

A&P Welfare Committee Survey Answer Summary

Question:

Is there anything that you are extremely happy or concerned about regarding your benefits as an Auburn University employee?

Compliments / Benefits Cited Favorably by Employees:

- AU Pharmacy/Harrison School of Pharmacy
- Healthy Tiger Screenings
- Free generic prescriptions for employees
- Holidays for employees
- Vacation time for employees
- 403b match for employees
- Tuition waiver for employees
- Tuition deduction for spouse and children
- Level of coverage by BCBS

Criticisms / Concerns / Suggestions Made by Employees:

- *Health insurance is too expensive (and premiums go up every year)*
- *Health insurance should have more tiers (e.g., married with no children)*
- *The dental and vision plans are bad*
- AU should offer supplemental insurance
- AU's contribution to healthcare should be higher (more covered by AU, less by employee)
- Domestic partners should have the same benefits as spouses
- Employees should have opportunities for exercise (time allowed, facilities available)
- AU appears to be using a significant amount of money on new buildings, etc., which should be used for employees
- Employee contributions to the pension plan should be optional
- AU should increase the match for 403b contributions
- Daycare should be provided
- *The Christmas break should not be shortened or discontinued*
- *Employees have not received pay increases*
- *AU has a lack of parking for employees*
- AU should consider a flex time policy
- AU should have a sick leave bank
- *Tuition waivers should be given to retirees*
- *Employee tuition waiver should cover all costs (books, fees, etc.)*
- *Employee tuition waiver should also cover online courses*
- Employees should be given more holidays (including Veterans Day)
- Benefits should be applied per individual, not by family

NOTE: Italicized items were cited numerous times.

A&P Welfare Survey 2011

Summary – Question *Is there anything that you are extremely happy or concerned about regarding your benefits as an Auburn University employee?*

Applicable Responses

112 positive

76 negative

50 neutral

Main comment categories

All over benefits: 74

Retirement: 9

Smoking: 3

Wellness Center: 7

Salary: 12

Flextime: 3

Childcare: 6

Parking: 4

Insurance: 44

Tuition Waivers: 26

Pharmacy/Healthy Tigers: 19

Most comments dealt with general happiness with the benefits program.

Primary areas of concern included: cost of benefits (medical, dental, and vision), tuition waiver program (for employee and dependents), and salary (lack of raises and low pay rate).

Submitted by Linda Shook, A&P Welfare Committee

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