, a survey was offered to all employees. The survey was available online, and was open from January 22 – January 29, 2018. It contained 23 questions.

300 employees responded to the survey. This cohort represents 52% of all benefitted employees, and 40% of all employees.

Demographics

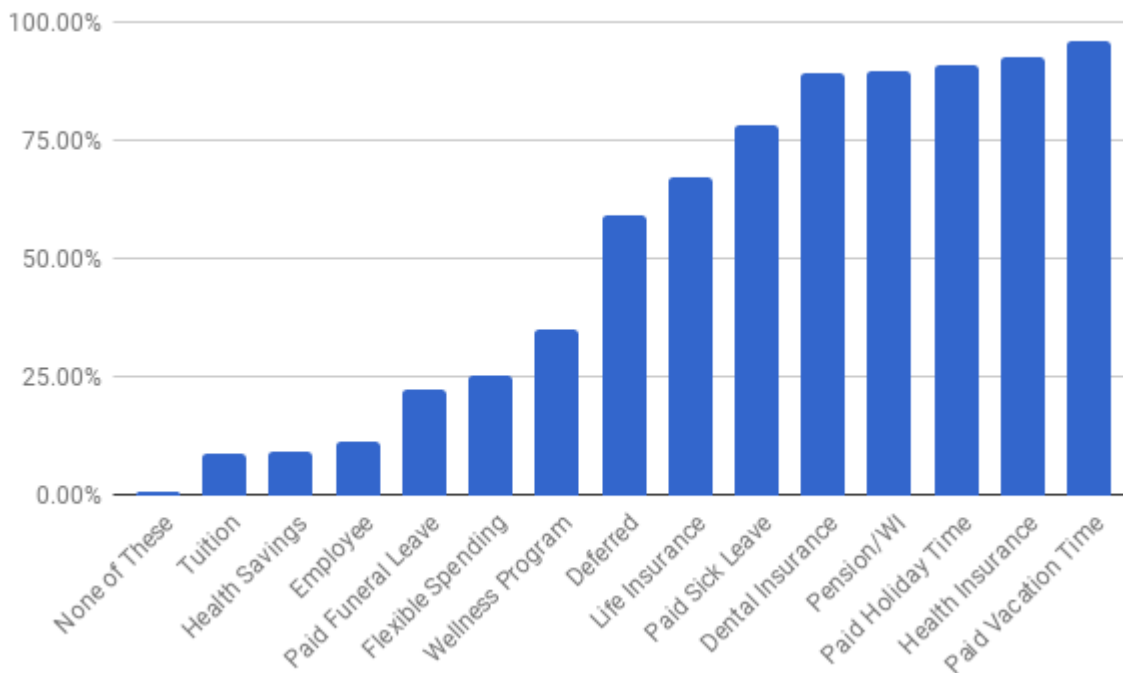
Of the 300 employees who completed the survey:

- 93.7% were full time employees
- 29.67% worked for the City for 20 years or more
- 69.97% were not members of any unions
- 87.54% utilize the City’s PPO Health Insurance Plan
- 8.42% do not utilize the City’s health insurance
- 49.33% plan to use the City’s health insurance when they retire

General Benefits Questions

Respondents were asked several questions relating to benefits overall.

Which of the following City employment benefits have you contributed to/received benefit from in the past twelve months? Select all that apply.



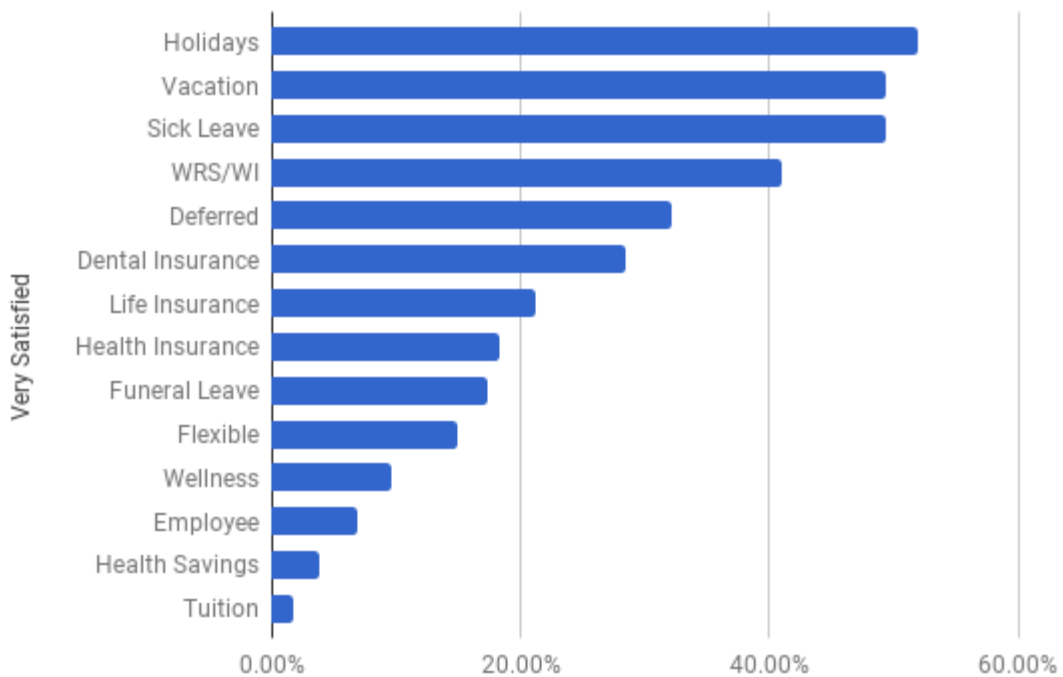
The most used benefits included:

- Dental Insurance 88.93%
- Pension/WI Retirement System 89.60%
- Paid Holiday Time 90.94%
- Health Insurance 92.28%
- Paid Vacation Time 95.97%

Least used benefits included:

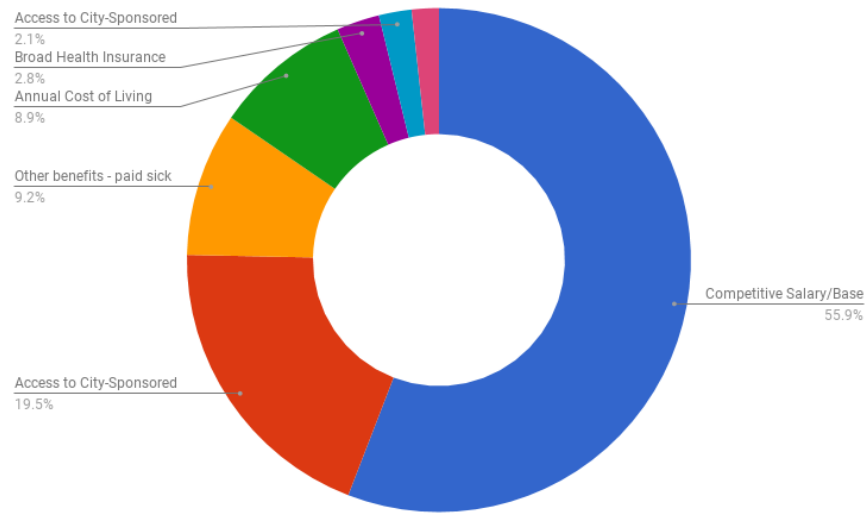
- Tuition Reimbursement 9.06%
- Health Savings Account (HSA) 9.40%
- Employee Assistance Program 11.41%
- Paid Funeral Leave 22.48%
- Flexible Spending 25.50%

If you contributed to/received benefit from any of the benefits listed below in the past twelve months, rate your level of satisfaction with these benefits. For benefits you did not utilize in the past twelve months, select "NA."



Employees expressed high levels of satisfaction with Holiday, Vacation, and Sick Leave benefits.

When asked to rank benefits in order of importance to them, the benefit most important to employees was Competitive Salary/Base Pay.

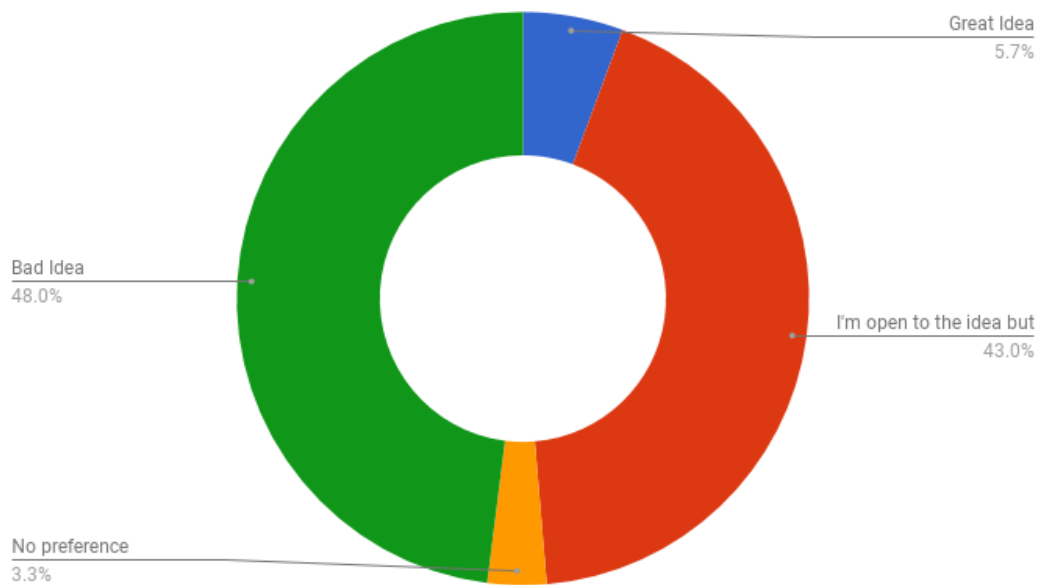


Competitive Salary/Base Pay	55.97%
Access to City-Sponsored Retiree Health Care Prior to Age 65 or Medicare Eligibility	19.51%
Other benefits - paid sick leave, vacation, random holidays, etc (i.e, paid time off)	9.25%
Annual Cost of Living Increases to Base Pay	8.87%
Broad Health Insurance Network of Providers	2.76%
Access to City-Sponsored Retiree Health Care After Age 65 or Medicare Eligibility	2.10%
Other Compensation Increase Opportunities (Pay for Performance raises and bonuses)	1.74%

Time Off and Paid Time Off (PTO)

Employees were asked for their opinions on converting the City's current paid time off system to a PTO system. The majority of employees felt this was a bad idea, though a large group also requested more information on the subject.

Currently, the City offers categories of time off for full time or part-time benefitted employees (Sick Days, Vacation Days, etc). PTO is an alternate way to provide employees with paid time off. PTO is a bank of hours from which employees can draw. Employers credit additional hours to their employees "banks", usually every pay period. Should the City change to a PTO program where there is just one category of time off instead of separate categories?

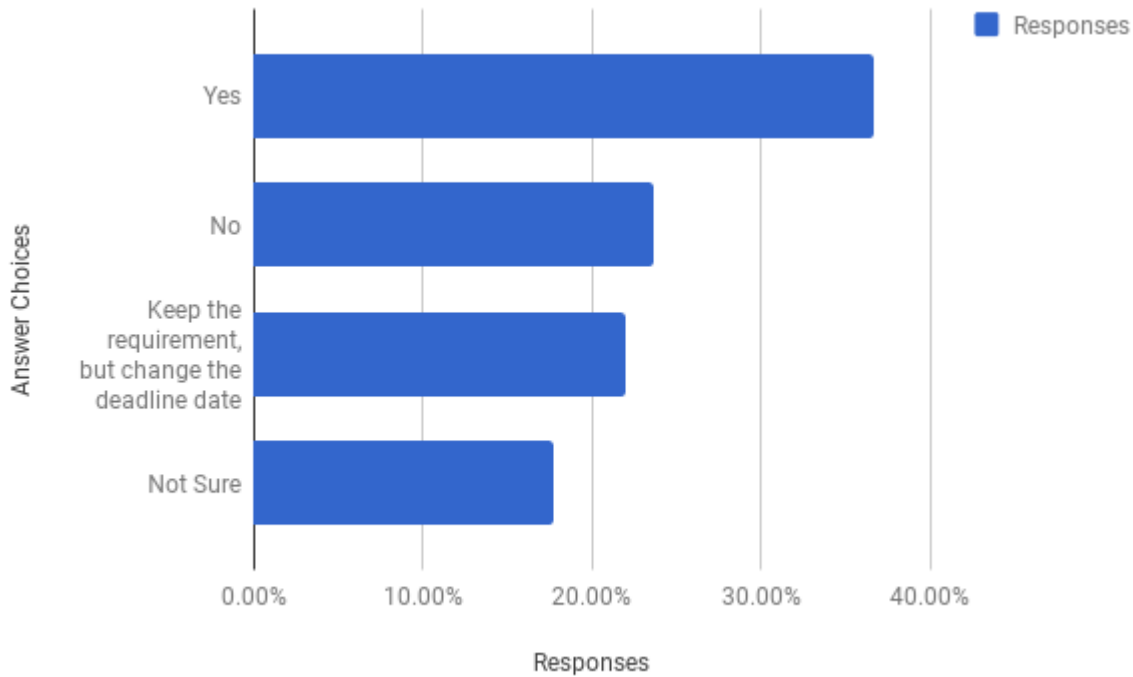


Bad Idea	48.00%
I'm open to the idea but would need more details to understand how it would work and how it would affect me	43.00%
Great Idea	5.67%
No preference	3.33%

194 respondents left individual comments regarding PTO plans. Several employees requested more education regarding a PTO system's benefits and challenges. Please see appendix for these comments.

Employees were also asked for their feedback regarding use of accrued vacation time carry over into following years.

Should the City remove the requirement that only 40 hours of accrued vacation time may be carried over into the following year to use by May 1?

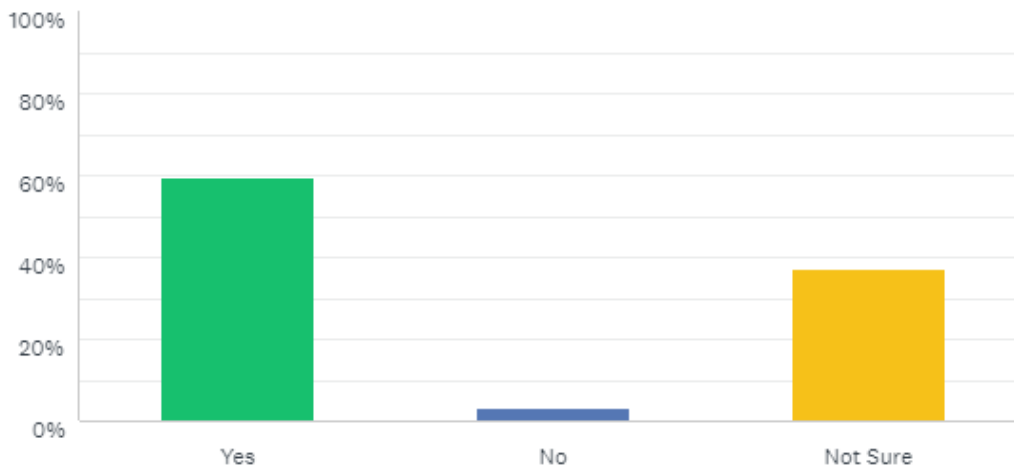


Most employees were in support of removing the May 1 deadline to use accrued vacation from the prior year.

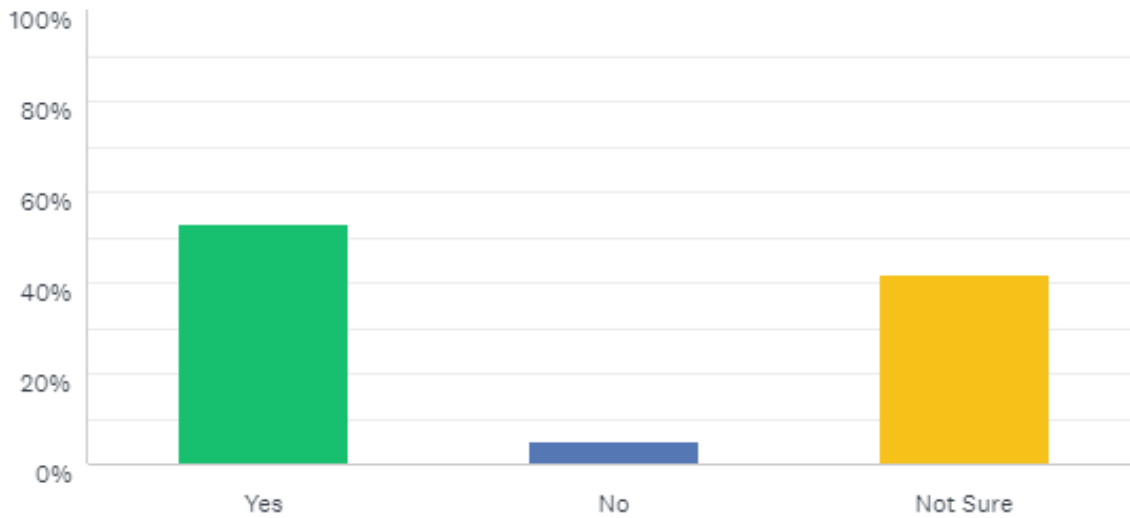
Short and Long Term Disability Benefits

Employees were asked to provide feedback regarding disability benefits. Most employees would like the City to provide short and long term disability coverage at no cost to employees.

Short-term disability policies pay benefits for short periods of time—typically three months, six months, or one year, after a brief waiting (elimination) period. Should the City provide short term disability coverage at no or low cost to you?



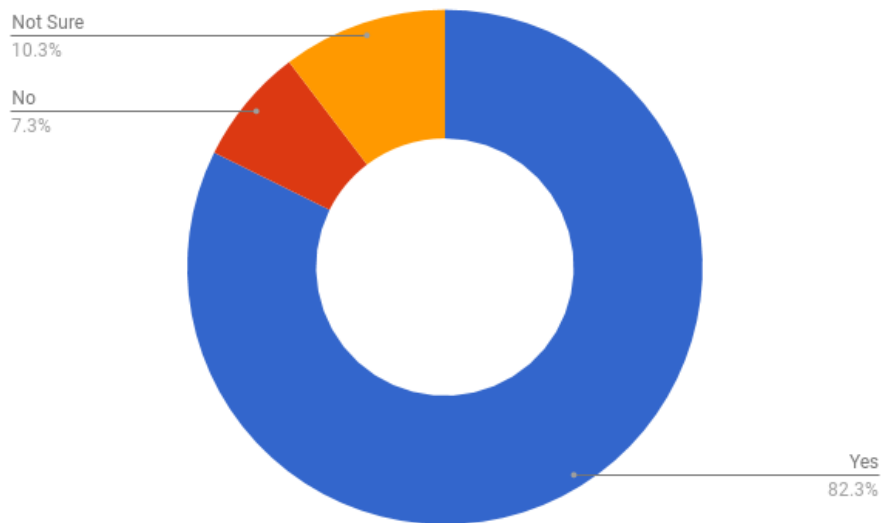
Long-term disability insurance has an elimination period of at least 90 days. After that, benefits are paid for a longer term, typically one year or longer, depending on the policy. The longer the benefit period, the higher the premium. Should the City provide long term disability coverage at no or low cost to you?



Sick Leave

Regarding Sick Leave benefits, employees were asked:

Should the City provide an incentive for employees who do not use all of their sick leave?

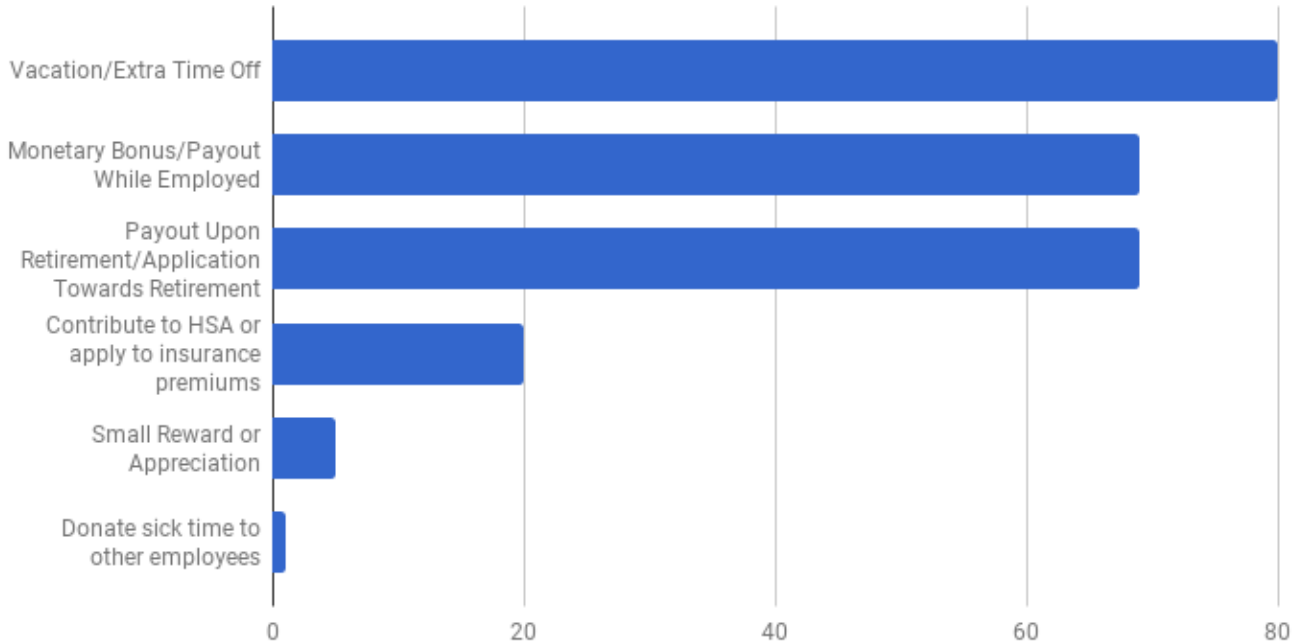


Overwhelmingly, employees supported incentives for employees who do not use all of their sick leave. The majority of respondents suggested transferring unused sick time into some sort of compensatory time, such as extra vacation or comp time.

