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AGENDA ITEM

Action Item

Information Only

Date: December 5, 2022
Item Number: IX
Title: Results of 2022 Employee Wage and Benefits Survey

SUMMARY

Earlier this year, the Governor’s Office established a working group tasked with developing suggestions and opportunities to create a more robust wage and benefits package for state employees. The working group included leadership from the Governor’s Finance Office, Division of Human Resource Management (DHRM), PERS, PEBP, and the Governor’s Office.

As part of this process, the group composed and released a short survey to all state employees (including NSHE), which included questions regarding employees’ desires relating to wages and benefits. PEBP was given permission to share the results with the PEBP Board in anticipation of PY24 benefit design considerations.

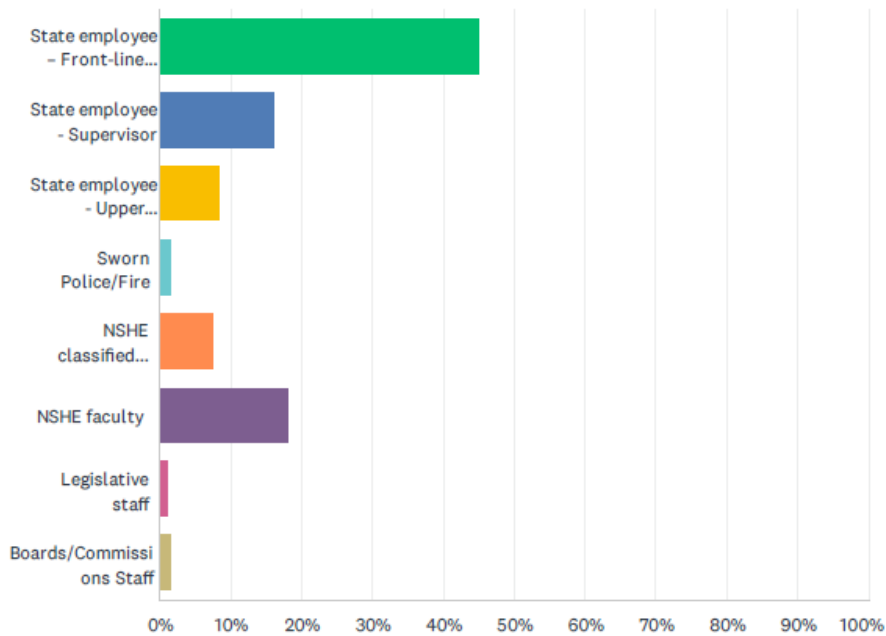
REPORT

The survey was released on October 25th and remained active through November 1. With 7,413 responses, it had a much higher response rate than any of the benefit-specific surveys previously put out by PEBP.

The following illustrations show each question and corresponding responses:

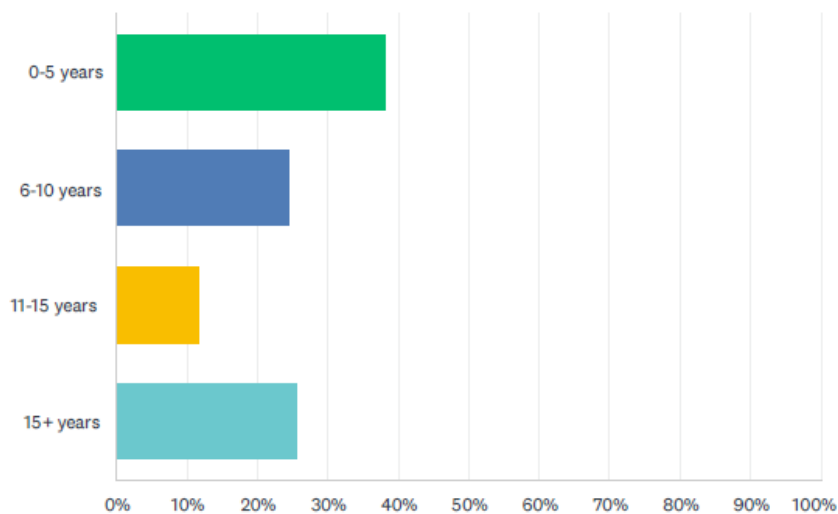
Q1 Which best describes your role in state government?

