

Benefits Survey Comments June 2018

Thank You

- ✓ The City already offers so much to us employees but these questions bring hope that we might be offered some of the excellent ideas you've given us. Thank you!
- ✓ I appreciate the city investigating any of these services.
- ✓ Thanks, that was an interesting and wide ranging array of possible benefits. Looking forward to new offerings
- ✓ Thank you very much for asking. CABQ is my 6th local government employer in 5 states. Benefits offered are comparable to others, except for paid vacation time, for which ABQ is the least generous of the 6. Flex Time can work in many office jobs, but of course not all. Having had it before it's a great benefit and morale booster when administered properly. It can keep people off the road a rush hour by starting work before 8 or ending after 5, cutting commute times, or allow people to have an extra day off every other week by doing 40 hours in 9 days instead of 10. They're off the road at rush hour that extra day **HELPING** ease traffic congestion. Think about it. It may be a zero cost benefit.
- ✓ I greatly appreciate all of the benefits that the city has to offer, thank you so much for taking care of us!
- ✓ Thank you for all that you do for us.
- ✓ I am grateful for the benefits we already have, but some of the above suggestions would likely increase morale and reduce stress. Thank you
- ✓ Am Happy with my job and city benefits. The City of Albuquerque has been a very good employer for me.
- ✓ Personally love the current benefits package, however, it can always be improved.

Presbyterian / Provider Choice

- ✓ Give more options for different insurance carriers. something besides Pres. or Delta Dental
- ✓ Greater freedom to have funds available for health care providers that do not fall within the prescribed health insurance system.
- ✓ Please offer more choices in health insurance plans, i.e., not just Presbyterian. Include one that offers a choice of hospitals to use, such as BlueCross BlueShield.
- ✓ I would like more insurance varieties to choose from for disability and accident ie, AFLAC to be brought back. also to choose the hospital to go to not no picked for me
- ✓ I would like to be able to choose my own hospital, I have been unable to get a primary care provider for the past three or four years. Presbyterian health providers are not taking new patients and it has been very hard to find one. I am tired of having to see a PA, NP, these people do not follow up with me. I think a primary care giver MD would be best for all.
- ✓ Afford city employees more than one option for health insurance options. Having a child with multiple disabilities/Cerebral Palsy UNM Hospitals better serves these populations. Currently UNMH and Presbyterian are in fighting and will not accept each

other's insurance. To date, the only Doctors willing to accept my daughter as a patient (Primary Care) are at UNMH.

- ✓ Contracted personnel positions need to be turned back into City employee positions (Especially Employee Health) and health care options need to expand. Presbyterian has a monopoly on it and health benefits can't be improved with only 1 option.
- ✓ City needs to provide more health care provider choices.
- ✓ Please put more money into health insurance and less into optional programs. \$50 copay for ordinary things that require a series of visits (e.g. physical therapy, chiropractic) is too high!
- ✓ I would really like an insurance that I don't get slammed with high deductibles and high co-pays at the same time. While our premiums are low, our coverage sucks
- ✓ We need insurance options other than Presbyterian
- ✓ I would prefer low health insurance premiums, low co-pays on doc visits & prescriptions, zero to very low deductibles.
- ✓ I would love for us to have another option for health insurance besides Presbyterian.
- ✓ Give employees the opportunity to get more medical therapy sessions if a doctor says it is necessary. I have a daughter who has medical problems and needs more than 24 therapy sessions per year but our insurance does not allow it.
- ✓ HATE that we have NO input in our medical insurance provider. Would like options other than Presbyterian