244 survey respondents wrote in answers in response to the question:

Please provide any ideas/suggestions for what this (sick leave) incentive could be.

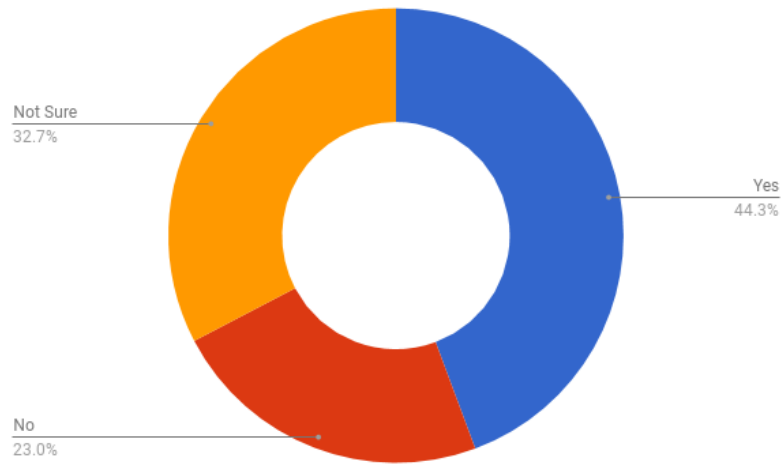
Responses were grouped by theme as follows:



An equal number of respondents supported monetary payouts or bonuses related to unused sick time while employed, and/or payouts upon retirement. Employees in this group also suggested applying unused sick time to healthcare premiums post-retirement.

Funeral Leave

Should the City update its funeral leave policy to provide more flexibility or broader definitions of applicable relationships in which funeral leave may be used?



Health Insurance

A large portion of the Employee Benefits Survey asked employees questions relating specifically to the City’s health insurance coverage.

Most employees who identified as married or in a domestic partnership and were enrolled in the City’s insurance plan chose the plan because its coverage was superior to the coverage offered by the City employee’s spouse’s employer.

If you are married or in a domestic partnership, which of the following best describes you?

My spouse/partner and I selected the City's plan because it is better for us than my spouse's available coverage.	43.17%
My spouse/partner and I are on the City's plan because this is our only option for employer sponsored health insurance.	40.09%
My spouse/partner’s employer offers health insurance coverage and my spouse and I are enrolled in that plan.	7.93%
My spouse/partner/s employer offers health insurance coverage. S/he is enrolled in his/her employer’s plan and I am enrolled in the City’s plan.	7.93%
My spouse/partner's employer does not offer health insurance coverage, and we are not using the City's coverage. We are insured through a private insurer or healthcare exchange.	0.88%

Employees who reported that they were enrolled in their spouse or partner’s employer’s insurance were also asked to cite the reason for choosing that coverage over the City’s plan.

Respondents reported:

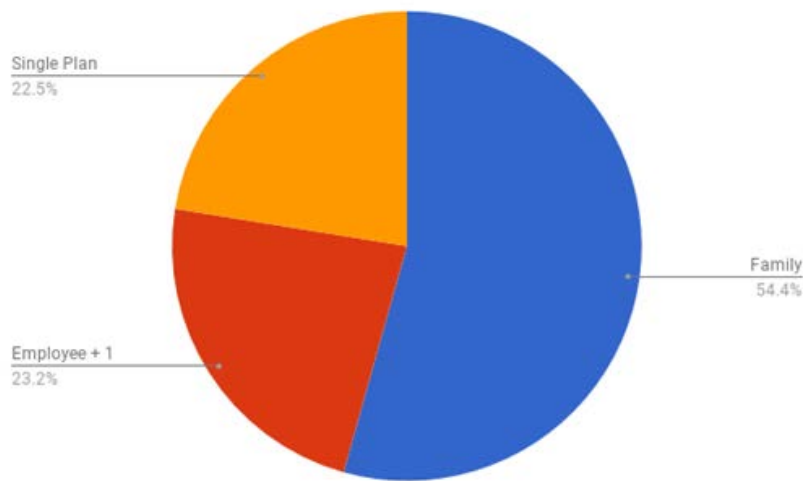
I was able to secure a better or cheaper insurance coverage on the private market	2.13%
The coverage offered to me by my spouse/partner's employer is less expensive.	8.51%
The City's premiums are too expensive.	10.64%
The coverage offered to me by my spouse/partners's employer is more comprehensive.	14.89%
Other (please specify)	63.83%

It is important to note that this question elicited answers in the "Other" field from respondents who WERE using the City's health insurance. It was unclear to respondents that only employees who were NOT using the City's coverage but were using their employer's coverage needed to respond to this question.

Additional reasons specified in the "other" field included:

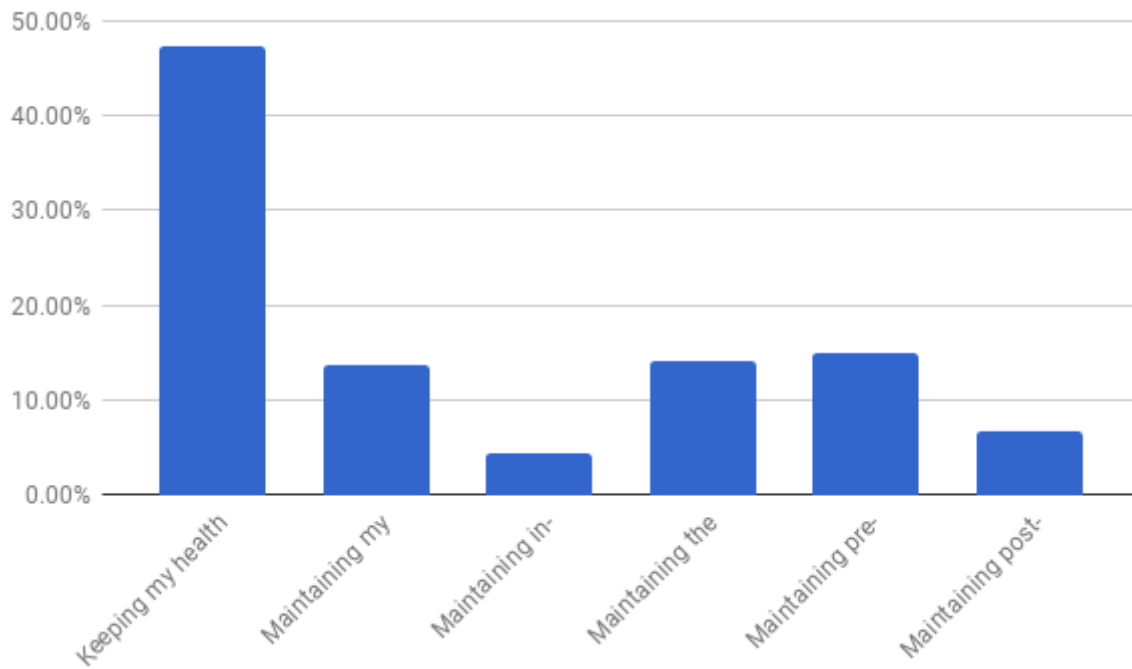
- City employee was enrolled in parents' coverage until the age of 26
- Spouse/partner's provider network was more appealing
- Spouse/partner's plan offered better coverage and was less expensive than City's plan
- City employee's spouse/partner was retired, and employee was enrolled in his/her retiree plan

Most employees currently enrolled in the City's plan were enrolled in the Family Plan.



Employees were asked to assess what was most important to them in regards to the City's current health insurance plan.

If you are currently enrolled in the City's health insurance, please rank the following items in order of importance to you:

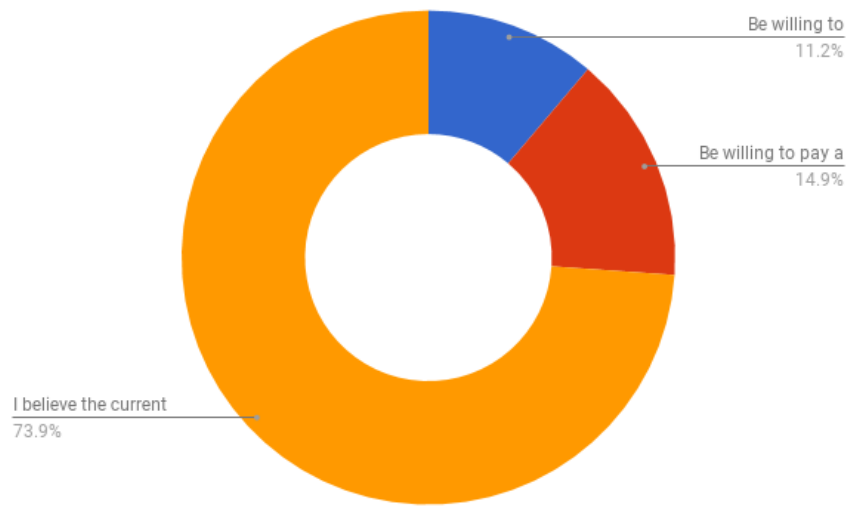


Keeping my health insurance premiums at current or similar levels	47.35%
Maintaining my current healthcare providers (doctor network)	13.69%
Maintaining in-network deductible levels	4.53%
Maintaining the current plan design/benefit levels	14.07%
Maintaining pre-medicare retiree coverage	14.94%
Maintaining post-medicare retiree coverage (if eligible)	6.67%

Maintaining premium costs and in-network deductibles were most important to employees.

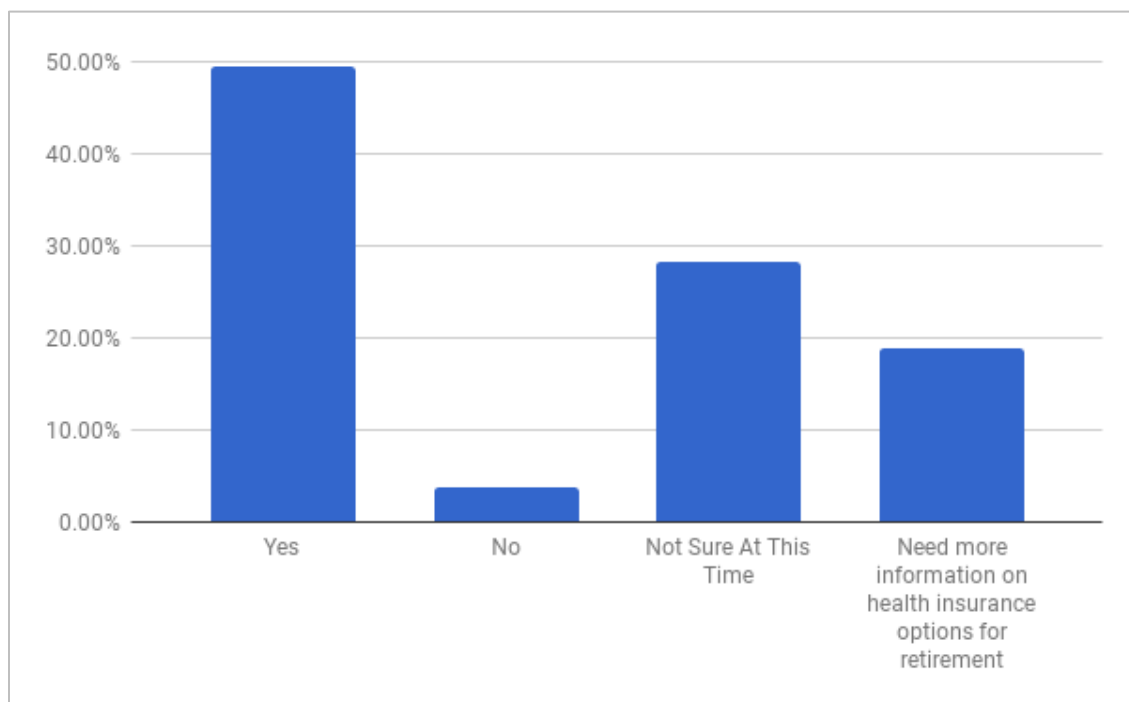
The survey revealed that most employees are satisfied with the current provider network and are not interested in changes to the current plan in order to expand the network.

If you are currently enrolled in the City's health insurance plan, In order to have access to a broader provider network, would you:



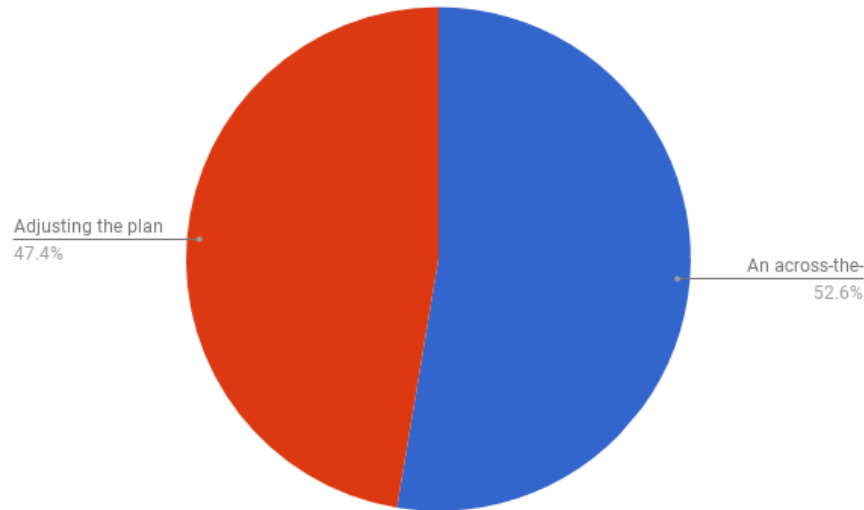
Be willing to participate in a Consumer Driven Health Plan with an HSA.	11.19%
Be willing to pay a higher premium, premium share, copays, coinsurance, and deductibles.	14.93%
I believe the current provider network is adequate.	73.88%

Nearly half of all employees plan to use the City's health insurance upon retirement.



Employees were asked:

Rising health care costs make it exceedingly difficult for the city to balance its budget each year due to state imposed expenditure limits and levy limits. In addition to other cost control measures and efficiencies this means the rising employee and retirees health care costs are shared between those covered by the health care plan and the city. If this change becomes necessary, which of the following would you prefer?



An across-the-board premium share increase, (i.e. increasing the 10% portion of the premium that most employees currently pay to 12% or 15% or 20%, etc). With this all employees incur the same increase.	52.63%
Adjusting the plan structure, such as increasing co-pays, coinsurance, office visit fees, deductibles, out-of-pocket limits. With this those using the coverage have some ability to control the increase they incur based on health care and lifestyle choices.	47.37%

Employee Feedback

The survey concluded with two open-ended questions inviting employee feedback.

If you have any other questions, comments, or feedback regarding existing benefits, please list below.

137 employees left comments in response to this question. A repeatedly raised concern was how the City's benefit offerings will attract and retain (or won't attract/retain) qualified workers. Numerous employees expressed frustration at benefit cuts or insurance price increases in recent years. Employees were concerned that benefit changes were negatively impacting morale, and several employees specifically mentioned the Department of Public Works as suffering from low morale. Overall, employees that commented expressed frustration, fear, and anger over perceived benefit cuts and changes.

Other repeated comments included concerns regarding retirement benefits or the impact of benefit changes on retirees; reports of poor customer service experiences with Anthem; requests for the Wellness Program to offer more opportunities to make it easy for employees to live healthy lifestyles (such as gym membership subsidies or discounts); and requests that all employees receive the same benefits and benefit level to make understanding available benefits easier – there is a perception that new, unionized, and veteran employees are all on different benefit plans, which may be true in some cases but there are many benefits that are available to all.

Are there any other benefit-related policies you believe should be updated?

108 employees left comments in response to this question, although several of these were simply “N/A.” Of those who left specific responses, the tuition reimbursement program was identified as a benefit employees were grateful for, but it was criticized for being difficult to navigate or too limited in reimbursement value to have impact.

Several employees requested expanded dental coverage and/or the addition of vision coverage to the City’s current offerings.

Multiple employees requested the opportunity to use PTO or sick leave to care for a sick child or dependent relative for short term illnesses when FMLA leave is not a suitable option.

Employees again requested more active opportunities from the Wellness Program to support their health goals, such as gym membership incentives, premium share discounts for utilizing gyms, weight loss services, and nutrition support.

Additional vacation time, the option to transfer unused vacation/sick leave/etc. into vacation time, and considering adding additional holidays to the paid holiday schedule (such as New Year’s Eve Day on Dec. 31, or, if a major holiday like July 4 is on a Tuesday or Thursday, adding the Monday prior or Friday after to allow for additional employee time off) was also requested.

Differences by Tenure

Employees who have worked with the City five years or less are “very satisfied” with different benefits than employees who have worked with the City 10 years or more. Newer employees report higher levels of satisfaction with health and dental benefits, as well as with the Wellness Program. In both subsets, the Tuition Reimbursement program had the lowest satisfaction rates.

Employees Reporting “Very Satisfied” with the Following Benefits, by Tenure:

	1 - 5 Years	5 - 10 Years	10 - 20 Years	20+ Years
Health Insurance	30.19%	16.98%	14.81%	19.79%
Dental Insurance	41.51%	30.77%	24.39%	25.00%
Life Insurance	25.00%	18.37%	17.95%	22.67%
Vacation	34.62%	44.23%	48.19%	60.92%
Holidays	46.15%	47.06%	49.40%	59.77%
Sick Leave	49.02%	52.00%	47.56%	51.95%
Funeral Leave	14.29%	17.07%	12.33%	27.14%
WRS/WI Retirement System	34.00%	33.96%	41.25%	50.63%
Deferred Compensation	21.74%	36.17%	35.62%	36.25%
Flexible Spending	14.29%	16.28%	15.71%	17.19%
Health Savings Account (HSA)	4.76%	4.44%	1.47%	6.25%
Tuition Reimbursement	0.00%	7.32%	1.43%	0.00%
Employee Assistance Program	7.14%	9.09%	7.14%	6.67%
Wellness Program	8.70%	11.63%	5.48%	12.50%
Highest Rates of Satisfaction in Subset				

Benefits Selected as Most Important by Tenure:

	Employed 5 Years or Less	Employed 10 Years or More
Access to City-Sponsored Retiree Health Care Prior to Age 65 or Medicare Eligibility	7.25%	27.98%
Access to City-Sponsored Retiree Health Care After Age 65 or Medicare Eligibility	1.45%	2.99%
Competitive Salary/Base Pay	69.86%	46.15%
Annual Cost of Living Increases to Base Pay	6.85%	9.47%
Other Compensation Increase Opportunities (Pay for Performance raises and bonuses)	2.86%	1.81%
Broad Health Insurance Network of Providers	2.78%	2.98%
Other benefits - paid sick leave, vacation, random holidays, etc (i.e, paid time off)	8.45%	8.82%

Both veteran and new employees selected “Competitive Salary/Base Pay” as most important to them, though more newer employees than veteran employees selected this choice. Long term employees placed much more emphasis on retiree health care benefits as they may be approaching this phase of their careers. “Other benefits” was more important to both employee groups than Pay Per Performance or other compensation increase opportunities.

Summary

There are two types of employee benefits: those that are required by law, and those that are offered by employers as part of employees’ total compensation to attract, retain, and reward workers. Generally, the only benefits that employers are legally required to provide include workers compensation, unemployment insurance, social security tax deduction, FMLA compliance, and COBRA Benefits. Health insurance, dental insurance, paid time off, retirement savings programs, and other benefits are not required and in a changing workforce, are often not to be expected. Employers that can offer these benefits are at an advantage to attract and retain engaged workers.

The benefits landscape has changed dramatically this century. In the private sector, retiree benefits are rapidly being phased out by large employers. In 1988, [66% of employers with 200 or more employees](#) offered retiree health benefits. In 2015, only 23% offered these benefits. Public sector pensions have been under scrutiny as some states have declared bankruptcy over underfunded pension programs (it is important to note that Wisconsin is not one of these systems and the WRS is one of the most stable public sector retiree programs in the nation). Changes in collective bargaining rights, an unstable economy, and other factors have created a new reality for public sector benefits today which will continue to create an unpredictable future.

Ultimately, the Employee Benefit Survey offers opportunities to educate employees about this larger benefits picture and to clarify confusion regarding what the City can and cannot control in the give-and-take of employee benefits. Many employees used the open ended questions at the end of the survey as an opportunity to blame the City for “taking away our benefits” when state and national legislation is to blame for many of the changes to public sector benefit administration in recent years.

Comments in the survey also reveal misunderstanding and lack of information among employees about existing benefits. For example, many employees mentioned that they were displeased that only Aurora was offered in the PPO Health Insurance Plan, which is inaccurate, as several other networks are included in that plan.

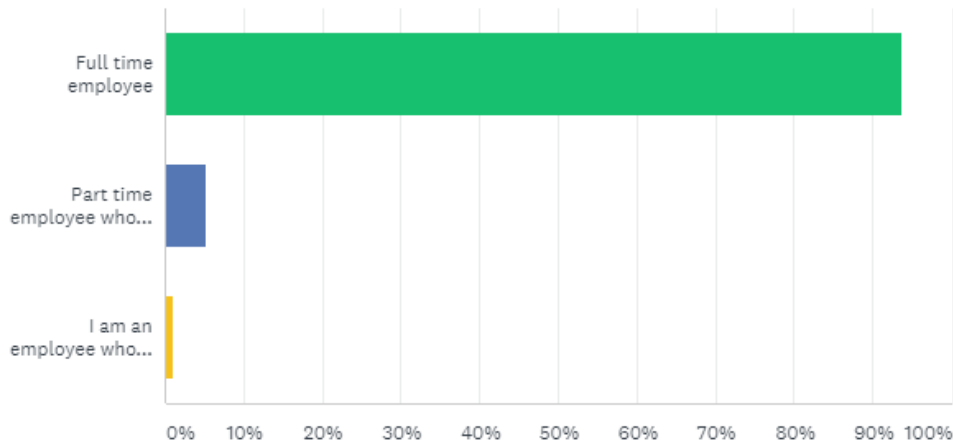
Employees requested more education about PTO systems and how such a system might impact them and their time off; many are under the perception that they would “lose” current time or have less opportunities to take paid time off under a PTO system.

