**City of Vancouver Benefit Survey**

Here is an opportunity to have **your voice heard** and weigh in on the City of Vancouver benefits package!

We invite you to assist the City in developing and maintaining a quality and affordable benefits for you and your family, all you need to do is provide your input by completing this brief survey (5-10 minutes).

Your thoughts and opinions will help influence and guide how the program evolves into the future. Please note – your individual responses will be kept confidential. Only the aggregate complied responses will be shared with City of Vancouver management.

Thank you for your assistance in completing this survey.

1. **In which type of City sponsored medical benefit plan are you currently enrolled?** – different question track for question #6 based on answer of traditional or HDHP. HDHP will have co-insurance question and traditional have copay question.
* Regence PPO
* Regence HDHP
* Kaiser HMO
* Kaiser HDHP
* Not enrolled
1. **Are you a member of the Vancouver Police Officers Guild or Vancouver Command Guild?**
* Yes
* No
1. **If you are currently enrolled in a City sponsored medical benefit plan, which level of coverage do you have?**
* Employee Only
* Employee + Spouse
* Employee + Child or Children
* Employee + Family
* Not enrolled
1. **If you have opted out of the City’s medical benefit plan, please select the reason below.** SKIP THIS QUESTION IF ANSWERED A through D on Question #3
* More affordable option available elsewhere
* Incentivized by monthly opt-out money
* Have group coverage through spouse
* Preferred healthcare coverage options are not available through City policy
* Other (open text for response)
1. **It is likely that the City will receive another increase in premium costs at renewal for 2024. Which of the following options would you prefer to help offset the increase? (Select one choice)**
* Increase pre-tax payroll deductions for higher premiums.
* Keep payroll deductions the same and pay more out-of-pocket when accessing medical care? (Such as, but not limited to, higher deductible and/or higher copays/out of pocket maximums)
1. NOTE: only ask one of the questions below for each employee based on response to question #1 (HDHP plans have co-insurance and traditional plans have copay)

Traditional Plan: **If the benefit design was changed to manage costs, rank these options in order of your preference: 1 = most preferred and 5 = least preferred.**

* Higher copay at physicians’ visits
* Higher copay at ER
* Higher copay for prescription drugs
* Higher Deductible
* Higher out-of-pocket maximum

High Deductible Plan: **If the benefit design was changed to manage costs, rank these options in order of your preference: 1 = most preferred and 5 = least preferred.**

* Higher coinsurance at physicians’ visits
* Higher coinsurance at ER
* Higher coinsurance for prescription drugs
* Higher Deductible
* Higher out-of-pocket maximum
1. **If you were given the option to participate in a quarterly wellness program for reduced medical premiums, which options below are you likely to participate in?**
* On-site flu shots
* On-site biometric screening
* Off-site biometric screening
* Company sponsored weight loss programs
* Company sponsored daily steps tracking program
1. **What other comments do you have about the current benefit package or benefits you would like to see in the future? Open ended question**