Answered: 7,413 Skipped: 24



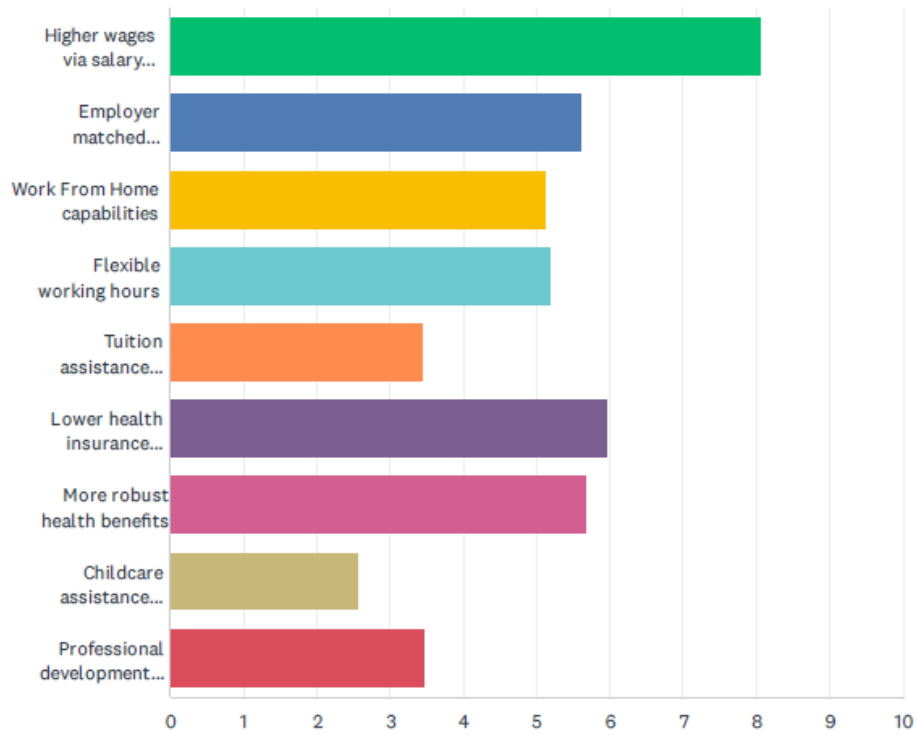
Q2 Select how many years of service you have as a State of Nevada/NSHE employee

Answered: 7,420 Skipped: 17



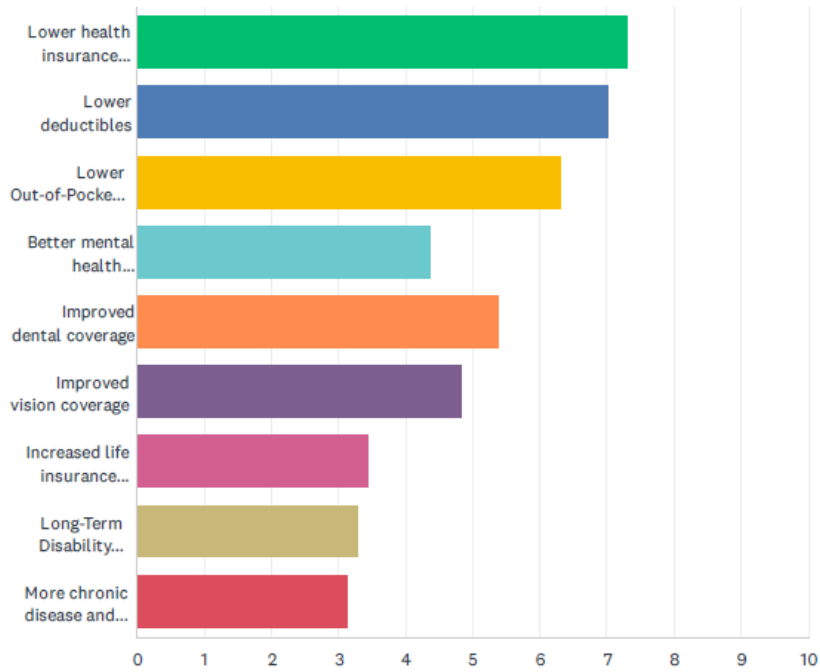
Q3 Please rate the following employee benefits you find most important from an employee perspective (rank from most important to least important)