Offering employees tools, trainings, and forums to become better educated about total compensation, their current benefits, and the challenges facing organizations to continue to provide benefits would help alleviate some of the confusion and hostility surrounding employee benefits at this time.

Appendix: Full Survey Results

Are you a:

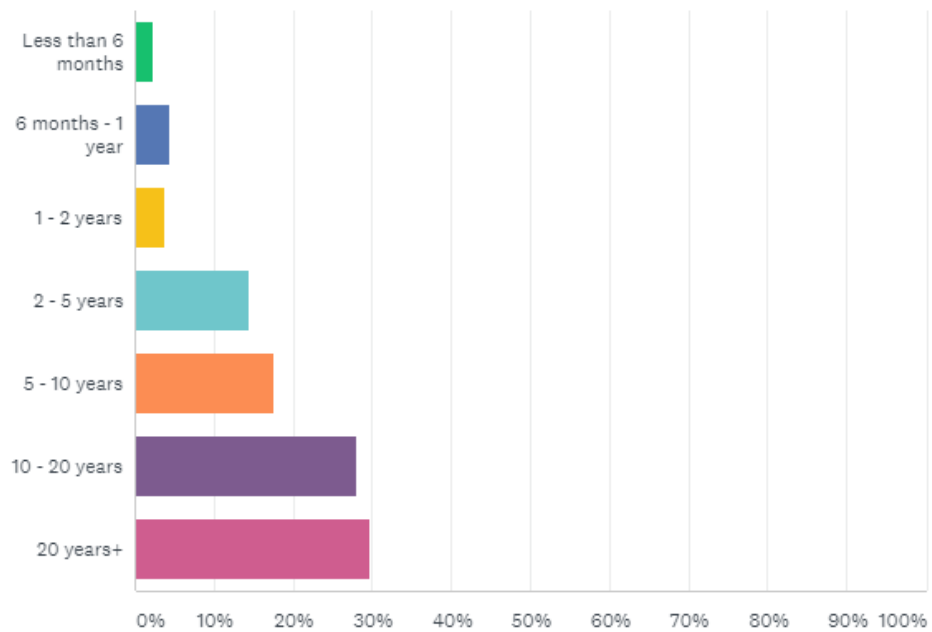
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES
Full time employee	93.67% 281
Part time employee who is eligible for benefits	5.33% 16
I am an employee who is not eligible for benefits	1.00% 3
TOTAL	300

How long have you worked at the City of West Allis?

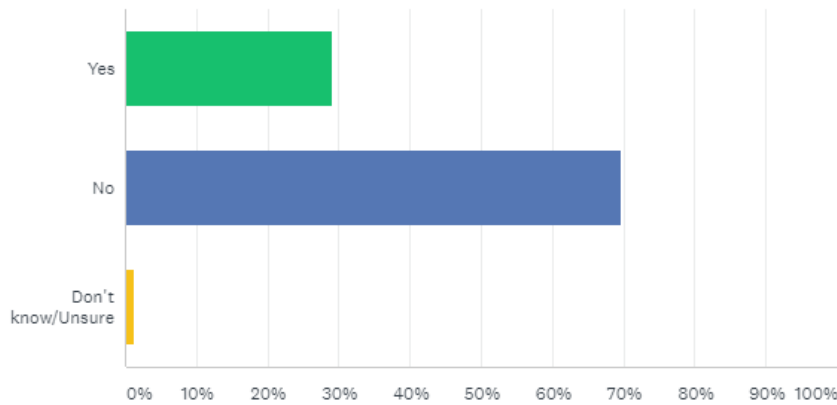
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES
Less than 6 months	2.33% 7
6 months - 1 year	4.33% 13
1 - 2 years	3.67% 11
2 - 5 years	14.33% 43
5 - 10 years	17.67% 53
10 - 20 years	28.00% 84
20 years+	29.67% 89
TOTAL	300

Are you currently a member of a Union(i.e., a member of the WAPFFA or WAPPA) and under the terms of a Collective Bargaining Agreement between the City and the Union?

Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	29.00% 87
No	69.67% 209
Don't know/Unsure	1.33% 4
TOTAL	300

Which of the following City employment benefits have you contributed to/received benefit from in the past twelve months? Select all that apply.

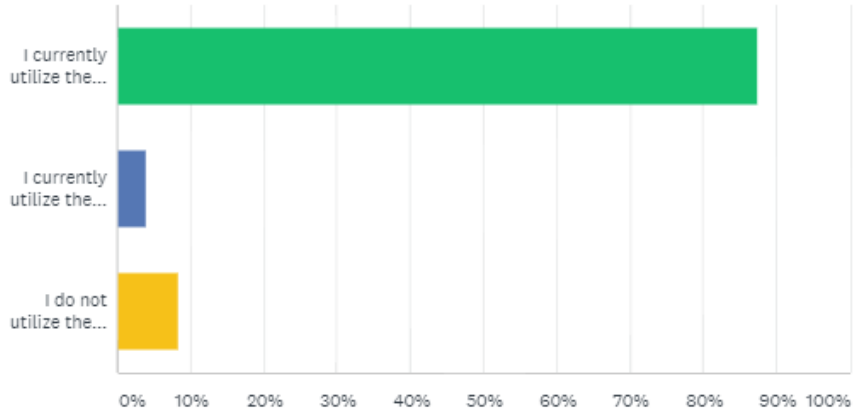
ANSWER CHOICES	RESPONSES
Health Insurance	92.28% 275
Dental Insurance	88.93% 265
Life Insurance	67.11% 200
Paid Vacation Time	95.97% 286
Paid Holiday Time	90.94% 271
Paid Sick Leave	78.19% 233
Paid Funeral Leave	22.48% 67
Pension/WI Retirement System	89.60% 267
Deferred Compensation	59.06% 176
Flexible Spending	25.50% 76
Health Savings Account (HSA)	9.40% 28
Tuition Reimbursement	9.06% 27
Employee Assistance Program	11.41% 34
Wellness Program	35.23% 105
None of These	0.67% 2
Total Respondents: 298	

If you contributed to/received benefit from any of the benefits listed below in the past twelve months, rate your level of satisfaction with these benefits. For benefits you did not utilize in the past twelve months, select "NA."

	VERY SATISFIED	SOMEWHAT SATISFIED	SATISFIED	SOMEWHAT DISSATISFIED	VERYDISSATISFIED	NA	TOTAL
Health Insurance	18.37% 54	21.77% 64	15.65% 46	23.47% 69	13.61% 40	7.14% 21	294
Dental Insurance	28.47% 84	22.37% 66	26.10% 77	10.17% 30	2.71% 8	10.17% 30	295
Life Insurance	21.19% 57	13.01% 35	29.37% 79	0.74% 2	0.00% 0	35.69% 96	269
Vacation	49.32% 145	18.71% 55	22.79% 67	5.78% 17	1.02% 3	2.38% 7	294
Holidays	51.88% 152	15.36% 45	22.87% 67	2.73% 8	2.05% 6	5.12% 15	293
Sick Leave	49.28% 137	8.99% 25	20.50% 57	4.68% 13	2.88% 8	13.67% 38	278
Funeral Leave	17.36% 42	7.02% 17	11.98% 29	1.65% 4	0.41% 1	61.57% 149	242
WRS/WI Retirement System	40.93% 115	13.17% 37	24.91% 70	3.91% 11	4.63% 13	12.46% 35	281
Deferred Compensation	32.06% 84	13.36% 35	19.85% 52	2.67% 7	0.00% 0	32.06% 84	262
Flexible Spending	14.89% 35	7.66% 18	10.21% 24	2.13% 5	0.00% 0	65.11% 153	235
Health Savings Account (HSA)	3.83% 9	3.83% 9	6.38% 15	0.85% 2	0.43% 1	84.68% 199	235
Tuition Reimbursement	1.74% 4	3.91% 9	5.22% 12	3.91% 9	5.22% 12	80.00% 184	230
Employee Assistance Program	6.90% 16	5.17% 12	5.17% 12	1.29% 3	0.86% 2	80.60% 187	232
Wellness Program	9.56% 24	13.15% 33	14.74% 37	5.18% 13	4.78% 12	52.59% 132	251

Which of the following best describes you?

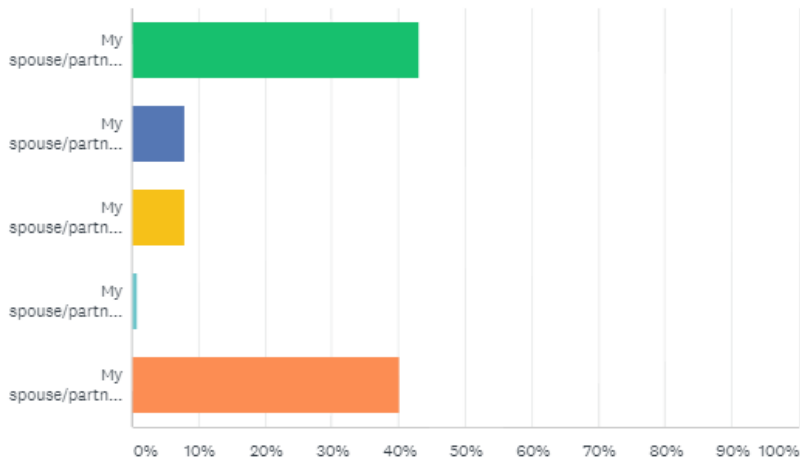
Answered: 297 Skipped: 3



ANSWER CHOICES	RESPONSES
▼ I currently utilize the City's health insurance. I am on the PPO plan	87.54% 260
▼ I currently utilize the City's health insurance. I am on the HDHP plan.	4.04% 12
▼ I do not utilize the City's health insurance.	8.42% 25
TOTAL	297

If you are married or in a domestic partnership, which of the following best describes you?

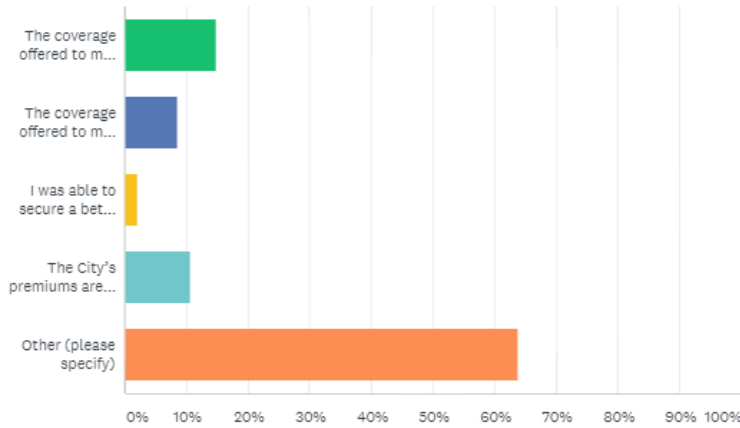
Answered: 227 Skipped: 73



ANSWER CHOICES	RESPONSES
▼ My spouse/partner and I selected the City's plan because it is better for us than my spouse's available coverage.	43.17% 98
▼ My spouse/partners's employer offers health insurance coverage and my spouse and I are enrolled in that plan.	7.93% 18
▼ My spouse/partners's employer offers health insurance coverage. S/he is enrolled in his/her employer's plan and I am enrolled in the City's plan.	7.93% 18
▼ My spouse/partners's employer does not offer health insurance coverage, and we are not using the City's coverage. We are insured through a private insurer or healthcare exchange.	0.88% 2
▼ My spouse/partner and I are on the City's plan because this is our only option for employer sponsored health insurance.	40.09% 91
TOTAL	227

If you are not currently enrolled in the City's health insurance plan, what is the reason? (If you are enrolled in the City's health insurance, proceed to Question 9).

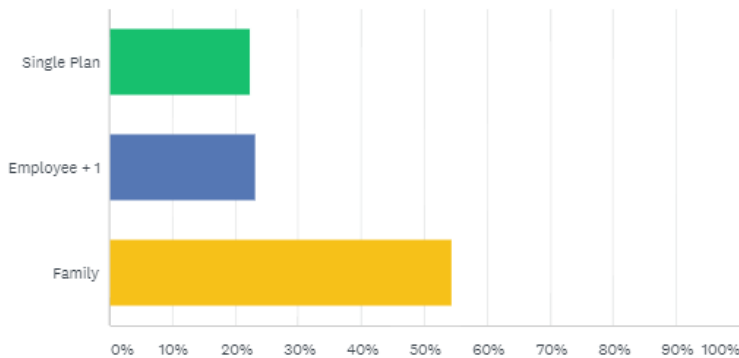
Answered: 47 Skipped: 253



ANSWER CHOICES	RESPONSES
▼ The coverage offered to me by my spouse/partners's employer is more comprehensive.	14.89% 7
▼ The coverage offered to me by my spouse/partner's employer is less expensive.	8.51% 4
▼ I was able to secure a better or cheaper insurance coverage on the private market	2.13% 1
▼ The City's premiums are too expensive.	10.64% 5
▼ Other (please specify)	Responses 63.83% 30
TOTAL	47

If you are currently enrolled in the City's health insurance plan, what is your coverage tier? (If not enrolled, skip to Question 12).

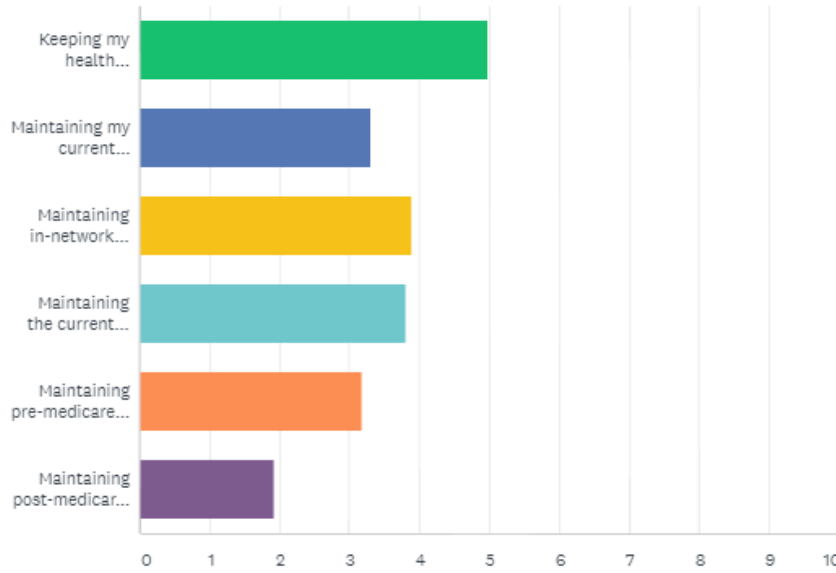
Answered: 276 Skipped: 24



ANSWER CHOICES	RESPONSES
▼ Single Plan	22.46% 62
▼ Employee + 1	23.19% 64
▼ Family	54.35% 150
TOTAL	276

If you are currently enrolled in the City's health insurance, please rank the following items in order of importance to you:

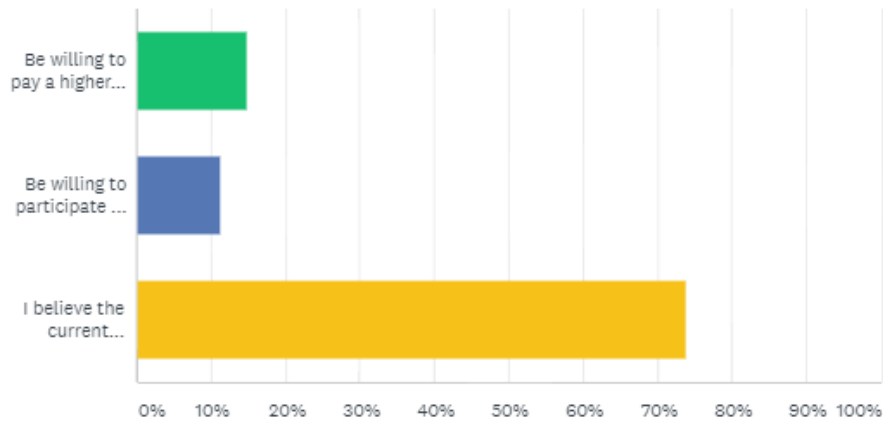
Answered: 271 Skipped: 29



	1	2	3	4	5	6	TOTAL	SCORE
Keeping my health insurance premiums at current or similar levels	47.35% 125	22.35% 59	17.05% 45	8.33% 22	3.41% 9	1.52% 4	264	4.97
Maintaining my current healthcare providers (doctor network)	13.69% 36	13.31% 35	15.21% 40	22.81% 60	17.87% 47	17.11% 45	263	3.31
Maintaining in-network deductible levels	4.53% 12	29.43% 78	30.94% 82	24.15% 64	8.30% 22	2.64% 7	265	3.90
Maintaining the current plan design/benefit levels	14.07% 37	18.25% 48	24.33% 64	27.00% 71	10.27% 27	6.08% 16	263	3.81
Maintaining pre-medicare retiree coverage	14.94% 39	10.73% 28	9.96% 26	14.94% 39	41.76% 109	7.66% 20	261	3.19
Maintaining post-medicare retiree coverage (if eligible)	6.67% 17	7.06% 18	2.75% 7	2.35% 6	17.25% 44	63.92% 163	255	1.92

If you are currently enrolled in the City's health insurance plan, In order to have access to a broader provider network, would you:

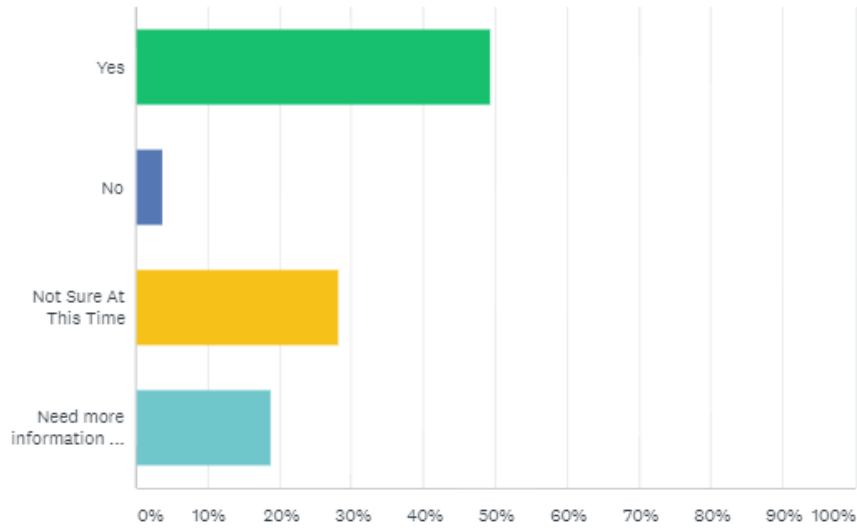
Answered: 268 Skipped: 32



ANSWER CHOICES	RESPONSES
<ul style="list-style-type: none"> Be willing to pay a higher premium, premium share, copays, coinsurance, and deductibles. 	14.93% 40
<ul style="list-style-type: none"> Be willing to participate in a Consumer Driven Health Plan with an HSA. Consumer Driven Health plans allow you to have more control over how you spend your health care dollars. Traditional health plans simply require you to pay a monthly premium and provide "one size fits all" coverage, regardless of your specific health care needs. In a Consumer Driven Health Plan you typically pay a lower monthly premium, but you are responsible for covering a higher portion of your medical expenses yourself using a tax-free Health Savings Account (HSA) or a Health Reimbursement Account (HRA). As a result, CDHP plans encourage you to shop for the best value in medical care and choose less expensive treatment options or prescription drugs when it makes sense to do so. While both traditional and consumer driven health plans protect you from catastrophic medical expenses by establishing a maximum out of pocket cost for you each year, consumer driven plans empower you to decide how best to spend your money. 	11.19% 30
<ul style="list-style-type: none"> I believe the current provider network is adequate. 	73.88% 198
TOTAL	268

Do you plan to use the City's health insurance plan when you retire?