Gym

- ✓ The Gym Membership option is extremely important to a lot of City Employees. I hope that it is something that will be maintained as part of the options in the Employee Benefits packages.
- ✓ The city Prime membership does not start for any of my family members until they are 18. That does not make sense as my children are still working out at a gym far younger than 18 years old
- ✓ Keep the free gym membership
- ✓ I LOVE THE PRIME FITNESS PROGRAM THE MOST!
- ✓ Having the gym option has been a great benefit to my family- thank you!!
- ✓ The gym option is an incredible benefit! I also take advantage of the supplemental insurance for my wife and me and it provides great peace of mind.
- ✓ Please do not get rid of the gym membership option!
- ✓ My wife and I absolutely love the gym benefit! Please don't ever get rid of it! We go 6 days a week thanks to that benefit and feel healthier than ever!
- ✓ I would appreciate that the city continue the gym membership benefit. The gym benefit has positively affected my life daily.
- ✓ For city employees to pay the same cost for sports and wellness as does Water authority; (it's the same insurance.)
- ✓ I use the gym membership during the week and on the weekends and really value it. I don't think the City should provide any parking subsidy;

Not Satisfied

- ✓ Just wanted to add that that have had basic flex plan for over 2 years and very dissatisfied with their service and program. Will not be enrolling for a third.
- ✓ It would be nice to have insurance plans with no deductible.
- ✓ QUESTIONS WERE GRAMMATICALLY CHALLENGING. ACTUAL PAY INCREASES WOULD BE BETTER. THAT WAY I CAN SPEND MY \$\$ THE WAY I FEEL IS BEST, NOT HOW MY EMPLOYER IS CHOSING.
- ✓ We need health, dental, vision, disability, retirement, and flexible spending. I spend enough time at work and with coworkers. I don't appreciate intrusive programs to "monitor" us. Our personal time and privacy matters.
- ✓ Cannot believe our healthcare went up 12% !!!! and we are getting a 1% raise? doesn't really balance out. So what is our copay going to be now \$60-70??
- ✓ AFLAC provides wonderful, and necessary, products. I've experienced nothing but problems and battles with the Hartford, and they do not offer nearly as many products. PLEASE bring back AFLAC CABQ!
- ✓ A little too late for change, I have planned my retirement and leaving. Perhaps the city can work on getting quality leadership and holding the poor leaders accountable prior to adopting worthless "feel-good" programs that no one will use.
- ✓ Pet insurance would be extremely helpful. If pet insurance is possible, maybe a flex card that the vets can take would be awesome.
- ✓ Provide us with a decent income first and foremost. we have gone for 6 years with an actual net loss of income taking into account our insurance cost and inflation. a 1% "raise" is a net loss even just taking inflation into account. last year the c.f.o. "had" to have a 20% raise on his salary of over \$100,000 to keep him from leaving. he would be easy to replace compared to most city employees. treat us decently!
- ✓ I currently pay about 600 a year for parking because I work downtown. Which is unfair that others don't have this burden. It is a yearly pay cut. Daycare is extremely expensive; we are too wealthy to get assistance but too poor to afford it. Deductibles went up almost 100% which is so extreme. Please help out the lower middle class. We work extremely hard. Thank you for getting our feedback!
- ✓ Can not do a lot of these thing do to cost. Price keep going up and pay either stays the same or decreases. Not able to keep up or just can't afford it. So have to opt out of certain things.
- ✓ I would love to see a more comprehensive dental program - perhaps the option to purchase better coverage at employee's expense
- ✓ All of this, but at what increased cost? 12% increase already. :-)

Need programs away from Downtown

- ✓ I work at a site away from the City/County Building. It sounds like many of these programs/services would be available only to employees downtown.
- ✓ On-site programs sound really great, but is that just for City Hall (downtown) or would all locations benefit??

- ✓ While I would be interested in the on-site programs the most, the problem with them is that like most of the programs currently run, they ignore the sites that aren't close to downtown. Such as parks & rec, cultural services, and animal welfare.
- ✓ So far, many of the "health programs" the city sponsor seem to take place downtown, either in the middle of the workday or so close to the end of it that you have to take time out of the day, which is generally frowned upon. There's also no real social interaction in them, which makes them less interesting as activities.
- ✓ We need more professional development opportunities, and more important than any of this is returning to step raises based on loyalty. It's insane that someone with twenty years experience in a job literally has to change jobs to get a raise.
- ✓ I like some of these ideas, but please remember that although the majority of city employees are at City Hall, not all of us are. I don't use the mobile health van because I can't just leave work to drive to it.
- ✓ I do not work downtown so anything on lunch is impossible to attend. A raise would work better than some of the suggestions mentioned here.
- ✓ Wellness programs are GREAT but never on the westside of town and the drive downtown reduces any benefit. Better dental insurance would trump all these possibilities.