Answered: 7,400 Skipped: 37



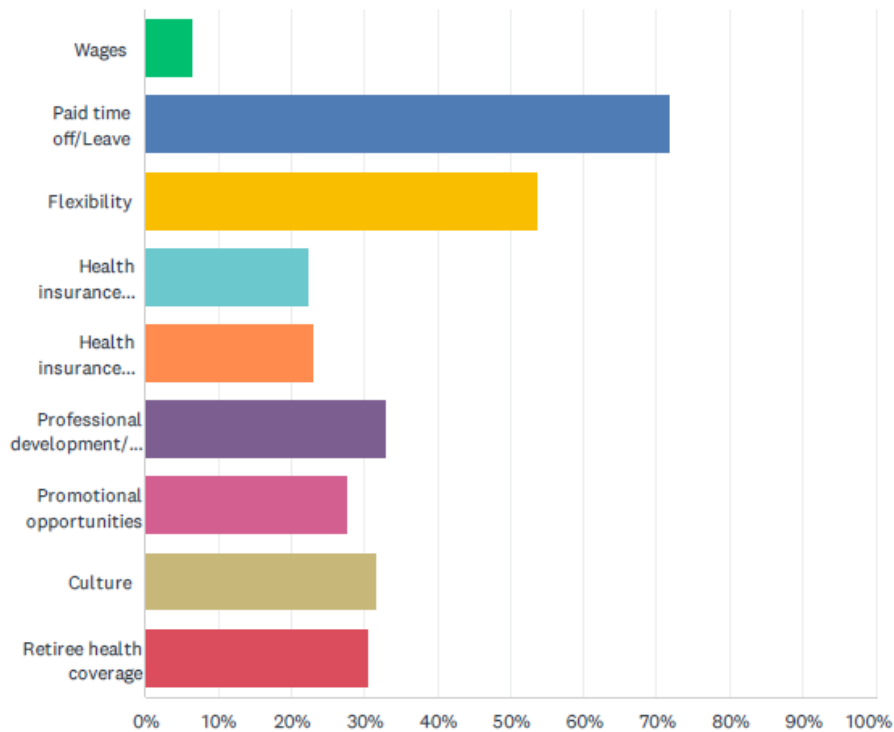
Q4 As a state employee, please rate the following potential improvements to PEBP/health insurance related benefits (current benefit levels found here: <https://pebp.state.nv.us/plans/plan-documents/>) you would find most important: (rank from most important to least important)

Answered: 7,279 Skipped: 158



Q5 When compared to other public and private sector employers, I believe the State of Nevada provides better than average benefits in the following categories: (select top 3)

Answered: 7,437 Skipped: 0



Employee Benefits Package Survey

Q6 Please provide additional comments regarding employee benefits:

Answered: 3,704 Skipped: 3,733

This question allowed respondents to provide additional comments and input in a freeform text field.

- The overwhelming majority of comments were related to wages. Many comments highlighted the disparity between state and private sector and other public sector pay while others focused on PERS matching as a way to increase pay. Additionally, many comments included statements regarding consistently low COLA increases.

- Another area that received a lot of attention was regarding telecommuting and flexibility. It was consistently communicated that this benefit is highly desired and helps create a work/life balance.
- Many remarks regarding the high cost of healthcare (premiums and deductibles), some specifically around urgent care and emergency room visits.
- Several comments regarding the need for HR onboarding/offboarding and advocacy/assistance to navigate the complex health insurance program.
- A desire for longevity pay to be reinstated.
- Several comments regarding the need for consistency in PEBP (benefits, networks, providers, etc).
- Respondents **did not** like being forced to pick 3 in Q5. Most said PTO was the only perk they would have picked if they were not forced to pick 3.