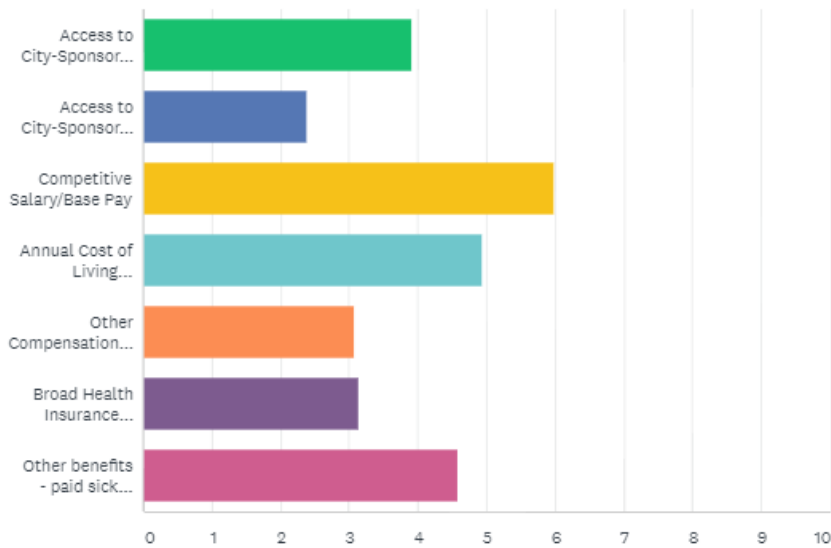
Answered: 298 Skipped: 2



ANSWER CHOICES	RESPONSES	
▼ Yes	49.33%	147
▼ No	3.69%	11
▼ Not Sure At This Time	28.19%	84
▼ Need more information on health insurance options for retirement	18.79%	56
TOTAL		298

Please rank the following benefits in order of importance to you:

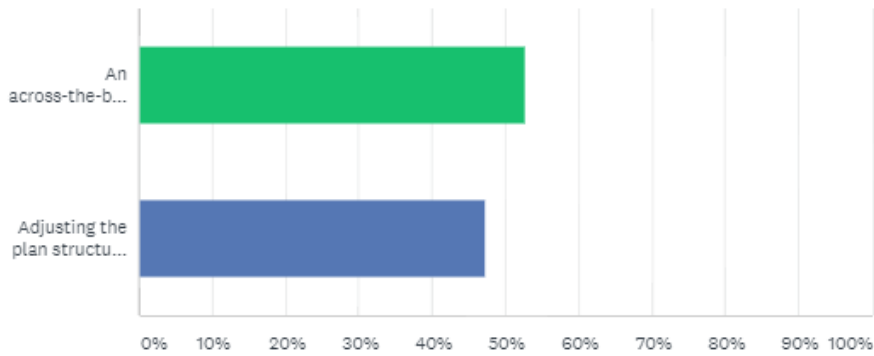
Answered: 295 Skipped: 5



	1	2	3	4	5	6	7	TOTAL	SCORE
Access to City-Sponsored Retiree Health Care Prior to Age 65 or Medicare Eligibility	19.51% 56	6.62% 19	15.68% 45	7.67% 22	15.68% 45	24.74% 71	10.10% 29	287	3.92
Access to City-Sponsored Retiree Health Care After Age 65 or Medicare Eligibility	2.10% 6	8.04% 23	3.15% 9	9.09% 26	10.84% 31	24.83% 71	41.96% 120	286	2.39
Competitive Salary/Base Pay	55.97% 164	15.70% 46	11.26% 33	10.24% 30	3.75% 11	1.37% 4	1.71% 5	293	5.99
Annual Cost of Living Increases to Base Pay	8.87% 26	33.11% 97	21.84% 64	19.80% 58	12.63% 37	3.41% 10	0.34% 1	293	4.94
Other Compensation Increase Opportunities (Pay for Performance raises and bonuses)	1.74% 5	6.27% 18	14.63% 42	19.86% 57	16.38% 47	14.63% 42	26.48% 76	287	3.07
Broad Health Insurance Network of Providers	2.76% 8	4.83% 14	12.41% 36	14.48% 42	29.31% 85	21.72% 63	14.48% 42	290	3.14
Other benefits - paid sick leave, vacation, random holidays, etc (i.e, paid time off)	9.25% 27	25.34% 74	21.58% 63	19.52% 57	11.64% 34	8.90% 26	3.77% 11	292	4.59

Rising health care costs make it exceedingly difficult for the city to balance its budget each year due to state imposed expenditure limits and levy limits. In addition to other cost control measures and efficiencies this means the rising employee and retirees health care costs are shared between those covered by the health care plan and the city. If this change becomes necessary, which of the following would you prefer?

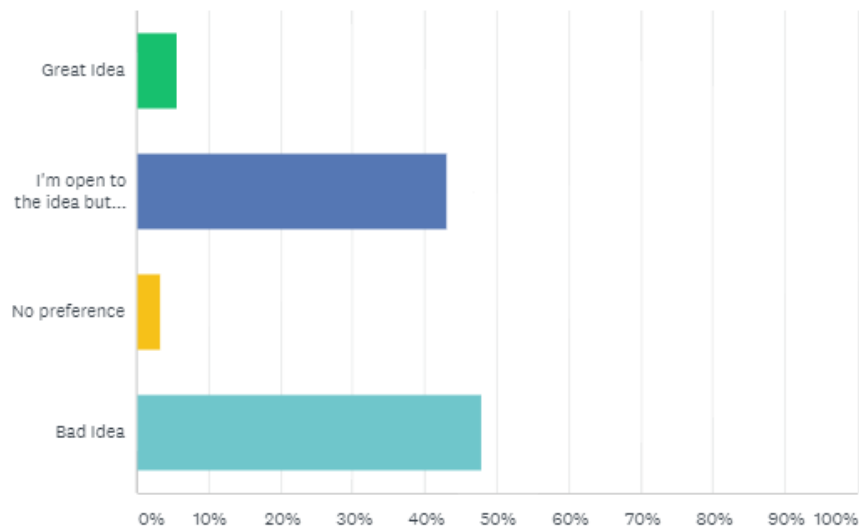
Answered: 285 Skipped: 15



ANSWER CHOICES	RESPONSES
<ul style="list-style-type: none"> An across-the-board premium share increase, (i.e. increasing the 10% portion of the premium that most employees currently pay to 12% or 15% or 20%, etc). With this all employees incur the same increase. 	52.63% 150
<ul style="list-style-type: none"> Adjusting the plan structure, such as increasing co-pays, coinsurance, office visit fees, deductibles, out-of-pocket limits. With this those using the coverage have some ability to control the increase they incur based on health care and lifestyle choices. 	47.37% 135
TOTAL	285

Currently, the City offers categories of time off for full time or part-time benefitted employees (Sick Days, Vacation Days, etc). PTO is an alternate way to provide employees with paid time off. PTO is a bank of hours from which employees can draw. Employers credit additional hours to their employees "banks", usually every pay period. Should the City change to a PTO program where there is just one category of time off instead of separate categories?

Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES
Great Idea	5.67% 17
I'm open to the idea but would need more details to understand how it would work and how it would affect me	43.00% 129
No preference	3.33% 10
Bad Idea	48.00% 144
TOTAL	300

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave.
Sick time as a benefit is excellent. However, if unused it does not have much benefit to the employee, especially if their used sick time is potentially scrutinized by Management practices. Payouts at the end of a career may be incentive to utilize sick time more conservatively. As it stands now, sick time is a perceived benefit that disappears at the end of a long career, and considered a lost benefit if unused. Most accepted the position with the city with an understanding of competitive benefit package and pay as quoted from the City of West Allis to "provide a competitive compensation and benefit package to attract and retain a highly skilled workforce." At this point the conversation must be acknowledged and discussion had prior to going forward.
The current benefit is more rewarding and fair to hard workers.
What would become of the sick leave we have accumulated? Would we still be off on holidays, but not get paid? What if you have a serious illness and need time off, you would no longer have the sick leave you accumulated over the years to help you get through this rough time.
the employees that are on the old plan are all going to be retired in the next couple of years. let that plan expire with them. if the city is not happy with the latest plan it could be changed. you could change it today for new hires
interesting but need more info
explain (pros and cons) of existing vs. a PTO option
Bad idea plain and simple.
Might work great, but has it's limits. Police, fire, mechanics, skilled trades need to be at work every day. Different than sitting by a desk. Can't do our work from home, or ahead of time...
Terrible idea. A PTO plan is completely against the mission statement of the city. This will only lower the quality of people that apply for open positions.
What we have in place is acceptable to me
The PTO concept would not be an option, unless the city is willing to explore implementing a converted sick leave credit/buyback, and adding a sick leave time off incentive program (IE, 8 hours time off for no sick leave usage for 3 months). This concept has been proposed in previous bargaining sessions, but the city had expressed no interest in talking about this in 'good faith'. Other municipalities have explored these programs as viable benefits to their employees, however the City of West Allis apparently takes an adversarial stance on discussing alternative benefits, especially in regard to sick leave time.
We are happy for all the benefits bargained for and EARNED by the WAPPA membership who put their life on the line every minute they spend in uniform protecting the citizens of, business in and visitors to the City of West Allis. These benefits are all important to Law Enforcement officers being able to raise and support a family while handling the daily stress of police work. We feel that your questionnaire attempts to qualify one benefit as being more important in raising/supporting a family than another benefit IN ORDER to reduce or eliminate that benefit to the Officers. As these items are an issue of collective bargaining I find it difficult to place a priority number on an earned benefit in order to assist the City in eliminating that benefit. In a time of greater demand on and risk to our Law Enforcement, reducing benefits to Officers and their families to the point that secondary employment is needed or working on the streets confronting much younger adversaries until the age of Medicare DOES NO GOOD to any citizens of any city! The City has no problem subsidizing a rack of blue circus bicycles which provide NO SUBSTANTIAL benefit to persons in West Allis (other than the scammer who came up with the blue bike racks) but constantly attempts to reduce benefits to employees that ACTUALLY provide services for and PROTECTION to the citizens and property of West Allis
concerned that there would be a reduction of total off hours earned per month/year (i.e.10 hours of sick leave earned every month goes away) and how carry-over time would work.
Can PTO be accrued? What about current accrued time?
Would like to know more of this plan, for example, would all employees receive the same "pot/balance" or would balances depend on time invested/seniority?
Current employees should be grandfathered in and all new hire should go to this new system. I was offered these benefits when hired. one of the main reasons I accepted the job. If the city wants to try a new system then offer it to new employees but don't change what I was given and agreed to at hire.

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).

Being an employee with 28 years of service and very seldom using the sick leave that if I do need it I don't think its fair to an employee like me not to have it. There are not that many employees left that are on the old plan, leave our plan alone and in a few years there will not be any of those employees left because of retirement. If such a new plan should be put in place I SURE hope employees with many years of service are taken into consideration in the amount of hours the new plan would allow them compared to newer employees. Thank You

I feel that current employees should be grandfathered in to maintain there current benefit structure. Future employees should receive the new PTO structure.

this would penalize workers with 20+ years for the benefits they EARNED and gave up wages to keep over the years. give it to new hires.

I already do not have a clear understanding of benefits and wish there was easier access to that. I also would like a be given more information about the differences between the two as well as how they will affect me

I do not want long-time employees being denied the sick leave they have earned and may need. A serious illness should not cost a good employee their job. However, I am in favor of employees turning excess unused sick leave into extra vacation time/ bonuses (within reason).

What happens to existing sick leave plan. Why fix something that isn't broken. I'm on the plan earning 10 hours a month. If the plan is implemented start with new hires. If plan implemented makes sure existing hours are paid out in full to all or roll over hours into pto plan. Let us keep earning hours, then when retired paid, because I'm one that shows up for work and works and not calls in just to use my hours, that would be a great benefit.

Our organization (fire) is unique due to our schedule, however PTO to replace the current "sick" leave would be a greater benefit to our members and provide more flexibility than the current program to allow leave for family members etc.

I would loose the amount of sick days I currently have.

PTO plans assume that all time has the same value. The truth is that Green Time, Vacation Time, Sick Time and Over Time are earned in vastly different ways and have different value for each employee. The way that the various types of time is earned contributes to an overall strategy each employee uses from year to year when taking personal time.

I don't believe this will work for fire department employees due to our schedule. However, using partial sick days or PTO for during the day might be an interesting option.

PTO may be easier for employees and supervisors to administer rather than keeping track of the different rules related to each type of off time, but I would hope a PTO plan isn't a way of reducing how much vacation/"real off-time" is provided to employees. It may curb abuse of sick leave.

The current separate off-time benefits is wonderful the way it's. Why change it. It's easy to understand.

People i know whose employer switched to a PTO system are not happy with it. I like having my bank of sick time hours to draw from in the case of a serious illness or injury. The level of benefits offered by the city were a major reason i applied to work here.

I have had this model in the past with a previous employer and it was a disaster. For example, if an employee had a scheduled vacation but became ill prior to the vacation, they had to use the PTO time for the illness. If there was not enough PTO available to fulfill their planned vacation, they were not permitted to take off... paid or unpaid.

I do not have a full understanding of the consequences of any change

What would happen if you got in a serious car accident and had to use your time for that and you had a family member getting married? Currently I have enough sick leave and vacation time, so I could go to the wedding and recover. Many employees saved up their sick time instead of calling in for no reason, in case they become sick or injured. Also are employees going to come in sick because they don't want to use their vacation days? Then they would spread their germs all over. Would we be able to bank these days from year to year in case of illness or injury?

once I hit max what incentive is there for me not to take off? Might as well burn it, than lose it.

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).

This is a terrible idea. One of the main and most important, reasons I took a job with the city of West Allis is because of it's excellent vacation/random holiday plan and health insurance it offers. If you take this away, I will seriously (more so than I already am) have to reconsider working here. And I can't imagine why anyone would want to start working here to be honest. I understand the need to save money. I have to do the same thing when my paycheck gets deposited into my bank account. I get it, you have to find any way you can to save a buck. If you take this route though, if you take away one of the only things that the workers here really want and care about, what will you be left with? Maybe just wait 20 years until machines can do all our jobs and then implement this plan. I'm sure they won't need much vacation time, if any.

I'm not remotely interested in loosing my vacation and sick time that I've accrued in my 16 plus years of service. These benefits are a strong reason as to why our jobs are attractive.

Any plan considered would have to be fair to all departments/divisions throughout the City. (i.e. represented vs. non-represented etc.)

you would need to compensate me for my 16 years of sick time.

do not change the current system!!!!

why? Is the system broke? Those that are here should be grandfathered in and changed for the new hires if this takes place. What about the hours that the employees have already accrued?

PTO won't create bad marks on my annual review if I take a sick day.

What happens with all of the banked sick hours

If the City changes to a PTO program, long term employees (25+ for sure as they are at the maximum of their benefit schedules) should be grandfathered with their current benefits. They have proven to be loyal, solid employees, with a depth of knowledge new employees don't have; being able to share their experiences with new employees helps the new employees understand current operations and how to improve upon them.

I think if an employee was hired with "xyz" benefits, you should honor those to the employee and not change this mid-stream of their employment

If need be, we can use vacation and/or random time for sick leave and I like that. I, however, am still on the old sick plan, so my benefit is better than those hired after 1997 (I believe).

I am under the sick leave plan that allows for unlimited sick time. I have never abused this benefit. It would be impossible for you to offer enough sick time in my 'bank' to cover this. Once you go to accrued sick time each pay period, you are 'showing' employees that they have this 'sick' time coming to them & basically encouraging & 'reminding' them to use it. They feel they are 'entitled' to these sick days. Under the unlimited plan, 'out of site, out of mind.' I feel that the people who were hired under the old plan of unlimited, should be grandfathered in & allowed to keep their time that they 'earned' by years of service.

I have already banked a lot of sick time hours as part of my benefit package. I don't want to lose them and then be allotted the same sick time as employees who used their time. We would need a short term disability plan.

As a long-time employee I would be displeased to have my current benefits decreased. I've devoted many years of loyal service to the City to accumulate these benefits

I like it the way it is

Why? Vacation and sick time two of the only benefits that are keeping employees here. Why decrease these benefits too?

I'm open to the idea if it doesn't decrease my paid days off. I would like to see the plan before deciding if I like it or not. What would happen to the sick leave hours I have accumulated?

I am worried that this would be used as an incentive by the city to consolidate and remove total time off from employees.

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).

The city continually takes more and more benefits away from the employees that are not necessary to make. This has resulted in a very large decrease in qualified applicants that have since gone to different cities and agencies with better benefits. There are fewer and fewer incentives for someone to leave their current position to join with this city, or for someone newly out of college to get hired with West Allis. Even though employees were previously forced to complete a Carlson Dettmann survey for their position, West Allis Police employees are on the bottom end of the pay spectrum in comparison to other cities in Milwaukee and Waukesha County *(even though West Allis has a substantial amount more of crimes and calls for service). With the amount of benefits being taken away during each contract negotiation, employee morale will be even lower since there is no increase in benefits or incentives.

The city continually takes away benefits from employees. Continuing to do so will cause people to not have a drive to work for the city. Whether it be new employees or current employees.

Never had to work with this type of system, so I don't know anything about it. What are the pros, cons and how will it affect me?

NEED A LOT MORE INFO TO MAKE AN EDUCATED DECISION

Ability to "cash out" limited # of hrs 2x per year if bank hits certain level similar to some PTO plans in the private sector.

Need more information. Keep the same sick time of 10 hours a month so employees can accrue for maternity leave or surgeries.

Will PTO benefits expire at the end of each year? Wondering how sick leave would be handled - if not used within a year can this balance roll over to the next year, thereby having an amount to draw from if an illness or catastrophe occurs? Will employees earn their sick leave at the current level? How does this affect those employees that basically have "unlimited" sick days? If I don't use my sick day pool - can I use a percentage toward add'l vacation days? If not, what's the incentive not to just call in sick and use a day? Vacation days are scheduled to allow for adequate departmental coverage - sick days simply throw off the balance.

Have all new hire's on this plan

I like the idea. As it currently stands, there is no benefit of banking sick time.

I would need more info. Allocated vacation time is a priority but accrued sick time that disappears upon retirement is not a great system.

Bad idea- I don't like that fact that it would be accrued every pay period. I know many people who have this, including my wife, and it doesn't sound good. I think having the setup we do – sets us apart and makes up for other lacking areas. I like the separate categories and especially the sick time benefit. Employees should Not abuse it, and there are polices set in place to prevent this. Could also put incentive for employees who don't use sick leave.

If it's not broke, don't fix it. Don't see any down side to they way off-time benefits are right now.

Not sure about included sick time in that plan. They are two separate issues: illness vs planned time off for recreation or personal reasons.

Any new changes need to be better from the employee's perspective.

every business that I know of that went to a PTO system their employees lost out of time off they had before.

Any time an employer combines benefits, the employee loses. I do NOT support this.

I am open to the idea of replacing Sick time with PTO. I am not open to the idea of replacing PTO with my Vacation days.

Pay out for sick time not used during employment. This would curb sick issue if there were such a thing. This would be a incentive not to use sick time and help the employee pay down the road towards health insurance.

I fear that changing to a PTO plan would have more employees coming into work sick--because no one wants to lose time off. Additionally, what if an employee has a serious illness? Is their time off expected to be unpaid? Even if it is something like the flu, an employee could potentially go through over a week of PTO. If you are a new employee that is a significant amount of PTO. Also, what would happen to all of the sick time long time employees have already accrued. Instead of changing everyone to PTO, I think managers should discipline those employees that are taking advantage of sick time.

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).

Having the off time bank is one of the great benefits of working at the police department. Being able to use overtime as off time and having the separate bank is nice. Take that benefit away and you will start to lose good employees to moral issues, other police departments, and burnout. Don't mess with off time like the city seems to be trying to do with all other benefits.

Maintaining levels, large banks of time off, etc.

One of the perks that I have working for this city is getting PTO, sick time and Comp time lime city's around us receive. I believe this city would loose hard working employees if everything is pooled into one big bank.

Ability to rollover certain # of hours into following year. Hours could be taken on an emergency basis if needed

It is easier to plan vacations when you are aware of how many days of vacation you have available. Especially if you have a family and are planning a family vacation. If you would get sick and pull days from a 1-pot PTO, then that's it. Either you are sick or you go on vacation? I am not sure how the random holiday days came into existence, but if I had to compromise on something, that would be it. Or incorporate them into the current holiday schedule - Good Friday off, the day before New Years, etc. I would not be opposed to the City saying that effective January 2018 (or whatever month/year), new employees will be on a PTO plan. That is fair and they know that going in. To make long-term employees switch to a PTO plan is not fair and there is no way that the City would be able to accurately and fairly compensate to ensure what long-term employees don't lose hours of vacation or sick time. I am 100% opposed to any PTO plan for any current employee.

I prefer the current off time benefits

I don't like the idea. This will affect how our overtime is banked as opposed to our comp. time. Just leave it how it is. It works well. Don't mess with it. The city is already screwing us over with the health insurance and novatime. This will just be another way for the city to reduce the amount of time we accumulate to take off.

I like to have banked sick time in case of emergency and you need off time to recover

Time off should be based on the previous year of hours worked.

Do it for new hires Grandfather current employees

Long term employee who has never used sick leave only a few times over 25 years will be requested to give up long term benefit. Consistency is the key....are Fire and Police affected?

I don't like the idea...

Some employees have a huge bank of sick time.

Bad Idea.

when I was hired I did not receive any sick time for 5 years. Now I have unlimited sick time and really don't feel it would be fair to give that up.

Sick time currently banked - I assume that cannot be lost, but where would be 'banked'? Would only be available to use during FMLA?

Need more information before commenting

Good benefits are in place to compensate for lower public sector pay. Those who have earned the max. limits over time should not be penalized by losing their earned benefits. Consider "grandfathering" employees to retain the benefits they have earned and were promised when hired. It won't be long before that group of employees is done with public service when it is no longer an issue. Acknowledge that long-term employees add value to the organization and not view them as a negative factor.

I have had family members wipe out a years worth of PTO due to an illness. Due to one health issue, they could not take a vacation for almost two years. I think having separate pots gives more balance to how people can take time off, and no one is punished for being ill or having a medical issue. I guess I've never had anyone say to me, "I'm glad I have a PTO plan" where those people are jealous of my separate off time benefits.

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).

I think you have to start with the sick leave policy. It's very design makes it a target for abuse. I would encourage the city to eliminate the concept of sick pay. Then, that leads to a PTO concept as the best alternative. I've seen this work before, where a company eliminates Sick Days, moves to a PTO model, gives everyone an extra week or so on top of their vacation days to put into their PTO bank, then allows people to carry over a bit more than in the past to handle short term leaves until DI kicks in. A much simpler program to administer and more flexibility for the employee. A win-win.

I did have PTO at my previous place of employment and it was very easy to understand. Hopefully that is something that can be considered here.

I've heard at other places of employment that have changed to PTO that the employees lost out on a lot and basically got screwed with it.

It should be bargained.

newer employees do not have enough vacation time and that makes it challenging when coming from another employer where you had accrued several weeks of vacation time only to lose most of it by switching jobs

Wonder how this would affect people on the old sick plan, as well as how it would work with people who abuse sick time.

Will this reduce the amount of vacation days and Holidays?

