

4.5 SURVEY FINDINGS

As described in **Chapter 2.0** of this report, the Project Team also distributed customized survey to collect compensation and benefits data from selected peers in the transportation industry. The peers included 100 of the top private engineering firms in the country as well as three Florida Expressway Authority agencies.

The following is a summary of the survey data findings collected regarding the benefits offerings of the responding peer agencies.

Exhibit 4-8 shows the percentage breakdown of benefits offered at the responding agencies.

EXHIBIT 4-8: INSURANCE BENEFITS OFFERED AS REPORTED BY SURVEYED PRIVATE INDUSTRY PEER AGENCIES

BENEFITS	% OFFERING BENEFIT
Health Insurance Coverage	100.0%
Dental	94.3%
Vision	88.6%
Life	97.1%
Hospital	28.0%
Accident	37.1%
Cancer	17.1%
Short-term Disability	91.4%
Long-term Disability	94.3%
Reimbursement Accounts	60.0%

Source: MGT customized Peer Salary and Benefits Survey, 2014.

In addition to standard benefits, it is common for executive employees in the private sector to receive additional benefits. **Exhibit 4-9** shows the breakdown of other common benefits offerings identified by the responding agencies. Other benefits noted in the survey not shown in the exhibit include Employee Stock Ownership programs, legal insurance, and wellness programs.

EXHIBIT 4-9: OTHER BENEFITS OFFERED BY SURVEYED PEER AGENCIES

OTHER BENEFITS	% OFFERING BENEFIT
Moving Expenses Program	42.9%
Tuition Reimbursement / Investment Program	85.7%
Travel Reimbursement	80.0%
Company Vehicle	51.4%

Source: MGT customized Peer Salary and Benefits Survey, 2014.

Survey respondents also provided health coverage data regarding the average monthly dollar amount paid by an employee and the percentage of the premium covered by the organization for different health plan levels. **Exhibit 4-10** shows the peer averages for the employee paid amount and employer paid percentage for each health plan.

EXHIBIT 4-10: PEER AVERAGE AMOUNT/PERCENTAGE PAID FOR HEALTH CARE PLANS

Health Plan	Average Monthly Dollar Amount Paid By Employee	Percentage of Premium Paid By Employer
Employee Only	\$ 112.23	89.6%
Employee + Child	\$ 263.59	76.4%
Employee + Children	\$ 270.25	72.0%
Employee + Spouse	\$ 337.82	67.2%
Employee + Family	\$ 502.35	65.5%

Source: MGT customized Peer Salary and Benefits Survey, 2014.

The peer agencies were also asked to indicate the average cost of their benefits, or the cost range, as a percentage of an employee's salary. On average, respondents reported that benefits cost 27 percent of an employee's salary. Reported cost percentages ranged from five percent up to 40 percent of an employee's salary.

CONCLUSIONS:

- FDOT's total benefits for SMS, SES, and P.E. employees comprise, on average, 31 percent of total employee compensation (SMS: 29.3%, SES: 29.5%, and P.E.: 32.6%). Based upon private sector survey data, employee benefits on average comprise 27 percent of total compensation.
- Benefits have been considered by many as a modifier to offset the lower state salaries when compared to salaries in the private sector. However, many interviewees believed that this benefit is eroding as employees are now being required to pay more for their benefits, and vesting rules for new executive level employees have increased to eight years the amount of seniority needed (six years for employees hired before July 1, 2011).
- Employees hired into the EMS ranks are less likely to vest under the eight-year FRS requirement. For those coming in with retirement plans already in place (military, for example), this is less of an issue. For those who do not enter EMS with vested retirement, the perceived value of the state pension benefit is eroded.
- The stability of state agency employment has been considered a plus for recruitment and retention, especially in a poor market economy. However, as the market improves, there is fear that without higher salaries, the State benefits

package will not offset the difference in salaries, especially across the engineering occupations.

- The Investment Plan provides for one-year vesting to offset the longer vesting period under the FRS Pension Plan (eight years for new hires), and is comparable to what is available in the private sector. However, the Defined Benefit Plan historically has been considered a more favorable option.