General Comments & Suggestions

- ✓ There are some exciting options on this survey. I get this is to assess interest but there are many things I would definitely be interested in!
- ✓ Great survey. Fun to think about the possibilities. Thanks for asking! What's the follow-up? Do we get to see survey results?
- ✓ good survey. its about time the city show an interest in its workers well being
- ✓ thanks for asking
- ✓ These are all great ideas to bring to the table! Esp the elder care and pet insurance and city employee outings appealed to me the most. Thanks for considering these ideas - they are all worthy things to explore and possibly implement.
- ✓ Work environment is a very important benefit of good health and low stress. Management and regular staff should go through a regular schedule of mental evaluation. Management is the base factor in how your regular staff feels and gets regular needed direction. To illustrate, imagine having someone watch your children, and you see a large change in there behavior, who would you look at as the reason for the child's behavior? (Management)!
- ✓ Thank you for doing this survey. At least you are taking an interest in what employees' thoughts and interests are.
- ✓ I was disappointed that we didn't get our zoo passes this year. The extras add a little bit more to encourage us. I very much like the exercise programs like Nuvita and the learn/lunch series. I also appreciate the health fairs and the mobile health unit. These are extras that add to help us feel a little bit better about not getting raises and our health insurance going up, not to mention cost of living.
- ✓ Great ideas that are addressed to benefit and support COA employees

- ✓ I'm not sure if this is possible, but it would be nice to have the option to open a Health Savings Account (HSA).
- ✓ Credit union and free employee parking would be very helpful to everyone.
- ✓ City should offer discounts for City employees
- ✓ Thanks for doing this.
- ✓ thank you for asking
- ✓ Onsite massage, acupuncture and yoga would be beneficial due to sitting for long periods at a time at desk. This will allow us to utilize lunch and breaks to DE-stress and work out any kinks.
- ✓ THis wasn't offered as a suggestion, but I'd be willing to trade my sick time hours for a short or long term disability program. Other companies that I worked with had limited sick time --generally only 40 hours/year but covered short term disability.
- ✓ Hope this was not a waste of time, we really do need some change. some things on this survey I really didn't think the City would even consider.
- ✓ This is an interesting survey. Nice to see the City of Albuquerque moving with the times. Thank you
- ✓ Add "Naprapathic Medicine" to onsite services
- ✓ How about discounts to city facilities - swim pools, golf, museums, etc? Bring back the employee appreciation program/card.
- ✓ I would like to see the City implement the County's holiday schedule. Christmas Eve off as well as a Spring break day.
- ✓ Offering a 9-80 work week is extremely important. Also, just having one PTO bank instead of separated sick and vacation time. More flexibility is my #1 priority.
- ✓ Would love an on-site daycare and parking assistance.
- ✓ Make it easier to find all of the great things that the city offers to us employees. I would love for an email to go out showing us websites and things we can go to to find all of this great stuff. Some people probably know how to access all of this stuff but others like me have no clue where to look.
- ✓ i would really like to have pet insurance coverage thru the city insurance.
- ✓ Be sure we are not losing coverage in healthcare or absorbing more cost in healthcare to facilitate new programs. Quality healthcare plans need to remain the priority.
- ✓ I would need more information about the services before actually using them.
- ✓ I WOULD LIKE TO SEE THE CITY COMPENSATE AN EMPLOYEE IF THAT EMPLOYEE DOES NOT TAKE PART OF THE INSURANCE OR BENEFITS PACKAGE BECUASE THEY ARE COVERED BY THEIR SPOUSE ELSEWARE. THE CITY SAVES A TON OF MONEY ON THAT EMPLOYEE BUT THE EMPLOYEE DOES NOT BENEFIT.
- ✓ Provide more recognition opportunities:
 - 1. Retirement certificates signed by the Mayor & City Councilors (as they do in the military)
 - 2. City wide recognition/awards ceremony at the Kimo theater on a quarterly basis - recognize the most outstanding employees in front of their peers.
 - 3. Department recognition annually - recognize all employees in that department based on criteria that could apply City wide.