I assume that would be a combination of current sick time and vacation time that is earned by employees?

A PTO system has the potential to penalize employees who have had longevity with the city. Job longevity needs to be rewarded.

PTO is better because it is simpler and healthy people who don't use sick time are receiving less benefit than unhealthy employees who use a lot of sick time.

How many hours would be in the bank and how many hours would be credited each pay period?

There would need to be more information passed on to the employees about this program than just a short three sentence paragraph listed above in the question.

need details

we should just call it personal days. If I accrue them why cant I use them or get paid off at retirement? We shouldn't be punished if we need more than 5 days off a year.

Would like to see more information, charts, etc.

What would you do with vacation/sick time for employees who have been here for many years and that is one of our only benefits left? You have already forced us to do that with doctor/dental appointments. We used to get that paid and now need to flex that time whereby we feel we need to make up that time, and that is wrong. I understand that we need to look at ways to decrease costs, but it is wrong to continue taking benefits away from employees who have worked here for many years. Start looking at health insurance costs for our Alderpersons. Why should they get full health insurance for them and their families when they do not work full time, but all other employees have pro-rated benefits? Part time employees cannot afford our health insurance, but our Alderpersons can insure them and their families and it is not pro-rated based on the amount of time they work. Many of them have other jobs where they cannot get/afford health insurance so they can become an Alderperson and receive full health insurance with the City of West Allis. That is so wrong! And please share this with them and ask that they look at this since it is only fair for them to do their part with decreasing/maintaining costs for the City, too.

As an employee over 20 years, would there be a bank of hours to start with that would reflect longevity? would the hours carry over each year if unused? What about short term disability?

This is a benefit that was appealing as a new employee as to whether to work for the City or go somewhere else. You keep taking things away from employees which is obviously making people to apply for work in other cities!

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).

The current plan is a great benefit for employees that do not abuse their sick time. I think it is pretty sad that we have to change a benefit that makes sense because there are people that abuse it. Again... the honest employees lose out. The current system would work great if you just gave fewer sick days to use/bank every year. I think the city gives us too many sick days per year. All this does is give the abusers more days off while the employees that do not abuse the system bank them for in case they would need them for a serious illness in the future. It is nice to know that I have hours banked if I were to have a serious medical condition that required some time off, instead of using all vacation I have for the year. That is why you do not abuse them over the years. The people that do not use every sick day given to them just because they are given to them need to get some reward.

I don't want to lose the time I have accumulated in my sick time bucket because I choose to save them instead of using them as additional days off through the years. I have over 1500 hours in my sick time, how could you ever make that fair for someone like me versus someone that uses it as fast as they earn it. I was saving them in case something catastrophic happened and with PTO time you would just take them away.

I think the vacation time and random time need to be left alone. That is a HUGE benefit that sets working for the city apart from the private sector. Sick time is THE PROBLEM! People abuse it way to much! I drag myself into work because I am a dedicated employee and I know how much of a burden it puts on people. I only stay home for major medical, or if I absolutely cannot get up. People call in for a headache around here and that is acceptable?!? I just don't understand people's work ethic. Just because you can, doesn't mean you should. We need to mirror our sick time to the private sector and allow those who have unused sick time to keep that in a bank for anything major as a reward for not using it and only allow five sick days a year that cannot be carried over. If people want to continue to call in, make them use their vacation time!

I would not be in favor if a move to a PTO plan would decrease the amount of time available for use

The number of days in the bank would have to greatly increase to accommodate for less sick days and the inability to accumulate and save sick days.

1. If go to PTO will City then provide short and long term disability at NO charge to employees for serious illnesses? I cannot afford to pay for another payroll deduction for disability insurance in the event of a serious illness even if it is less than \$20 a paycheck. These deductions all add up. 2. What will happen with any sick leave "bank" that has been accumulated (especially several hundred hours)? Will employees be allowed to keep their current sick leave "bank" to continue to draw from in the event of illness or doctor appointments or will they be illimated? 3. If City decides to switch to a PTO plan, please give employees at least 12 months prior notice to the effective date. Some employees do plan vacations, events (surgeries) in advance and it would be helpful to know when the plan will switch over well in advance.

If this were to change I'm assuming all employees would be "grandfathered" in...I have approximately 1300 hours of sick time and I WOULD NO EXPECT TO LOSE THAT UNDER ANY CIRCUMSTANCES. THAT IS MY TIME EARNED!!!!!!

I have worked for the city for just over 19.5 years. I have accumulated a vast amount of sick time that there is no incentive based plan for. I accumulated this by being healthy and being a good employee. I would consider the PTO plan if I was to be reimbursed (well) for the time I have accumulated over almost 20 years. I know that the city will manipulate these categories of time (comp time, vacation time and accrued sick time) to their (the city's) benefit and not to the benefit of the individual employee.

Per contract I acquire sick time. I have around 1100 hours I EARNED which I have not used. I'm sure under your plan I would loose them.

Removing Sick Leave damages the employee because if the employee were to require time away from work due to illness, the Sick Leave would allow a buffer for the employee to return to work while being paid at straight time. No sick leave means the employee exhausts his time off, potentially, before the employee is ready to return to work, and would necessitate enrolling in short-term disability. Most people cannot afford to live on less than the income they currently take home. The employee would not have any vacation time to use for relaxation. This does not encourage happy, thoughtful, engaged employees.

that those on the higher end of the scale(employees who have been here for years) would not lose everything they have already worked for.

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).
Concerned about how the PTO system would effect those on the old sick day policy
I would be worried of losing all the sick time i have saved. Starting over then having an accident and losing my job because i wasn't 100% and able to return to work. ANSWER to # 17 YES if you went to a PTO PLAN
I'm assuming the time employees are allotted off will not change.
I'm concerned with how time would be accrued (and how much) and about losing sick time that has already be accrued over time.
I'm afraid to lose the hundreds of hours of sick time I have saved for uncertain life events/child births/surgeries/deaths/etc.
Both Options for #14 are terrible. This study is self serving for the city not employees. The wording is very bad.
I accumulate my sick time. I rarely use it and when I retire, if I have for example 1300 hours on the books I do not get anything for it. Some individuals may abuse this sick plan come their later years on the job because there is no incentive to have those days if you don't fall ill.
It seems to work the way it is right now, why fix something that isn't broken? There are plenty of other things that that don't work to worry about.
what will you do with the person who has 25 years in and is at the top of his scale? he or she worked for those benefits!!!
Many highly educated and hardworking individuals seek employment with the City of West Allis Police Department. As pay levels decrease (compared to inflation/cost of living) and health and dental benefits are taken away, the quality of employees that this city will attract will also go down. Who wants to risk their life on a daily basis for 'average' pay and benefits? With the demand for security specialists and investigators in corporate America and internationally, it is already a no-brainer to get some experience at a police department for a few years and then leave for the private sector where pay is much, much higher. As with most other things in life, you will get what you pay for. The city should consider that when thinking about taking away additional benefits.....and that after all is what this whole 'survey' is about.
We have accrued and earned our hours and it was a condition of accepting employment. If changed I will have consider employment else where. This is the approach I will have to take with all the changes.
As someone planning on having children in my future, the separate sick time ensures that I can accrue hours to take extended maternity leave. If this is rolled into one "bank", I may only be guaranteed a set number of hours per year. Same goes for vacation time, currently when you work for the city for a certain number of years, your vacation time increases. I don't feel this could be guaranteed if the plan were to switch.
This is a terrible idea, do not change to PTO
I have mixed feelings. A few colleagues blatantly abuse our generous sick hours and use their sick time when they are not sick. They then have a lot of vacation hours left to use at end of year, so they end up getting more time off than those of us with more seniority and earned time off. However, I feel that PTO would punish someone like myself who exercises, eats properly, and is rarely sick. If PTO is implemented, I hope I will not lose my over 500 sick hours which I have earned. Please find a way for us to keep our sick hours which we have carefully saved for future sickness/injuries. By the way, I am VERY grateful for our generous sick policy. I fractured my pelvis 3 years ago, and I used probably 100 sick hours between time off, gradually working part time, and then full time once off crutches and going to physical therapy and orthopedic appts. I would have financially struggled if it weren't for our generous policy. Realistically, it's possible that in the next 20 years, I may have another injury or surgery or illness, so I would appreciate keeping this benefit.

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).

I have worked under this type of plan, it was a bad idea and presented problems for several of my co-workers who unfortunately need extended time off for knee replacements (non work related). In addition when the company went to this type of plan long term employees lost a number of weeks, in some cases up to two weeks of vacation, and a number of sick days because they never "earned and burned" their sick days. But the company could say "everyone is being treated the same". It created a huge morale problem and a productivity problem. Those employees that were excellent employees became ok employees. Their work got done but the pride they had in their work and their employer were lost. The lack of pride in the employer led to a reduction on customer service. It wasn't lost completely but employees no longer felt compelled to go above and beyond. It became a "place to work" and nothing else. Even after work social events that had been supported by and paid by the company fell to the wayside, as the employees felt betrayed and crapped on. I do believe our current vacation schedule is not lucrative enough. I know new employees coming on board are being offered more vacation to start than those that are earning it through longevity. This is currently causing hard feelings in some departments and should be rectified. If there are employees that earn and burn sick time, then their managers need to address that with them at the time, but don't penalize those that don't follow this practice and in fact bank them in order to be prepared and insure income if a non work related illness or injury would occur. If you want employees to not earn and burn sick time, give them an incentive not too. Let them accumulate them and then allow the unused days to be used to offset the cost of health insurance premiums when they retire. This will get the work done while they are employed without making someone else do it in their absence and will also give those long term employees an added incentive to at least look at retiring earlier, if health care premiums would be paid for. It works at the state level, it should work here.

have a nice day, I'm gone. that and for now the medical are only thing keeping people here. Put new hires under that plan and see how it works.

You said the City would credit additional hours to the employee usually every pay period - how are these hours determine? If I don't use all the hours in may bank can I continue to accrue them to save for a long term health issue, vacation or/and can I accrue them and cash out at retirement age? Will there be a cap on how many hours that can be banked? Will there be restrictions on when and how I use these hours? If

if the city decides to go with PTO it should do so with new employees and grandfather the existing employees current program.

Good Survey

Employees grandfathered under the old sick pay plan should not be negatively affected.

I would want to know if the amount of days would be equal to what the current plan is with increases as the years go by and if you wouldn't lose what you have currently banked.

As a Union Employee I would never be in favor of this, unless it is more generous than what we already have.

Concerns with how long-time employees would transition into the PTO plan without "losing out" on their their current lengthy sick leave "bank" and vacation benefits, etc.

I think I live in the U.S.A. where life should get better not worse.

It will force people who never use sick time to use all their time off; causing people to take more time off

Short term & Long term disability pay being effected by PTO time

having come from a company that had that it was very unpopular and hard to retain employees or hire when it is a true PTO accrual based plan.

It would not work for Police/Fire

Would PTO keep current vacation / random holiday time and add fixed number of days instead of sick time?

As an employee that has 20+ years would a PTO plan mean fewer time off benefits?

There are not many employees who remain on the old sick/vacation plan. After over 20 to 25 years of service, I feel the moral of those that stuck with their jobs will be very bitter. The newer employees don't stay at their jobs like the old days and move on to better venues. Why hurt the ones that have stayed here all of their career.

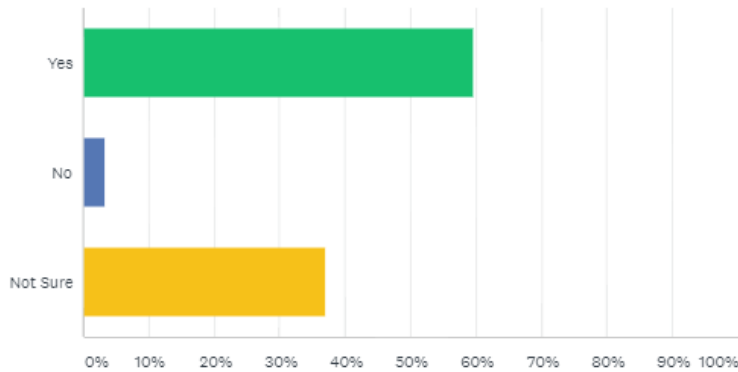
what happens to sick hours that employees have already earned but haven't used?

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).
whatever plan is decided upon, the city definitely needs to offer more time off to newer employees. The city is not competitive with the private sector.
We shouldn't have to use our vacation and holiday time off when we are truly sick.
For people such as myself, I think it is unfair to continue striping away benefits from employees that have longevity with the city. I have the unlimited sick plan but do not use it often. Should something catastrophic happen to me, there would be limited time available. Some of the employees have dedicated themselves to this organization and feel that we have been striped of many benefits without having anything in lieu of it.
I support this move 100%. The current system creates a "reward" for using sick time as a basis for increasing time off. In general employees should see an increase in total paid time away from work to increase productivity and job satisfaction.
I am a long term employee who has the very generous sick time leave I would need to know more about PTO and how that benefit would change
Unless you are going to pay me for all of my accumulated sick time, this is not fair to current employees.
It is ridiculous that some employees currently have unlimited sick time.
Concerned that there will be no "safety net," as far as sick time is appointed, for an extended illness. The ability to "carry over" sick day is very important.
Id just need more information about it, I would like to see other Fire departments with similar programs and compare them to West Allis.
This sounds like a way for us to lose time off that's been earned. As for Green Time, It's often lost because no one is agreeing to repay the hours when you need off. A way to ensure that time off will still be received would be great.
How would that affect those with the "old" sick plan?
There is usually no way bank time for planned medical procedures that may take more than is allotted for one year.
If you will ensure that current levels of time off are maintained or increased, it might be worth discussing. If you will open this topic up just to cut employee's time off through the implementation of a new policy/procedure then don't bother even exploring it any further.
A PTO plan would undoubtedly be less days total than currently given. People would use all there days as vacation and come to work when they are sick - causing others to get sick.
At previous jobs I've had pto and don't completely dislike the system but I have a strong feeling that if this plan is implemented we will receive less paid off time than we do now.
I am on the police sick leave plan, accumulating hours. I currently have over 1,500 hours of sick time accumulated. If the City goes to PTO, I expect I would lose the accumulated sick time with no compensation and gain little or no time off, other than my base vacation being re-named.
I would like to know what is the benefit of switching to a PTO plan and what has prompted this discussion to take place. How does this switch effect different employees?
I do not think that vacation should be put together with random holiday and sick etc.. I could see maybe a PTO plan for all other than vacation or something like that. I would need more information and I do not agree with having it all in, if vacation is also lumped into that total. And would fmla would be in there as well? There would be a lot of questions if this is a potential situation
City would need to consider how to freeze, maintain, or rollover any accrued sick time under the current plan. City should also consider increasing the bank of vacation days for new employees as an alternative or added benefit to a possible lower salary/wage (e.g. starting with 2.5 or 3 weeks)
I only have two weeks and two days of vacation. I've been in my field for 14 years. I took a massive cut in benefits (when the unions were still around) when I came to the City. It does not affect me as great as some long term employees. I would really need to see more details to form an opinion.
How would sick time be calculated for pre 1994 employees?

Please add any comments/concerns you have regarding the possibility of a PTO plan replacing the City's current separate off-time benefits of vacation, random holiday, and sick leave (continued).
Currently as an exempt employee, it is very unlikely to use sick time as it can't be used for a sick child. Also, not likely that I have a Dr appointment for 4 or 8 hours. However, if do move to the PTO option, the accrual of time should be similar to current levels. Also, would need to know more about rolling over or carry over of unused time at end of year as currently sick time always carries over but random does not and vacation time is limited as to what can be carried over and by when it must be used. Another item to consider is when an employee leaves, would they get their PTO paid out of what they earned as currently sick time is not paid out.
Would I be losing any time-off hours with the new plan? Would employees come to work when they are sick (Cold/flu) to save up that time for a vacation? Any way to control that? What happens at the end of the year and everyone wants off the last two weeks of the year? Will you allow carry-over time?
The current way seems easy to understand. Don't really understand why we need to change but time is time, so if the amounts stay roughly the same, PTO is ok.
I would lose all my accrued sick time
There are few benefits to being a police officer. Benefits such as holidays, sick time, and health insurance are the few things that make public service appealing. If you take away or dramatically alter these things, your quality of employee will go down and turn WAPD into MPD. Nothing but problems. If you want to make West Allis into Milwaukee, keep taking away from those that care enough to serve others.
It would be hard to balance taking vacation time and leaving some time left in case something where to happen and need sick leave. I like how the benefit is separate now where I know how many days off I have for vacation to plan each year
How would short term disability be addressed? Would hours be able to be accumulated over years?
I have serious doubts that a PTO program could compensate for the current vacation and sick leave (especially for long-term employees) in a fair way but would be willing to listen.
Would we be credited in any way for the time we have already accrued? Would we have something available to us if there was a major illness that we needed to be out of work for? Would we lose any time from what we have now?
The city is attempting have the current generation of employees fix multiple generations of mismanaged funds. The truth is if there is no retirement health care, pto bank is installed, I will start looking for another place to work. PTO bank erodes overtime, paid vacation, and sick time bank. The sick time banks should be paid out or used to lower health care costs in the future.
1. The total time off per year should be equal or close to current. ie Sick +Random+Vac= PTO 2. What happens to current accrued Sick Time?
What about my banked hours? What happens if you don't utilize all of your PTO time in one year? Will the City offer free short term disability and long term disability insurance to make up for the loss of sick time?
I have no idea as to what this would mean.
I do not want the city to mess with the current ways time off is provided
I don't think those that have accrued and not abused the sick system should be "grandfathered" into keeping those hours for certain circumstances (FMLA, maternity, major illness, etc...) not daily sniffles but continue forward with a PTO plan for the future accruals. The sick time in this city is HIGHLY abused at 10 hours per accrued per month. Some feel like they have to use it and those who come to work are penalized.
Won't be enough total hours off for vacation, holiday and sick leave; will decrease the sick leave benefit without increasing pay or making up for losing that benefit elsewhere
Penalizes those who do not use sick leave.

Short-term disability policies pay benefits for short periods of time—typically three months, six months, or one year, after a brief waiting (elimination) period. Should the City provide short term disability coverage at no or low cost to you?

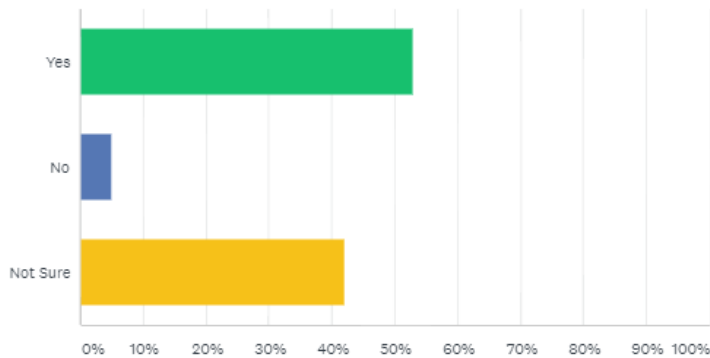
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	59.67% 179
No	3.33% 10
Not Sure	37.00% 111
TOTAL	300

Long-term disability insurance has an elimination period of at least 90 days. After that, benefits are paid for a longer term, typically one year or longer, depending on the policy. The longer the benefit period, the higher the premium. Should the City provide long term disability coverage at no or low cost to you?

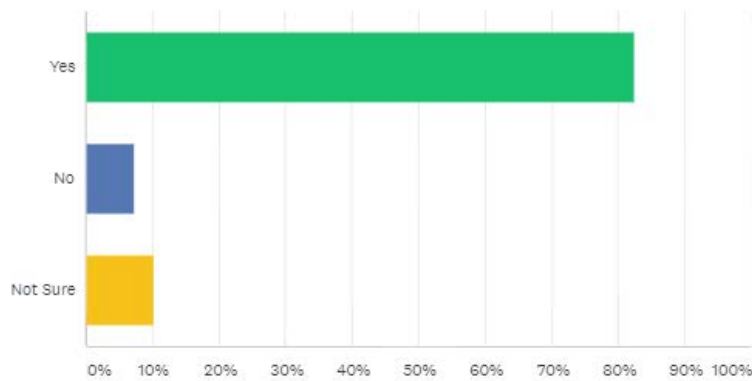
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	53.00% 159
No	5.00% 15
Not Sure	42.00% 126
TOTAL	300

Should the City provide an incentive for employees who do not use all of their sick leave?

Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	82.33% 247
No	7.33% 22
Not Sure	10.33% 31
TOTAL	300

Please provide any ideas/suggestions for what this incentive could be.

As a represented employee I feel serious discussions should be had with our Labor Union regarding this--Im not the sole individual here.

leave early in some days or even money

If we need to offer an incentive so employees do not use all their sick leave, then I think something is seriously wrong with the overall moral Or could the incentive cause employees to come to work sick just to receive the incentive and make others sick

extra vacation days.

cash

pay out days upon retirement

Additional random time, cash, gift card

Other short term/long term disability would play into this first.

1. Percentage of the pay for unused days. 2. Pay a percent of pay into account and allow it to be used to offset increases in retirement ins. costs.

Many employers already offer monetary compensation by putting a percentage of the city's cost into that employees retirement bank. (I.E. If an employee doesn't use any sick time, the city would contribute \$1500 to the employee's retirement account through WRS.

Extra time off that doesn't result in the creation of overtime would a start. A monetary stipend for someone that does not call in sick for the whole year may also be well received. This could also result in curbing any abuse that has been known to happen.

See above #16; 4 days comp time off for no sick time use for a 12 month period (8hrs off per quarter). This would be a good starting point for the city to consider implementing.

Partial payment towards retiree health benefits

Transfer into comp time

Please provide any ideas/suggestions for what this incentive could be (continued).
Extra vacation day? However, would be concerned that if someone had a serious life/health issue, i.e. cancer, they would not be eligible at no fault of their own. More concerned about addressing employees abusing the sick time....
Not at this time
option to receive pay out at end of year for unused sick time option to receive half pay for unused sick time at retirement
extra paid time off days
Additional bonus
pay out unused hrs or allow them to be applied to post retirement health insurance premiums
More vacation days, bonus in following year, a city funded extra contribution to employee's retirement fund in following year.
The only incentive extra pay.
Allow employees who have accrued a set number of sick leave to choose between storing more sick leave or converting their unused sick leave into bonuses (pay or PTO).
When they retire one suggestion is to pay the hours they have in sick time in full or no less than half hours they have. Maybe some how put it into a hsa account when we retire to pay insurance premiums since I or most people will not be able to have city insurance because either to old or not enough time in the city. This maybe some ways I think to have people want to come to work. Instead of mind set of "I have it, I might as well use it" because "I'm going to lose it or I can't take it with me".
Extra vacation days
I believe the only effective incentive would be monetary. Examples would be if an employee "maxes out" their accrued hours any additional hours earned (with a cap placed to be determined) could be paid out (straight time or an amount TBD). The other example I would provide would be a reduction to premium shares based on a similar program as the one described above.
Paid time off
It is my belief that the city is going to take away retiree healthcare for all employees or at the very least, make it so cost prohibitive as to make it ineffective. The bottom line is that sick time has value. Employees chose to work sick or injured for a variety of reasons but the end result is that the city has an employee that is doing his or her job. The city needs to adopt a simple formula for assigning value to this time. That value is then to be invested into a HSA account that will supplement the cost of healthcare after retirement.
50% towards an HRA account to be used for premiums or medical expenses.
This would only be necessary if the assumption is sick leave is being abused. A change to PTO gets us out of this whole discussion.
Add extra days to random holiday
Some employers pay out all or a portion of unused sick leave.
Ability to donate sick time to an employee in need.
applied to retirement health or payout
Paid time off or money that equals the amount of time.
have all the time not used go into a bank for health insurance payments.
Add the unused time (or a percentage of it) into our vacation/bank time.
Additional vacation time
receive half of the time back as comp time/random time.
paid time off. i.e.-extra vacation day per 4 months unused sick time. possible bonus pay per unused sick time over a prolonged period
extra time off, or bonuses, pay outs now or toward health care costs at retirement.
% of unused time as bonus time off or pay or gift card(amazon or something with many options)
pay it out. not fair others get paid for time off (sick) but those who work do not get benefit.

Please provide any ideas/suggestions for what this incentive could be (continued).
Paid out at the end of the year or retirement
Paid Out Sick Time Upon Retirement
Unable to provide as the incentive should be based on the structure of the benefit; for each option (PTO bank, or reduction to number of sick hours that can be accumulated, etc) a different type of incentive should be created to maximize effectiveness.
There are employees who "milk" the system and get away with their "sick days", others who use very few, truly when its needed, they should be rewarded
Time off
I pride myself in never being sick or using sick time when not actually sick. I certainly think an incentive would possibly cut down on people 'faking' illness. City-wide acknowledgement of individuals who did not utilize sick time would be a easy & cost-free incentive to the employer. Other options could be Employee of the Month parking space, extra casual day(s) of employees choice. What about small gift cards or employee 'spirit' wear - which would be win-win because employee would be promoting the City while wearing or using the item.
Pay out the amount the employee has accrued so far to start. Exchange the used sick time to vacation/random time to use
Perhaps payout or carryover
time off or money
Pay bonus. More Vacation.
money or planable time off
There could be an option of "cashing out" up to half of an employees unused hours...bank the rest.
Allow employees to use banked sick time to pay for health insurance once employees are retired or provide 4hr of comp time to employees who do not use a sick day each month.
The City should pay the employee a percentage rate of the sick leave hours that were not utilized upon retirement. For example, if an employee has accumulated 2,000 hrs of sick leave, pay out 1,000 hours as a bonus or something in comparison. Currently, there is no benefit for people not to use and/or abuse the sick time. This may cause certain employees with poor work ethic to use a sick day every month since "banking" it doesn't benefit them.
Pay out sick time at retirement
If (x) amount of sick time is not used in the year, then awarding (x) amount of vacation for the following year as an incentive.
Pay out the cost or reduce insurance
Please reference PTO comment. The "cash out" idea would be a built in incentive that would cover both PTO/Sick Time
Some sort of extra pay/time off/or bonus at retirement. Right now numerous employees use all their sick time as soon as they get it and others have hundreds of hours because they do not abuse it. If honest employees who only use sick time when it is warranted get nothing for not abusing it, more and more people are going to transition to abusing it and costing the city and their department's productivity.
Extra "Random" day, gift card, catalog from which you pick an item of for reward.
Maybe it can be converted to vacation or cashed in.
Additional paid time off to be used at their convenience. Currently, if an employee wanted to have extra days, they can just call in sick which actually makes it harder to provide adequate departmental coverage. If time off is planned, it is much easier to adjust internally for coverage. Most of us will get hit with a flu bug or something at one time or another so it shouldn't be an all or nothing perk, meaning an allowable amount of time should be expected to be covered by sick pay, but those who only utilize a very small portion of allocated time should be rewarded with paid time off. We don't want to create a situation where people can't use any of their sick days without jeopardizing the incentive to use less. Sick employees that come to work, spread the virus, flu etc. to those here, creating more sick people which can potentially create even more of our work force needing to miss work.
Paid out when they retire.
If some one does not call in sick for a year give them 2 or 3 day's extra vac the next year

Please provide any ideas/suggestions for what this incentive could be (continued).
Use the time for vacation, get paid out for time, etc.
Paying out unused sick days or creating accounts to aid in rising health insurance cost.
Yearly bonus
Sick not used should convert to vac/PTO. If not, maybe bonuses (\$\$). Limits should be removed on carryover or at least extend how much can be carried over.
Payout of not used days
We should get rewarded each year for not taking all of our sick leave from the previous year.
let sick time be used for retiree health insurance
Extra vacation/random/banked time.
Cash or additional random or vacation time
Credit towards their Retiree health insurance or pay it out.
Time off, Bonus
Sick time pay out to go into a HSA to help in increases to health insurance post retirement. Other cities provide this to their employees.
If paying out isn't an option (even if it is a percentage), giving employees additional time off, would be welcome.
Pay out sick time or a portion of the sick time if not used. Or allow a portion of sick time to roll over to the next year to be used as off time. Also, stop discouraging people from using sick time if they are sick.
Bonus
My previous employer (state of WI) paid out my unused sick time into coverage for insurance when I left. It provided incentive not to use it so you would have insurance upon leaving/retiring.
As long as sick time can be banked, I don't think it's necessary to offer incentive
People should be using their sick time when they are sick or need to go to the doctor. To provide an incentive would encourage employees to come to work sick when they should be staying home. If people are abusing their sick time, then that should fall on the manager to correct the problem. That is part of their job - to manage their employees effectively. Or require a doctor's excuse by the 3rd day.
Transition into extra vacation or work reduction days.
Employees should be able to "roll over" sick time into regular off time banks so that the time can be used OR compensate the employee for not using sick time.
This time should be paid out at the end of an employees career, or be used toward the costs of retiree healthcare premiums. Or the money could be contributed toward the employee's retirement. Which ever the employee chooses.
Pay out a portion of sick time when employee retires. Have some sick time used as personal time off.
need more information
Pay out percentage at retirement
monetary amount
double time sick leave....
pay out the time if it is not used
not sure?
Bonus. If incentive is given, would unused sick leave be taken away?
You shouldn't have to pay employee's extra for coming to work on regularly scheduled days. Paying for sick time not used is just that, extra pay for coming to work
Either pay out a portion of the accrued time, or provide additional time off to the employee
applied to health insurance costs after retirement applied for extra time off
time off, monetary, some type of gift (gift card, item chosen from an approved gift catalog, etc.)
Extra PTO days
Personal Time, Comp Time, cash pay out

Please provide any ideas/suggestions for what this incentive could be (continued).
Unused sick time could be paid out and used towards healthcare once retired. This gives people an incentive to come to work and not call in sick. It does not punish people like myself that may max out our sick time account and get nothing in return for being a faithful city employee.
At a former place of employment, also related to a city government, we were paid 50% the rate of our remaining sick leave when we left. It was a nice perk, however not a big enough rate that people didn't use sick time. I think you also had to be working there a certain amount of time, greater than a year.
In Waukesha County at the time of retirement, half of their accrued sick time is contributed to a retirement benefit. So the less days you use the more money you have contributed.
Perhaps it could be tied into Pay for Performance awards.
Transferring some of their sick time to use as vacation time.
A bonus check at the end of the year or a small percentage pay increase.
Payout the time not used
Sick time is an earned benefit. If we earn it there should be some payment. Weather it is an outright payment when you retire or a payment into a health savings to help supplement insurance at a time in our life when we will more likely need to use health insurance than we do when we are young.
Extra vacation days
money or extra time off.
My Suggestion would be to use 3/4 to 1/2 the time in an account (monetary) that can be used to off set the health insurance premium when a person retires this will give the employees a reason/incentive to come to work when they are not really very sick
Some sort of credit that goes to retiree health care costs.
Convert a portion of sick hours to extra vacation annually. Use a portion of sick hours to cover health/dental insurance premiums
Pay out the unused sick time upon retirement. Or if that is too expensive pay out half the sick time upon retirement.
Cash them in for money once they retire. Cash them in for time off every year, two years, or so forth. Provide lower health care costs once retired if you have X amount of sick time used/not used.
pay out at retirement
Pay us for the days we don't use upon retirement. Or give us a chance to use them instead of cutting us off after 4 days on sick.
Other cities and governments pay out the remaining sick time a person has when they retire
What would you do for employees who have the older sick policy and we don't get a certain number of hours off? I am hoping you do not take this benefit away from us, because as I said earlier, those of us who have worked here for many years (28 for me) have lost many benefits and should be able to keep the few we still have. And we do not abuse the sick time we could take. In fact, we hardly ever use it, but it's nice to know it's there if we do need it.
Time off
Taking the sick time that is accrued and applying it toward your health insurance at the time retirement
Bonus check. You save money on the people that show up anyways. Otherwise, reduce the amount of sick days given each year and continue with the bank system. If you use your sick days then need them at a future date...Oh well.
Earn extra vacation days or a cash bonus but don't lose the sick time.
Pay out of hours
A bonus equal to half or a quarter of what it would have cost the city if you had used the sick time based on your wages per hour. Each employee would be different based on their pay scale. It's a win win for both the City and the employee who didn't call in sick.
I was previously employed at the City of Milwaukee. Their policy was to give a day of pay or a day of vacation during each of the three 4 month periods per calendar year that an employee did not use sick time.
Pay out the sick days at a rate of half. 1 sick day = 1/2 days pay
pay at time plus a percentage, depending on total time not used

Please provide any ideas/suggestions for what this incentive could be (continued).
1 off day to be used in every three month time period in which a sick day is not used. The possibility of an extra off day will result in less sick time usage.
Yes...Pay out sick time when it isn't used at the end of one's career
Paid bonuses
It should be paid at half (50%) of the accumulated hours. If I have 2000 hours when I retire - earned by being a health, good and conscientious employee, why should I not reap a decent benefit? At this time there is NO incentive not to start using that sick time. It is utterly ridiculous that it has taken this long to even examine a change to the 20+ year old sick plan.
01. Allow them to be cashed out at a reduced rate. 02. Offer a monetary incentive if one does not use any for a specific time period eg a year. 03. Allow one to cash them out a retire early on a prorated basis.
There is nothing that The City can give as an incentive at a one-to-one ratio to the Sick Leave already accrued. This is a lose-lose situation for the employee. Any incentive The City offers will not equate to the use of Sick Time. It will always be more beneficial for the employee to use Sick Time. For example, offering the employee an extra day of pay for not using Sick Leave only incentivizes the use of Sick Leave. One day of extra pay, or three days off from work at full pay, the incentive always lies with Sick Leave.
extra time off, gift cards, bonus
A payout of some sort, discounted rate on retiree health care
option for pay-out of sick time at time of retirement
There NEEDS to be some sort of payout at the end of an employee's career. Right now, an employee could retire with 5000 hours on the books and get no benefit. There is no reward for not calling in sick. Essentially, the way this system is set up actually rewards people for calling in sick.... If you use the time, you get paid while you use it. If you don't use it, you just lose it.... That's not right at all..
The city is ignorant for not offering incentive for employees not using sick time. The first part of my career, supervisors made it very clear that you should come into work sick and that admin. will not promote people that call in sick. This has been disproven over time because of the double standards. How about common sense like giving a day off for every 6 months without calling in sick. The city will benefit in the long run. QUIT being so short sighted.
Most employees are on the "new sick plan" where you accumulate hours. There should be some sort of pay out or it goes towards our health insurance.
as of now all we get is a piece of paper and I am on the old sick plan I have never abused it in my years with the city, there's nothing like a bonus or extra days off. you want to get rid of a good benefit because off a few bad apples who ruined it.
additional pay or decreased health insurance premiums
Unused sick time should accrue and be capped at a certain amount. That unused amount could be used to pay for retiree insurance. Or possibly add a third level of lower premium share and if an employee uses less than a pre-established threshold of sick time, they get access to the lower premium share the following year.
The potential to be paid out on the time at year end. Extra vacation time for unused sick time.
Option to pay out unused sick time, but still keep the option to roll over sick time.
paid out
Giving a portion of days back as time off. "For every 5 days of sick time not used you can take one day off"
Partial Payout or vacation hours
Monetary bonus would be nice, but that defeats the purpose of saving money. Comp hours/days, does that cost money? Additional jeans days. Drawings for door prizes like we have for other incentives. Even a simple email acknowledging it is better than nothing, because I admit that I often do not feel appreciated that I rarely call in sick and have to pick up the slack for those that call in often
monetary
Please see answer to question 16.
Reward with day(s) off or paid out for that day(s)

Please provide any ideas/suggestions for what this incentive could be (continued).
Roll a couple of days into the PTO/Vacation; offer a monetary amount fair to all and not based on ones pay. The other side is I don't like seeing employees coming in sick getting us sick.
It he City goes to a PTO - the City would be penalizing employees when sick and could be harming the employees or others when a person comes in sick not to mention productivity, customer service etc. By using an incentive for not using sick days (such as more PTO or say \$\$) you may just be increasing the bank for PTO (yet to be determined if can cash out or accrue level) more time off and more sick days - which creates more of an issue then people taking off when really sick. Exp: I did not use my sick time I was given extra 2 days of PTO - I take off an extra two days for vacation - the City still loses an employee and productivity - other people schedules are disrupted and if based on seniority for vacation other employees may not be able to take off when they want - which may cause them to call in sick - and the result is the City is now short two employees and the services provided/ work accomplished is less, and the employees who have to pick up the slack will become over worked, frustrated and perhaps bitter. This would not bode well for the City's new Brand.
Bank a predetermined # of hrs with a predetermined number of continuous day of no sick time, to use as want.
Extra vacation days
You shouldn't punish someone for poor health. You shouldn't reward someone for coming to work sick when they have spread their illness throughout the office. Any reward should be health/wellness related.
every 50 hours sick leave not used= 1 day vacation
Extra pay for unused sick time, or carry over into retirement to help pay for healthcare.
Allow unused sick leave to be used as credits to pay for pre-65 retiree insurance
3 extra Random Days the following year
if employees are truly sick they shouldn't come to work just for the incentive they need to be healthy to be a productive employee. pay for performance is a better alternative.
Monetary reward of at least one day's worth of pay AFTER tax.
Extra Vacation Days
I don't agree with an incentive for those that have worked her for so long. If people continue to receive sick days, they will still use them. I don't think incentives work. I don't use sick time, I look at it for emergency's only, and I look that if I get "X" amt of sick days a year, I better use them instead of letting them expire. I don't work like that.
pay out unused sick time
pay it out
Up to a week of vacation or PTO added to their accrual.
"X" number of dollars/day of sick leave toward retiree insurance.
The City of Greenfield pays out employees for unused sick time when they retire. If the employee quits, there is nothing paid out...they have to retire. However, in order for that incentive to activate, the employee should have had to dedicate at least 10 years to the organization.
Additional "personal" days the following year, financial bonuses, incentives for health club memberships, decreases in health insurance premiums are all ideas.
If you bank certain number of hours the employee should have access the hours in the way a payment for medical co-pays, deductibles, etc
cash payout for the anything less than the average time taken off by employees
Have a set number of hours that can be accumulated and pay it out upon retirement. Otherwise, the reasons to save a larger of sick time become less and less important, and could in turn cost the city a lot of money by paying out overtime so cover the sick call.
Simple. The city pays out all accumulated hours of sick time at retirement at the hourly rate that employee is at. This can help retirees make payments towards their healthcare premiums.
money
Some of the sick time can be put towards vacation time
1/2 pay per hour of sick time not used at date of retirement

Please provide any ideas/suggestions for what this incentive could be (continued).
Buy back of hours at retirement; incentive checks for not using time; and retiree premium credit based on remaining sick time accumulation.
Allow use of accumulated sick time to pay for part or all of retiree health care premiums.
Only for employees leaving or retiring and have a significant amount of sick days unused. They should be rewarded for that.
Use unpaid sick days towards insurance costs when retired.
This idea/topic was brought up by our Local in bargaining. Unfortunately, we received no reply to our idea of offering a monetary incentive for employees who are mindful of their sick leave use. Are you sincere about exploring this topic or did you choose to simply not have the conversation with our Local?
Payout of some kind when leaving the City. Need to keep accruing it while working as it may be needed for catastrophic illness.
monthly/quarterly bonus in pay
money towards health insurance on retirement
I don't know if absenteeism is a problem for the city; if so, maybe individuals who don't use sick time a lot or at all should get the days paid out when he retires. Maybe a cap should be placed on how many days can and will be paid. Certain stipulations should be put in place to create a robust system. Currently, the City of Greenfield has a similar system. If the city is looking to nix retiree health insurance, then maybe this system should be explored and implemented for new employees.
I don't necessarily think that if someone uses their sick time for genuine health reasons or emergencies they should be penalized, but maybe a small little incentive bonus at end of year for using none. I am not against there being an incentive, I just don't think it should be extreme since I don't think those that need to use theirs should feel penalized.
Rolling over some of the sick leave to vacation days to be used during the following calendar year?
It would only work if we had PTO. I don't think its fair to "reward" people that have a healthy year. What if you have a child that is ill frequently but not FMLA and you are out 10 days a year. Impossible to treat all the same. I think we need to eliminate some of the abuse that's associated with the old "no sick time" policy.
Extra vacation day if do not use all of their sick time.
Lower health premiums, day(s) off of work after "cashing in" certain amount of sick days, pay out of sick days when you retire
Put towards extra time off or extensions on health care at time of retirement.
Give them the time as vacation or random holiday time if the sick time is unused at end of the year. Or pay it out.
Convert unused sick time into PTO or vacation time, or be able to "sell" sick time back to the City and collect it as a bonus at the end of the year.
use the sick hours to help pay for retire health care costs
If 1/2 (or similar percentage) of your sick time could be "cashed-out" at retirement and put into your retirement health-care costs, or into your 401K (ICMA, etc.), you would dramatically reduce the rampant use of sick time as retirement draws close. As of now, there is no reason not to constantly call in sick as you near retirement (and throughout your career), because there is no reason not to. It emboldens the lazy people. ANY benefit would be better than nothing, and most PD's have such benefits.
trade in some days at the end of each year for vacation time, lower health insurance cost
Have the sick days pay out after so any and/or give days off.
Money.
Money should be placed in an account for unused sick days. Once the employee retires this money is used to help the "retired employee" pay for increases in healthcare costs
Allow the employee to carry over a set number of days as addition vacation time the following year.
Ability to put unused sick days towards premium share of retirement benefits.

Please provide any ideas/suggestions for what this incentive could be (continued).

lower future health care costs based on amount of time used or not used. meaning: if you use tons of sick time you have to pay more in retirement. if you don't use tons of sick time you pay less.

Incentive would encourage employees to come to work sick and spread illness.

Add'l hours to be used however wanted or bonus'

Pay it out to the employee in cash

Buy the accumulated sick hours back from employee, or turn those hours into something for cheaper health care benefits

either bonus time of or cash back

Green Time Increase

a portion saved given as a bonus on a separate check. or convert to more time off the next year.

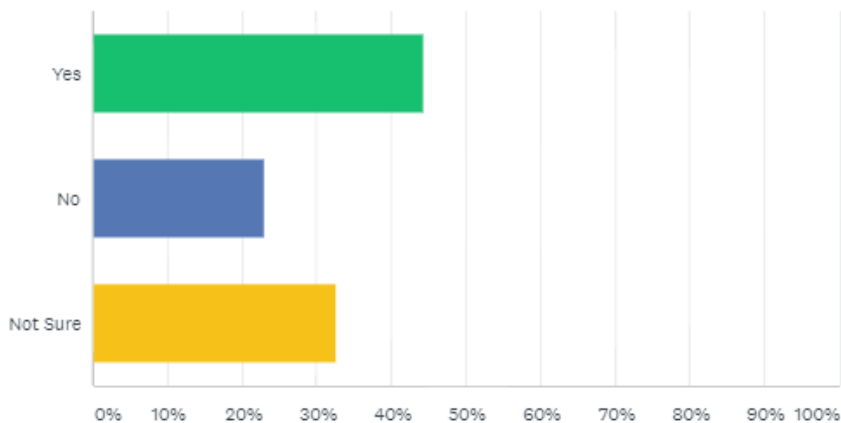
Time off or bonus

extra vacation day.

Deposits to HSA, FSA or credits toward retiree health care.

Should the City update its funeral leave policy to provide more flexibility or broader definitions of applicable relationships in which funeral leave may be used?