- 4. Annual address by the Mayor to all employees on the status of City government and what new initiatives are being considered...opportunity for Q & A with all employees - can have at Kimo theater.
- 5. Formal suggestion/idea program to save City money - an award to those who make suggestions leading to savings (need parameters).
- ✓ On site care for children during school breaks would also be beneficial to some employee's that have trouble finding a babysitter or age appropriate program.
- ✓ A transportation benefit that encourages biking and taking transit would be great - not just support for parking costs. The reduced transit pass is a god benefit, but I wonder how many people use it and know how to purchase transit passes, or that that is even an option. I would love to see that be a more obvious benefit, and would also love it if there were some kind of benefit for people who use non-motorized transportation. It would also be nice if it were clearer how to access bike lockers that are on-site. It was quite a run-around for me to figure out how to get a key for one, even though none were in use at my building. Some sort of partnership with Pace to encourage City employees to use that would be great as well!
- ✓ Gyms should be provided at all police substations.
- ✓ Thank you for asking!
- ✓ Parental leave! Any at all please. We currently have none other than FMLA and that is a shame. Day care would be amazing. It would make me far more likely to remain an employee with COA
- ✓ IF any or all of these would increase premiums than no thanks to all.
- ✓ I love my job and I love working in government as a service, but we are some of the lowest paid employees in the market. While nobody gets rich working for the city, I see that management is paid very well while hard working employees are barely scraping by. In 8 years, I have barely had a 3% increase in pay since then, cost of living is 3% per year. That means we are getting a 3% pay cut every year we decide to stay employed with the city. We should have at least a pay increase to cover cost of living.
- ✓ More Early education programs for children. Birth through 5
- ✓ I am very I interested in having a medical insurance program to include life insurance that I can take with me when I retire. PERA health is unreasonably priced. I am also interested in the legal benefit. I would seriously consider Paying for assistance to have a lawyer provide a trust for my family considering the magnitude of liability in the job I perform for the city! I would also consider the legal change of my birth name to prevent the city from releasing my name to the public for responding to the unlawful actions of a criminal. This has lasting personal and professional consequences for not only the employee but the families of the employee. I have been with the city for over 16 years and have never been to an event for employees which is counter productive for moral and inclusiveness. I also want to commend the individual who thought of conducting this survey. This was a first for me and I am pleased this was a priority of thought for our Benefit department! Thank you
- ✓ I really think having yoga and other stress fee classes would help improve the wellness of the employees health sitting for to long is really bad on one's health. Sitting can lead to heart problems, leg problems and can cause an employee to gain weight.

Too Many/Much in Benefits

- ✓ A lot of these programs sound like we are a big corporation that has money to burn. As a government entity we do not have money to burn - we are in the red according to Mayor Keller, 40 million dollars worth. These programs take money and as a single person getting hit with a 12.2% increase in insurance payments I do not have the money to partake in these programs. Some sound great but others not so. Are you going to grant the employee PLO to take advantage of the manicure, pedicure etc.? I can just see the employees asking this same question...see it all the time.
- ✓ I can't believe that the City is actually considering some of these benefits. Why in the world would the City condone manicures, nail work being done during work hours? Or why would it be ok to have someone have their groceries delivered to the work place? How would these benefits appear to the citizens that we serve?
- ✓ Perhaps, the City should look at making the basic health benefits better like offering another health insurance carrier (In the past, the City offered Blue Cross Blue Shield, Loveless, Pres)
- ✓ Much of this is interesting in concept but from a personal perspective I am interested in keeping personal & taxpayer costs to a minimum.
- ✓ There are a lot of good ideas. Too many ideas that will take away from really working.

Flexible Schedule

- ✓ Flexible schedule to include working from home 1 or two days a week would be nice.
- ✓ Between my commute and my time spent at work I have very very little time to participate in the gym benefit, or any of the health workshops. I would love to be given the time to do these things.