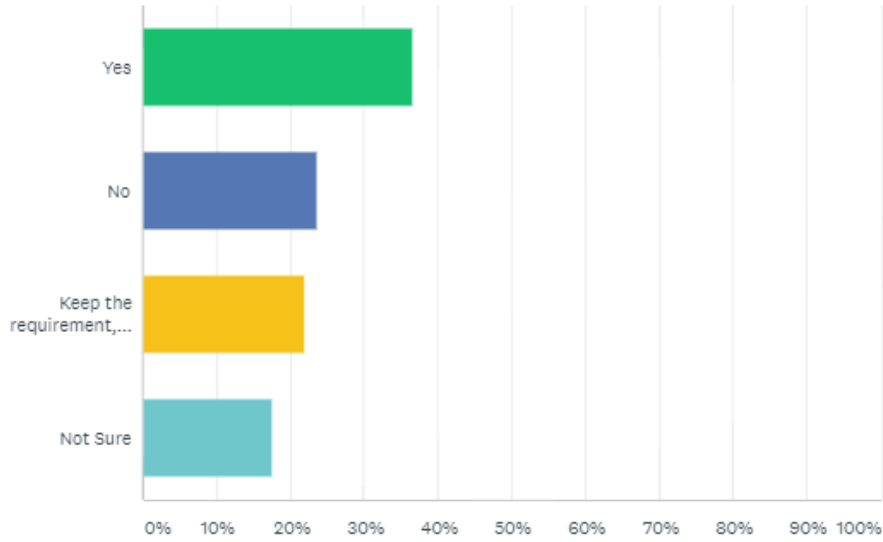
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	44.33% 133
No	23.00% 69
Not Sure	32.67% 98
TOTAL	300

Should the City remove the requirement that only 40 hours of accrued vacation time may be carried over into the following year to use by May 1?

Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
▼ Yes	36.67%	110
▼ No	23.67%	71
▼ Keep the requirement, but change the deadline date	22.00%	66
▼ Not Sure	17.67%	53
TOTAL		300

If you have any other questions, comments, or feedback regarding existing benefits, please list below.

I believe in a unionized workforce on which this country was built on and provided protections for employees. I trust that my representation will make appropriate decisions regarding these matters.

I wish if we have more providers especially Froedert hospital, but I like the low premium. may we try to negotiate with them to get good prices as Aurora?

When are we going to stop letting the insurance companies play doctors - they dictate who you can see, what procedures you can have, what medications they will cover for you - it's not for them to decide - that's why we have doctors - they are an insurance company and they should provide coverage for whatever our doctors want for us

If the city is looking to offer less benefits to allow more money to recruit younger help you should offer that to new hires. many of the current employees took the jobs to have the benefits knowing that the pay was less then other employers. you already have low moral because you watch the police and fire departments get huge raises and then you look at the dpw and say there is no money left for us. every time there are cuts it comes from dpw.

healthy bonuses that make a difference.

options and flexibility are good.

Question 22 should also have increased hours to carry over.

Ranking these items 1 to 6 and 1 to 7 is crap. We know what you're doing. You're going make crap decisions and blame it on the questionnaire results. Some of these things hold equal importance, and that option was not offered. Lobby the state to begin loosening some of the budget/tax constraints, and take legal action to ensure that money that was intended to be "shared revenue" is actually shared, and fairly. The state, by withholding that money, has essentially raised state taxes and laid the responsibility for it on the cities... All city departments seem to be straining at their limits. We're about as lean as we can be. At home, we work as lean as we can, and when there's not enough to do things right, more income needs to be created. That's why my wife works outside the home, and I take on part time work... at some point you can't comfortably cut anymore, and need to instead increase income. THE CITY PROMISED GOOD RETIREE HEALTHCARE. We show up to work everyday and do our jobs. The city needs to honor its end of the bargain and honor its promises... There's a reason the city is having trouble finding and retaining qualified candidates. P.S. There's profit involved in private enterprise, privatizing is NOT cheaper in the end. It just results in a couple of rich owners and a bunch of poor workers.

I fear that providing an incentive to not use sick time will cause people to come to work who should really be staying home due to illness.

The fact that this survey is being distributed to the City employees, is disheartening. Each and every benefit has been earned and each employee. Specifically, the Police Department has seen a dramatic decrease in applicants for the past several hiring sessions. This is not a coincidence. Several potential applicants have already expressed their concern with the benefits for the police department. Those benefits are EXACTLY what attracts candidates to this profession. If they continue to decline, so will the quality of the applicants as already seen. Those benefits are what gets a person to work on holidays away from their families, night time away from their spouse, evenings from watching their son or daughter's events. If the incentive is no longer there, there will be no reason to consider a police position with West Allis over a private position working Monday through Friday during the day.

I realize it is hard to balance the budget in these times. But if the city does not take a vested interest in their employees and they go elsewhere to receive better pay and benefits, the city will degrade at an alarming rate. What is going on in the DPW is a prime example. I'm sure there are more factors in play that I'm not privy to, but continually cutting wages and not being competitive in the job market will leave you with people that are very poor performers. People are what makes the difference. If you treat them with respect and offer them competitive wages and benefits, they will work hard for you. Sadly the damage may have already been done.

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

I believe the City of West Allis has fallen into the pattern of wage stagnation, wage cuts and degradation of employee benefits which will cause issues for generations of workers to come. The city is having a very difficult time recruiting quality candidates in several divisions; it appears the city is having difficulty in retaining good employees due to the attack on employee wages and benefits. The city seems more concerned with concentrating resources on their "rebranding" and "strategic planning"; we see advertising how the image of this city is changing, and how they are treating their employees. This city is most definitely changing, not for the better however. Many of your employees get the distinct impression the city administrator and staff are more concerned with lining the coffers (and with the bottom line on how much money you can save each year) with savings taken from the backs of hard-working employees. The city is, unfortunately, going to come to the realization too late that the work force will continue to degrade, quality workers will continue to leave for other municipalities (or private sector) for better pay and better benefits. The City of West Allis will become a springboard for workers who will prosper elsewhere, making great contributions to their respective workforces, while the City of West Allis will hire persons who cannot obtain employment elsewhere. This will be the mantra of West Allis; a second tier municipality with low quality wages and benefits, and low quality workers to match.

I just view the insurance benefits I receive as part of my salary. If what I pay into my health insurance goes up, it is simply a salary cut. It would seem as though over the past 7-8 years that, at least my class of worker at the City has received steady salary cuts as a result of increased contributions to WRS and health insurance. I would just ask that it be recognized as such, recognize that you are cutting salaries if you aren't making up for the increased contributions with increased pay. The continual salary cutting, has been quite frustrating. It certainly is not motivating as an employee. Most of the people in my category have simply moved on to other communities because of this sense of frustration built up over many years.

We are happy for all the benefits bargained for and EARNED by the WAPPA membership who put their life on the line every minute they spend in uniform protecting the citizens of, business in and visitors to the City of West Allis. These benefits are all important to Law Enforcement officers being able to raise and support a family while handling the daily stress of police work. We feel that your questionnaire attempts to qualify one benefit as being more important in raising/supporting a family than another benefit IN ORDER to reduce or eliminate that benefit to the Officers. As these items are an issue of collective bargaining I find it difficult to place a priority number on an earned benefit in order to assist the City in eliminating that benefit. In a time of greater demand on and risk to our Law Enforcement, reducing benefits to Officers and their families to the point that secondary employment is needed or working on the streets confronting much younger adversaries until the age of Medicare DOES NO GOOD to any citizens of any city! The City has no problem subsidizing a rack of blue circus bicycles which provide NO SUBSTANTIAL benefit to persons in West Allis (other than the scammer who came up with the blue bike racks) but constantly attempts to reduce benefits to employees that ACTUALLY provide services for and PROTECTION to the citizens and property of West Allis

If the cost (increase) of health insurance is a challenge yearly, maybe look into NEW hires not receiving retiree insurance?

I've always felt that the benefits were the most attractive incentive for the job. As an employee gets older, those benefits become increasingly important to the employee. Base pay when your young may be an important incentive for hire, but the benefits are important to maintain an employee as their tenure increases. I feel making large wholesale changes to the benefits as they exist now will cause a constant change over of employees, thereby constant search for new hires, job training and a diluted experienced work force. Moral is already low, and from a personal stand point, the benefits were the only thing keeping me here and not seek other employment. Contrary to what the hired consultant found trending as outside pay, with my experience and expertise, I could have made much more at an outside company. However it is the benefits that have kept me here. Especially the retirement benefits, including the favorable premium paid for the insurance, at least until Medicare eligibility.

apply any changes/cuts only to new hires. current employees have EARNED their benefits. we have seen far too many CUTS already. many, many fine employees have quit or retired early due to the cuts already done...positions that HR still cannot fill. many more will be forced to go

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

Retiree health insurance benefits are something that was promised to employees upon hire. To consider eliminating this benefit is a nightmare for those soon to retire and a major loss for other current and future employees. Young members will see no reason to work in this city for their entire career when they have the option to go to many other surrounding communities where they will earn the benefit of retiree health insurance.

Do I have benefits, and if so what are they?

I believe that the city has good benefits, I also believe that most of the benefits that we have should not be changed. Why is not any of departments one person at least from each department involved in the benefit discussion. Who is the charge of the changes? I think common council should be paying for there insurance instead of two terms and get it paid for life. To many aldermen and alderwomen run just for insurance and don't care what goes on in the city just there for the insurance.

I was very disappointed to see the city adopt a new health insurance provider based on fear surrounding the "Cadillac tax" which was speculation at the time and has become a non-issue. I feel the decision to switch from Humana to Anthem was rushed, ill thought out, and steamrolled through resulting in a complete disaster. If my information is misguided in this statement I apologize. But this was the impression I received sitting in the meeting when the new insurance provider was presented. Employees are incredibly frustrated with their new coverage due to a narrow network, massively increased deductibles (depending on plan selection), constant denial of coverage from Anthem, and minimal savings. Unless my numbers are wrong I believe when the switch to Anthem was made it reduced the overall premium by 20some%. That's great and we all saved a few dollars. Since then we have seen a 9% increase in 2017 and a forecasted 5% increase in 2018 bringing us more than halfway back to where we were in two years. I haven't spoke to a single colleague who wouldn't have been willing to pay the increases to keep a decent health insurance plan. In my opinion the city failed its employees when it made the hasty choice to change health insurance providers. With continually eroding benefits, minimal raises, and a reduction in overall staffing it was not surprising to see the abysmal results of the employee satisfaction/engagement survey. I am certainly aware there are ridiculous budgetary restraints placed on the city from the state, times are tough and we all have to save where we can. However, unless something is done to curb the current downward spiral or moral within the city we will be left with disinterested, frustrated, employees or new hires who are massively under-qualified for their positions. While the city strives to reinvent its image and become an attractive place for prospective residents and business I can't help but feel we are losing sight of the core workforce that provides the services our taxes pay for. As a resident of the city as well as an employee I enjoy having a quality workforce taking care of our cities needs and would hate to see those employee suffer just to have a new park bench and a few pavers put in.

Increase yearly dental limits as most procedures exceed limits. cover dental implants as they are not experimental anymore.

Short/long term disability would be necessary if you change to a PTO system and should be supplied for free in that case. If you keep the current sick time then that is not necessary. I don't want to lose my bank of sick time, I'm proud to build it up in case it's needed for an illness or injury. Maybe you should make changes for new employees and give the current employees the level of benefits that they signed up for, that has been the case in the past. Its depressing seeing your hourly rate go up but taking home less money year after year.

Having the Day after Thanksgiving as a holiday is odd. My preference would be to have an additional Random day to use on a day I prefer, such as the Day after Christmas. Also, I believe our current rates for insurance coverage, deductibles, and copays is sufficient.

the city has many ways to save money. Part time elected council people get health care, retirement health AND retirement pay equivalent to fulltime employees. Few, if any cities have both a full time mayor AND city administrator. We have attorneys employed by the city, but hire outside council to handle law suits. Additionally, we settle lawsuits, mostly frivolous, instead of trying them, encouraging more frivolous law suits, costing the city more money. Your quality of employee will decline due to poor pay/benefits, causing even more lawsuits. That's enough for now.

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

Now that it's become very clear to myself and my fellow employees that we will not be getting any raises (and that we're actually getting paid too much now LOL) and that there is less than a zero percent chance of getting a promotion, the benefits are the only thing keeping me here. Morale is already low, if you'd like to make it even worse (can it?) then go ahead and keep chipping away at our vacation and benefits.

I'm very familiar with the financial restraints the city is under but over the years we have seen gradual change to our benefits and compensation while the fire department enjoys generous raises and bonuses. Are they asked to concede benefits or compensation in order to help the city maintain it's budget? It very much feels like a " rob Peter to pay Paul " situation.

The compensation schedule recently imposed needs to be re-evaluated and adjusted to be inline with the private sector.

State law requires accrued time to be paid to the employee. Changing sick time to a pto bank would be a bad idea if the time accrued does not match what would be usable time to the employee.

public works morale is already at an all time low. we cannot continue on the path of taking from employees. making it very difficult to retain and recruit employees. public works employees continue to take the brunt of city cuts, yet police and fire employees continually gain

Employee engagement, productivity, and lean seem to be the buzz words now. There is little talk about morale. In the last 5-7yrs, morale been going down and maybe at an all time low. Little has been done for the employee in that time. It is take, take, take. It has been difficult to get and retain employees. Why? There needs to be a great reason to change our benefits rather than upset the apple cart again and sink morale even further. All that is seen is cost and not value. What is the value of a work force with low morale?

Unlimited Vacation Days Roll Over (not to be paid out)

I believe the City provides a comprehensive benefit package that makes up for lower salaries; if benefits are changed (such as going to a PTO plan), then salaries should be adjusted upwards to be competitive. Maintain contribution to HSA for HDHP participants. As stated in question 16, long term employees should be grandfathered with their current level of benefits. Question 11 appears to be geared towards those in the PPO plan as the City already provides a CDHP (that is, the HDHP and HSA). Questions 17 and 18, related to STD and LTD coverage, appears to be related to those with the accumulation sick leave program - for those employees, it would be a great option. It would've been helpful to be able to provide feedback when the "not sure" option was provided/chosen. The next comments are not regarding existing benefits, but thought they might provide some further ideas/discussions for the EBC Committee: Offer other voluntary benefits, beyond STD and LTD programs, through payroll deductions - such as vision (eye glasses/contacts), long term care facility (i.e., retirement home), critical illness coverage (fill in the gaps for cancer treatments, etc.), health club membership, vacation or Christmas savings plans, etc. Another idea: the City provide a core benefit package (employee plus 1 health coverage; \$X towards dental coverage; Xdays of vacation, Xdays for sick leave, etc.) and then a "Cafeteria Plan" wherein an employee could fashion their own benefit program based on their individual needs/desires (employee provided \$X and they choose from a listing of benefits - family health coverage, more vacation, more sick leave, STD, LTD, vision, etc.) - probably a nightmare to administer, but a way for an employee to feel valued and invested in their employment.

Could the City work with a health club to offer lower rates to City employees, i.e. Weight Watchers, WA Athletic Club, the Y? Could we offer more City logo items/clothes for incentives etc?

Tuition reimbursement also needs to be addressed.

Very VERY displeased with only being able to go to Aurora health care.

PTO seems like a plan to cut benefits.....again.

Have a "cash out" option on any unused vacation time at year end...cash out part/all or carry over part/all

I am concerned that, in the goal of saving the city money, the reduction and weakening of employee benefits will hurt the city by keeping qualified employees from applying to work here. The police department had as already seen a reduction in total applicants for hiring processes. The quality benefits are often seen as once of the benefits of working for a local governments as opposed to working in the private sector and removing them will lead to less strongly qualified applicants applying and a weakening of city services.

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

The City should not take away or modify current or retirement health care. That is a major incentive for people to obtain and keep employment with the City. The City always gives off the impression that they are "strong-arming" employees during each contract negotiation. With very minimal pay raises, no other benefits are presented to benefit employees. Whereas the City always tries to remove more and more benefits, which has resulted in a disastrous turnout for new hires. The question should be, what is the City of West Allis doing to promote any positive benefits to becoming a city employee with those who are currently exploring job opportunities with the City? What benefits or incentives are being offered to keep applicants or current employees from joining a different city, such as Wauwatosa, Greenfield, New Berlin, etc.?

Vacation can have unintended consequences and often times leave offices short staffed and seems to favor "established" employees.

Currently some other municipalities (cities/county) offer a payment incentive/reward for those employees that do not take the insurance by active employees (regardless if they are on a retirees policy). From what I've seen this is around \$6200/yr - paid out monthly. Currently it takes a long time to get past the initial two weeks of paid vacation - the time should be reviewed to increase the additional wk/wks at an earlier point in time. Paid time off/vacation is much cheaper for an employer to offer compared to some of the other benefits and goes a long way in employee reward/satisfaction at staying with their current employer. Is the \$1500/max coverage for dental something that could be increased - this basically covers one crown and then the employee is wiped out for the rest of the year, possibly postponing appointments until the next enrollment period. Postponing treatments could create additional problems/issues which might cause more issues in the long run.

The narrow network insurance plan we have has become so narrow that it is difficult to find appropriate in-network providers. BCBS employees don't even understand our plan and of a hard time telling who is in or out-of-network. Which results in a lot of denied claims. Elimination or changing of retiree health insurance in anyway and expecting current members to be able to incur that cost is completely unrealistic.

Our benefits are a huge factor to make up for other lacking areas. If the benefits decrease it will definitely not inspire me to stick around for the long term, especially with what happened in after the compensation study results. The health insurance, pension, deferred compensation, sick leave and vacation time we can currently have - make up a great pool of benefits. It would be a real disappointment to see these go / adjusted for the worse. As far as the short term disability goes, currently our sick leave acts as that I believe. Which I am happy with that structure. If we had an option to buy long term, that would be helpful.

Justification for answer to #22, if an employee wants to take a vacation that needs more time than two weeks. Two weeks just doesn't sound like enough to provide ample time for an employee to rejuvenate and enjoy life. Life is about balance. When an employee feels rewarded, appreciated, and valued by their work/& employer and their opportunity to enjoy life, their performance will exceed expectations.

The individuals making the decisions on health coverage should also have to be users of that same system with the same coverage. This would ensure that the coverage decisions would be made with everyone's best interest in mind. Keeping in mind that many people choose West Allis as an employer because of the benefits. By taking that away it will be more difficult to get and retain employees. This will only hurt the City in the long run.

Our current benefit package is good the way it is. Leave it alone.

I do not like the current health insurance we have. When we went to this plan 2 years ago I lost all of my doctors that I had been seeing for over 20 years. When President Obama created Obamacare he stated we could keep our own doctors and then the City made that option out of reach for most employees. This was a horrible mistake. When I started working for this city over 20 years ago this was the place to be. Ever year since the city just keeps taking from its employees to where this is no longer the place to be. We are not competitive anymore, we are worse. I know because 20 years ago no one thought of leaving this city job now we have co workers leaving to go to better places of employment where the Cities actually treat their workers better.

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

When will this city invest in its employee's and employee retention? The writing is on the wall. No one wants to stay here long term anymore. In the last few years, I've seen more people leave because they are just sick of being treated like they mean nothing. The city talks like they care on the surface. Raises have only been 1% to 2% which doesn't even keep up with inflation. And most of the time is eaten up by insurance hikes. I know there are people within this city that get bonuses and other incentive pays to cover some of the increase. Maybe the employees should do an open records request to see the inequalities that are happening. Stop spending money on consulting firms to tell you how to cut employees' wages and benefits. I can't remember when I have seen so many vacancies in the city. The city continues to think it is the city at the center. The center of what? The city continues to place money in its rainy day fund, 32 million to 52 million. I get that health insurance is expansive, but stop beating the employees. Maybe the league of municipalities should get in the ear of big insurance companies. I read those new letters. Since I start working here, all my benefits have declined. Wages have been taking up by us making more and more concessions, with no end in sight. Signed concerned employee

It would be nice if employees were able to move up to 3 weeks of vacation at 5 years instead of 8. 8 years is an exorbitant amount of time to have to wait for an additional week of vacation. That additional vacation would help with staff morale and employees would be more likely to stay in the City.

The city continues to take benefits away from hard working employees under the narrative that "costs continue to rise". The city needs to find a more appropriate way to save money instead of eroding the benefits that current employees have. The city talks about "excellence in government" however every round of contract negotiations yields lower benefits, higher premiums, and low cost of living wage increases for employees. It becomes difficult to risk your life for a living when there are some employees at city hall that their only job is to try and cut benefits from hard working and dedicated employees. Prove to the Police and Fire employees in this community that the city cares about their wellbeing both on and off duty. If contract negotiations go poorly (again), stripping good benefits from employees, or destroying our ability to see good doctors in the Froedtert system, multiple employees will leave. I worry that cities across the U.S. as well as here in West Allis will not be able to hire qualified Officers. Cities across Wisconsin are destroying much needed health care benefits resulting in less of a desire to work in civil service jobs. I hope that the people responsible for making the decision regarding benefits read each and every entry submitted in this survey. I'm sure there will be common themes among those that actually take time to answer. Stop fighting the Fire and Police unions and start working with us.

If I don't use vacation days, why should I be punished and have them taken away?

Of course, not sure what the insurance will be like in the next years, but would like to see a more incentive based program that would require more than just the HRA to get a reduced premium.

In regard the Police department employees, if you continuously take away benefits, you make this occupation less desirable to current employees and applicants. Nobody wants a job where they don't get anything in return for sacrifices made. ie) working holidays, poor working conditions, hostile working environments both regarding the public and city administrations trying to take away benefits from hard working employees.

Any unused vacation days should be rolled over to use at anytime with no limit on the amount of days. "Holiday Pay" should only be paid to employees that actually would the holiday at triple time. Employees who have the day off should not receive the holiday pay. This would reduce the amount of holiday time paid by the city, as well as give more incentive for employees to work holidays when we are typically the shortest and busiest.

Have a program where employee can purchase another week or weeks vacation and it comes out of employee salary over time.

they could make a brochure with easy information about health care...with out to many policies just we qualify for this and we don't qualify for that

Vacation time should be taken!! If your employee is not taking it then they should lose it. Vacation time is important for ones mental health - so take it!

leave unlimited sick time alone

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

I feel the funeral leave is sufficient. Also I feel 40 hours of carryover is good. Otherwise you will have employees hoarding their hours and then trying to use them all at once and burdening their coworkers with not enough people to cover.

The rate at which vacation time is accrued (5 yrs = +1 / 7yrs = 1 week). I would advocate for a change in this policy. Perhaps accrue at a faster rate, for example after 2 years worked start accruing days....

Do not penalize long term employees based on the poor actions of a few. Create goodwill with this portion of the workforce by maintaining their earned benefits.

Add vision insurance Match a portion of deferred compensation Get rid of anthem and their horrific and rude customer service! Increase tuition reimbursement

Please be very transparent with any changes you make to benefits. I don't think I am in a minority who stays due to high levels of vacation, sick leave and great benefits. These are things that keep me working for the city, and I know big changes would have me looking elsewhere.

I think there is an opportunity to think completely differently about how exempt/non-exempt; Comp time; over time; watch time; etc...work for the city. The fact that we give exempt employees overtime for hours worked just blows my mind away. And how Police has a zillion ways to categorize hours worked is just insane. Over the years the city has developed one of the most complex time recording/payroll systems on the planet. Time to start over and simplify everything. I feel fro my friends in Finance!

A lot of people decided to work for the city due to the benefits but now they just keep getting worse and worse and you are taking away the incentive to stay with or even join the city as a place of employment especially since pay isn't as competitive with other places.

Rebecca Grill does not care about any city employee worker or benefits they receive. She could care less about the work they have dedicated to this city and is attempting to take everything away from the city worker (health insurance, pay increase, etc). Its a real shame that someone working for retirement has to worry about health insurance, if it will be there or not. When taking the job for the city, one knew they would at least have that benefit when one retires. What health insurance is Rebecca Grill on? Probably not the one through the city. The city should take care of the employees who have taken care of this city. Go back to Humana where an employee could get good treatment and coverage.

Newer employees may need more time off than they are used to having from their previous employers. My last employer offered 3 weeks vacation plus a week of random time right from the start. I had accrued 5 weeks for the time I was there and lost 3 weeks just because I switched jobs.

Retiree health insurance is highly coveted the city offers, if you make changes to the program I would expect to see a higher turnover among city employees.

It would be nice to have more consistency with benefits offered. The current system of giving different benefits based on hire date, union bargaining creates discord between employee/employer.

pay out the unused sick time or a portion of unused sick time or combine sicktime with vacation time with other time into one common off time category because it is more fair and less likely to be abused.

I believe the answers available to choose from in many of these questions aren't sufficient enough. I feel no matter which way you answer it only benefits the city and not the employee. One example of that is question 7. I feel there should be more to choose from for possible answers. I would have like to have chosen that the only reason we take this city's health coverage is because it use to be good, however, as of the last couple years, it is declining and we are thinking of switching onto my spouse's health coverage because this one continues to get worse.

Benefits help keep the city positions competitive and attractive. Less benefits may mean less applicants and/or current personnel leaving for better opportunities.

Incentive program for employees who do not take the City's health care & dental coverage's saving the City money. More flexibility for employees who need to alter hours slightly for FMLA reasons.

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

It doesn't make sense to have the City spend money on HRA's for employees/spouses when it is just participation that allows us to have the lower premium, therefore not doing anything to improve our health unless we really decide to make changes. That is a big cost to the city. I believe in a wellness program, but just participating in an HRA isn't doing anything for employees/spouses. You would need to tie the individual results of our HRA's to health insurance costs and that wouldn't go over well with employees, but that is how many companies who have wellness programs do it. The city could use that money in other ways.

Thank you for providing us this survey for our input.

The City keeps looking for ways to take things away from employees who have earned them. When we as employees were making little pay compared to the general public that benefits is what drove people to find employment in government work. Now the City wants to punish the employees by finding ways to take away the benefits that are deserved and keeping the pay scale lower then the public sector!

Retiree health has been a benefit to look forward to since the day you start employment (20 years ago) and past retirees. This needs to be somewhat affordable. It seems as though they don't care what they charge the current retirees. Since I will be there one day. that worries me somewhat.

Offer reduced cost gym memberships and wellness classes. Discontinue the HRA's, they have just become another hoop to jump through and I doubt they are taken seriously by the comments I have heard. Teach supervisors how to reward or recognize their employees, a kind word goes a long way especially when your taking away many of the benefits for working here. Say what you mean, if your not giving our step increases don't say June when it most likely will be December. Don't have pay for performance as a benefit when you have no parameters in place to show how to achieve that goal. Stop bad mouthing the retirees and retiree health insurance. They gave decades of their lives to this city. Someday we will all be a retiree and is that how you want to be treated.

Please understand that I personally cannot afford for the insurance premiums to continue to rise and the coverage to go down. It stinks that the one percent raise we get isn't even enough to cover the raise in the insurance premium. It feels like a slap in the face.

Overall I believe the City's existing time off and sick time structure is adequate. Compensation is okay given the constraints the City faces. Although, in comparison to other cities and given the more complex issues West Allis faces, I would consider the pay to be a little low. Finally, it would have been nice to have a survey like this before the last health care change. While I understand the need for cost savings, it was extremely disheartening to have to change doctors that my family has had long term relationships with and then go to a health insurance company that is more difficult to work with and not customer friendly.

If move to PPO, would hope that all employees would find new system beneficial, and it is not considered a cut in benefits.

Any added plans (disability insurance) as a result of any changes should be at NO cost to employees. Any changes that are made to the vacation/sick time should be effective with new hires as done in the past. As specifics to health benefits and the time off plans become available, please make the drafts available to employees to review prior to implementing so that there can be constructive, open discussion. These plans will have huge impact on the lives of the City employees who want to continue to work here. So please keep them involved and show that their input is valued. Also ensure that there is plenty of time/notice prior to effective dates of the changes so that employees can plan accordingly.

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

This opinion is one from a police officer with over a decade of experience. One reason I got into this profession was due to the benefits that came along with the job due to the dangers/hazards of the job (I used past tense "came" as these benefits are already diminishing...pension payment, health insurance, salary, etc). You people on the board reading this have no concept what police officers actually deal with on a daily basis and it's insulting that our benefits are continually decreasing on an annual basis. I understand the cost of everything (especially Health Insurance) is increasing but so is everything else. Just a couple of years ago there were infrequent problems with the City's Insurer (Humana) and now using Anthem it seems like there are frequent conflicts of finding in Network providers and receiving bills when one shouldn't be. Benefits are such an important part of a public job...YOU CANNOT TREAT A PUBLIC SECOTR JOB LIKE A PRIVATE SECTOR JOB and it's obvious that is what the City of West Allis wants to do. Looking at the last five to seven years when we've attempted to hire new police officers...We cannot even get a dozen qualified people to apply and part of the reason is due to the benefit package and salary the City of West Allis offers. All of your decisions effect every single employee and it seems like you really don't care too much about your employees. I can only assume you will use these questionnaires as a bargaining tool for future negotiations (in your favor) When I first started many employees said this City was great to work for (one large reason being due to the benefit packages) and now it's hard to find somebody that agrees with this. Do you want to keep employees for the long term? Do you want high employee turnover? Do you feel it's important to have a large qualified candidate pool to choose from when hiring new police officers? If the City continues to move in the private sector direction (I know to save money) officers will leave and the City will have a hard time hiring qualified officers, which at some point is going to result in an expensive law suit. Have you read or seen the crime trends within the last couple of years? Do you think West Allis is still a great place to live, work, and raise a family? I can tell you not many people believe this anymore. An increase in violent rime is everywhere in this City, which has resulted in further demands being placed on police employees with reduced resources. I could go on and on but I have to move on with my job duties, which we so thoroughly had to explain in that ridiculous JDQ...so in summary it's the City's responsibility to provide good benefits to their employees and at this rate, the benefits will soon be below average. It's a give and take and all the employees have seen recently is TAKING from the City. I ask the person reading this...Would you like to have reduced benefits? The answer is simple.

Are the results to this survey going to be published? Or is there going to be ZERO transparency as there was on the city's and Carlson-Dettmann's behalf regarding the job classification and compensation study? I, as a nearly 20-year employee in good standing, should not feel the impingement of years of mismanagement. There should be ZERO repercussion for me. Some of us were complete losers in the job classification and compensation study. Are you just going to continue to penalize us and make upcoming changes continue to be punitive?

01. The benefits working as a Police Officer has steadily declined. Bear in mind we do NOT get stock options and other incentives such as bonuses like people in the private sector do. 02. The health care after one retires is the only remaining benefit there is here of significant value. The Milwaukee County Sheriff's Office ended it-that's one of the main reasons I left. They have problems retaining quality people. 03. I now have to pay into the pension fund. This is similar now to a 401K, except the city does NOT match it every month. It only does after I turn 50. If I leave early, the only money in my WRS fund is what I put in. 04. The constant reduction of benefits makes this job less and less desirable. Not many jobs require one to wear a ballistic vest at work, work holidays and weekend, and different shifts. This will cause an even GREATER recruitment challenge as they continue to be reduced.

Taking benefits from employees does not encourage happy, engaged, thoughtful, productive attitudes towards work. Showing the employee the benefits they have compared to like employers is a good way to keep the employee feeling good about their work situation. Being open and honest about the intentions to remove benefits is the only way to allow employees to feel good about what their employer is doing. Sending out a survey that covertly demonstrates that The City is intending to cut employee benefits and to pretend that the employee has a say in the matter, does not encourage happy, engaged, productive attitudes.

ANY CHANCE COLUMBIA ST. MARYS CAN BE BACK IN OUR NETWORK

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

For the most part I think the benefits are decent. I do wish we had a broader network that we could utilize for healthcare without enrolling in a high deductible plan. I don't like that in order to get a 90 day supply for prescriptions that I'm required to do mail order and for some reason within the last year under our current insurance plan, I've been paying varying costs for my prescriptions when I go to the pharmacy. The prices have mostly gone up for one of my medications every month.

Anthem provides awful and unreliable service. You cannot believe anything you are told. They are rarely helpful. Totally untrustworthy

When I started in the public service field 12 years ago or so, I understood that I would not get rich in this field. The BIGGEST reason for starting my career with the City of WA was long term job security, decent pay, and especially the BENEFITS. The health insurance was very affordable. There were almost never any copays. I have 3 children, and this was crucial. Medication copays were fair, and the pay in my job was competitive with nearby jurisdictions... 12 years later, our premiums are nearing the private sector's health insurance, our coverage is far worse, our copays have increased 40 times in some areas (mental health therapy appointment copays, sick visit copays, medication copays etc). My salary as a now supervisor is nearly \$10 less per hour than nearby jurisdictions, and I am not able to earn overtime. I actually make less money now than I did before my promotion... the city decided to categorize my job as "exempt" which is a huge mistake. We are having enormous difficulty filling jobs due to our low pay and dwindling benefits.

The city should be ashamed of themselves for the way they treat there employees. In protective services no one took the job to get rich,,,, but the job was promoted based on good benefits and retirement. NOW the city wants to change the rules after they locked in many career employees. This is eventually going to bite you in the ass. How many applicants do you have that want to be police compared to in the past. DO you think by taking benefits away, you will increase quality applicants coming out to apply. NO of course not. Why do you think West Allis has less than 5 people qualified during application, and other police departments have 2 to 4 times that. Its hard for the city to find 3 qualified officers to hire. Its because West Allis is going down the drain. Who is at fault for the problems the city is experiencing,,, its employees? I DONT THINK SO. The confidence in our current City Administrator has never been so low. EVER. It has become apparent to many that the City Administrator is here to make there wage, and ignore employee retention and new employee interest, and then sail off in the sunset. Anyone who asks about coming to the city is given the truth.... Apply elsewhere. Do a survey and ask employee if they feel the city administrator is doing a good job. Of if we are better off today than 5 years ago. See what answers you get. In the most recent study (JDQ's) it was very apparent that the gentleman (I use that term lightly) that conducted the study is trying to compare us the private sector. This cant be done for obvious reasons.. If you need us to point that out, you are working above your intelligence level. The city is in a sad position, but it is not because of its employees, its a management problem. Look in the mirror instead of asking us to do pointless surveys that are rarely used to make thinks better for employees.

Anthem is a horrible insurance. Humana was one of the best insurances. I've been here for 21 years and never had a problem. There are constant problems with Anthem, it's to the point where it's disgusting.

Benefits to employees who are eligible for SS should be looked at and re-evaluated. The problem with changing benefits and upping costs is that we don't even get a cost of living raise to help offset those charges. We are constantly going backwards when we don't get a raise while Health Insurance costs, co-pays, prescriptions, etc. keep going up. When making these decisions, please remember that not everyone is married with dual incomes coming in. What we receive here is our livelihood. Thank you.

my main concern is the retire health ins being affordable and not taken away this one of the reasons I came to work for the city and just because we no longer have a union and for you to take it away I think would be unjust. I also think we need to take the fire and police off there high pedestal, we are all human.

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

If you continue to diminish benefits/pay you are going to get less qualified candidates which will ultimately cost the city more money. The city has strapped their inability to manage money on the backs of the workers. This is not a private sector job and I am certainly not compensated as such. The benefit to being a civil servant in the past was having reasonable benefits and a pension. Both of the aforementioned items are now the loaded gun to our head in contract negotiations. The City of West Allis should be ashamed of its actions and the manner in which it treats/compensates it's workers. Further the manner in which this survey was written is inappropriate. This survey seems to imply the City of West Allis would actually be willing to come to a reasonable agreement with it's employees and not continue to run as a dictatorship. If the City of West Allis continues to operate in this fashion it will continue in the nose dive it is currently in.

There probably is no way to enforce this, but one of my frustrations is that the colleagues who abuse sick time do not take care of themselves. They are overweight, do not exercise, self-medicate on over-the-counter drugs daily, drink sodas and high-energy drinks throughout the day, eat junk food, etc. They put all these chemicals and processed food in their bodies, then they are sick and in pain all the time! (And they are only in their early 30s!) One of them has said several times to me "Sick time is for when we don't feel 100%". It's this mentality that encourages the abuse. Too bad we cannot reward those of us who take care of ourselves and come into work unless we are barely functional.

the vacation policy needs to address the current situations where incoming new employees have more vacation than current employees that haven't met the next step in the vacation progression. For example there are two new employees in my dept. that were given more vacation to start with then I have been able to have because of my tenure here. This is a problem. New employees in a department should never have more vacation than those that have been employed for a time. I resent this policy and it has made me feel that my contributions are not appreciated and it has made it hard to work with the new employee.

If you make changes do it for the new hires NOT your existing employee. They hired under those benefits, any change is a pay cut

I believe that the amount of \$\$ allocated to the Dental plan of \$1,500.00 a year should be increased. When reviewing Health insurance costs, before a change is made just for cost sake, I believe it should be presented to the employees to vote on to see if they would be willing to pay a higher premium to get the current benefits, network and coverage instead of less benefits, network and coverage for a small savings that will only be gone the next year when health care costs increase again.

1% annual pay adjustments are not keeping up with the cost of living. Pay for performance, bonuses, etc. affects the City's ability to adjust all employees pay in a fair, equitable manner to keep up with the cost of living.

All employees including the fire fighters and police need to be "in line" and share the same burdens that all of the other city employees have to bear as far as benefits and pay. The City needs to stand up to them and their union!!!!

As a member of the protective services we are no longer getting as many qualified candidates to apply. Protective Service occupations should not be lumped into the same benefits package as non-protective employees.

please be fair, keep in mind we worked for a long time to get the benefits we have, they were earned, other benefits were sacrificed. know the history.

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

Get rid of the HRA and save that money and apply it to our insurance. Get rid of "Lean". Waste of money. Those that attended hated it and said it was a waste of time taking them away from their work and learned nothing. Why not have a dept. sit for 4 hours and have someone from another dept come in and say maybe this could be done etc. Why spend money where it isn't useful and taking so many people away from their jobs. Why not let the people know exactly what is on the table for insurance and let the employees vote. Why let the council decide when none of them work on the job. Why give the council benefits. don't they get paid? Don't they all have another job or are retired???? The City could save so much more money. Why did we pay Carlson Detman so much money to do what could have been done by HR. They always were on top of things and did a great job. Why not use HR for what they are suppose to be doing instead of all the other stuff that the city is using them to do. Maybe they would have more time filling positions instead of all the other stuff that is expected. Why give in to the Fire Dept? They seem to get whatever they bitch about. Lets make it fair for all to work here and maybe the moral would improve. We will never be the way it use to be with the ongoing stuff the City THINKS they know what needs to be done. Ask the PEOPLE that work for the city and they are the most knowledgeable about what really goes on. The Council has no clue except for what the minions tell them. Wake UP before the entire city goes under.

add more holidays off and more time off options for new employees

Using the 40 hours deadline should be July 1 to allow certain employees to be able to get coverage who cannot take off unless they do. I also understand that the city is concerned over the budgets, therefore should discontinue the large health benefits package from the Common Council members. Its too expensive to extend to people who do not work full time or even close to what is considered a part time job.

I think additional time off needs to be created in some form. It will likely result in more "scheduled" time off and less use of sick time resulting in OT and staffing shortages.

The city moved from Humana to Anthem a few years ago. Anthem is a far inferior health insurance provider, as witnessed by pretty much everyone who has used them. The city saved approx \$5,000-\$6,000/year per family plan when they switched, which is why they switched. Don't tell me that the city now needs to up our premiums and deductibles again. The city is quite simply terrible with their money management and is passing the problems they created to their employees. We should've received a reduction in our costs, but instead the city keeps raising them. You keep treating the employees like we are the problem. We are not the problem. We are what makes the city stay afloat. Allowing multi-millionaire corporations to not pay taxes for 15-20 years due to Tiff districts is part of your problem. Paying a company \$100,000 to tell you that you give too many benefits to your employees is part of your problem. Overspending in the school district by 19 million is part of your problem. Police officers working hard to provide for their family is not part of the problem.

Carry over vacation time should be able to be used at any time during the following year.

Allow sick time to be used if your child is sick.

1. Will the City explore the idea of utilizing tax payer dollars for helping reduce the burden of possible benefit changes instead of the large number of TIFs and TIDs that are being offered to businesses within city limits? 2. Has the city given thought to the impact that a constant reduction in benefits will have in the hiring processes for employees both now and into the future? You can't advertise job openings calling for "the best" to apply and offer low pay and reduced benefits. They don't go hand in hand. 3. While the unfunded liability is a concern, this is a problem that has been decades in the making and the burden of that should not fall on the employees. We did not create this problem. ** This is paraphrased from the classification/compensation study done by Carlson-Dettman** 4. Has the city considered reducing the funding amount that is currently being put into the general fund each year? Looking over recent budgets, the amount being saved into that account far exceeds the goal amount. 5. What are other cities doing that are similar in size and workforce composition? Have there been legitimate efforts to look for other ideas that protect the employees who dedicate themselves to the citizens of West Allis or is the main idea to just continue cutting/reducing benefits?

paid maternity/paternity leave should be implemented

If you have any other questions, comments, or feedback regarding existing benefits, please list below (continued).

I left some, above, blank as the statements did not accurately reflect my opinions. For example, the City health insurance is about the same as my spouses, not better. I did complete that one but the choice was not accurate. In addition, the question to rate benefits assumed I was satisfied with Aurora; I am not. I would prefer to return to Froedtert and this was not a choice. Thanks.

Since the new changes, the health insurance has eliminated medications it seems every few months and doctors and been much more difficult than it was before. Every few months there is something it isn't covering anymore etc..

At previous employers, I was able to use any carried over time at any time during the full calendar year. Allows for more flexibility in planning vacations and time off.

When I started here, our health insurance was one of the main reasons I left my old job. That and salary. Now, I have a mid range salary and terrible insurance. I've had to find new providers for my entire family. And as of last year, my husband and children are on his insurance which is cheaper and they can virtually go anywhere (he's in private industry). So now private industry has better insurance? Also, we need to get back on the January 1 insurance year like everyone else. Why don't we have a progressive wellness program? We are self insured and that should make wellness a TOP priority. My husband and friends' companies have amazing wellness programs. They work for self-insured companies as well. Why are we so behind?

Looking forward to hearing more about the pay for performance.

This is a terrible survey

The Wellness Program is kind of disappointing. I expected healthy snacks or drinks being provided, gym membership discounts, on-site fitness classes, etc. these were what these programs did at other places I worked. Ours doesn't do much except nag workers. Don't say it's as a benefit if there aren't any benefits. Health/dental and other benefits are good.

Create a bonus program for anyone who chooses not to use the City Health Insurance.

Have it be July 1 or something like that

Will changes actually affect police and fire, or will they continue to be treated differently? At some point those two groups will need to be made aware of the financial burdens applied to the rest of the employees.

As healthcare costs employees more and lower raises, over time the city will not be getting quality employees. Can't fill open positions or employees quitting to go somewhere else. They leave for better pay and better benefits. City yards, mechanics, electrician, plumber, etc positions. It will get worse every year

The city has a set or dying tax base with little room for improvement based on the land locked nature of the situation. These problems do not appear overnight yet we are attempting to solve them overnight at the expense of current and retired employees. Eventually the problem will be finding people who want to work for no long term benefits. The city already saw this once when the factory jobs were lost.

With the current start date of March 1st it makes it impossible to compare to my spouses plan which like many plans begin calendar year. Their enrollment is fall and 1 month before ours starts we still have not heard what premium will be.

I have been extremely happy with the benefits that have provided to me the past several years.

The health care plan needs to include Froedtert and needs to be with a company that has better customer service (not Anthem). Additionally, City base pay should be made competitive. The City will not be retaining any quality individuals when the base pay is only average compared to other cities. The City has already lost many talented individuals this year due to pay stagnation. No one has any confidence in pay for performance because it is not guaranteed and cannot be universally implemented throughout departments.