

Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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**Average All Statements (1-17)**

Your Overall (1529) 3.54	14.2%	45.2%	25.7%	10.1%	4.8%
SAAO Tier 1 (10) 3.59	10.3%	49.7%	31%	7.1%	1.9%
SAAO Tier 2 (76) 3.85	20.8%	52.3%	19.1%	6.7%	1%
Faculty (438) 3.21	9.5%	35.6%	30.6%	14.8%	9.5%
EHRA IRPS (261) 3.67	16%	50.3%	22%	8.3%	3.4%
SHRA Exempt (179) 3.56	12.7%	47.6%	26.9%	8.8%	4.1%
SHRA Non-exempt (565) 3.68	16.7%	48.4%	24%	8.4%	2.6%

**1. Medical Insurance**

Your Overall (1420) 3.36	12.5%	44.2%	18.2%	16.8%	8.3%
SAAO Tier 1 (10) 3.3	0%	50%	30%	20%	0%
SAAO Tier 2 (71) 3.73	16.9%	52.1%	21.1%	7%	2.8%
Faculty (410) 2.86	7.1%	29%	22.2%	26.1%	15.6%
EHRA IRPS (238) 3.49	14.7%	49.2%	14.3%	14.3%	7.6%
SHRA Exempt (167) 3.46	11.4%	50.3%	18.6%	12.6%	7.2%
SHRA Non-exempt (524) 3.6	15.6%	50.8%	16%	13.4%	4.2%

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## 2. Dental Insurance

Your Overall (1314) 3.29	10%	41.9%	22.8%	18%	7.4%
SAAO Tier 1 (10) 3.7	10%	50%	40%	0%	0%
SAAO Tier 2 (69) 3.57	15.9%	46.4%	18.8%	15.9%	2.9%
Faculty (389) 2.88	5.7%	28.8%	26.7%	25.4%	13.4%
EHRA IRPS (229) 3.52	11.4%	53.3%	15.7%	15.3%	4.4%
SHRA Exempt (149) 3.31	11.4%	40.3%	24.8%	14.8%	8.7%
SHRA Non-exempt (468) 3.47	11.8%	46.8%	22.4%	14.7%	4.3%

## 3. Vision Insurance

Your Overall (1305) 3.46	12.1%	47.3%	22%	12%	6.6%
SAAO Tier 1 (9) 3.11	0%	33.3%	44.4%	22.2%	0%
SAAO Tier 2 (67) 3.64	14.9%	50.7%	19.4%	13.4%	1.5%
Faculty (382) 3.04	6.5%	34%	29.6%	16.8%	13.1%
EHRA IRPS (221) 3.63	13.1%	54.3%	18.1%	11.8%	2.7%
SHRA Exempt (152) 3.43	11.2%	46.1%	25%	9.9%	7.9%
SHRA Non-exempt (474) 3.72	16.2%	54.9%	16.7%	8.6%	3.6%

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#### 4. Disability Benefits (Short-Term, Long-Term, and Supplemental)

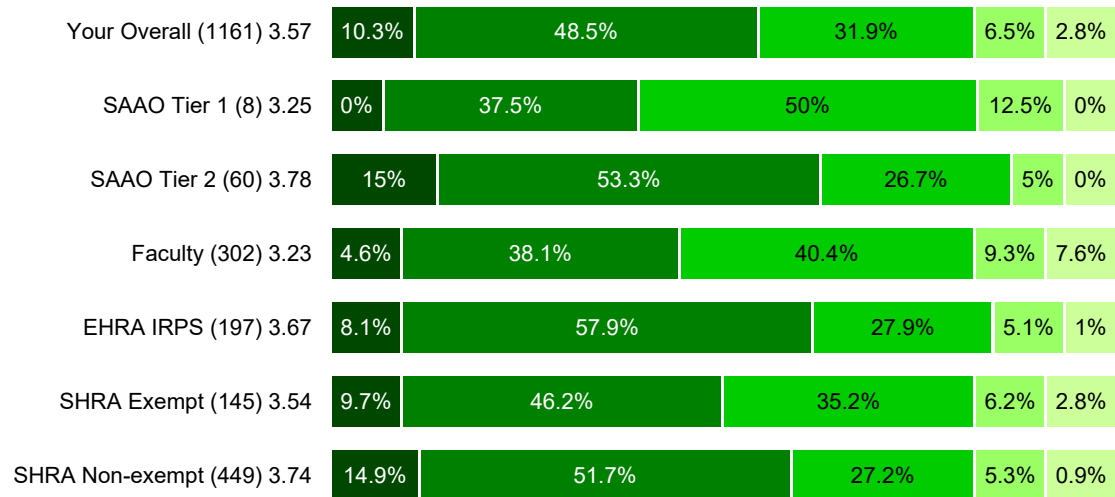
Your Overall (1002) 3.51	9.7%	44.2%	36.7%	6.2%	3.2%
SAAO Tier 1 (9) 3.33	0%	33.3%	66.7%	0%	0%
SAAO Tier 2 (52) 3.79	13.5%	55.8%	26.9%	3.8%	0%
Faculty (270) 3.16	4.8%	33%	43.7%	10.4%	8.1%
EHRA IRPS (169) 3.59	6.5%	53.8%	33.7%	4.1%	1.8%
SHRA Exempt (130) 3.52	9.2%	43.1%	41.5%	3.1%	3.1%
SHRA Non-exempt (372) 3.69	14.5%	47%	32%	5.6%	0.8%

#### 5. Employee Assistance Program (EAP)

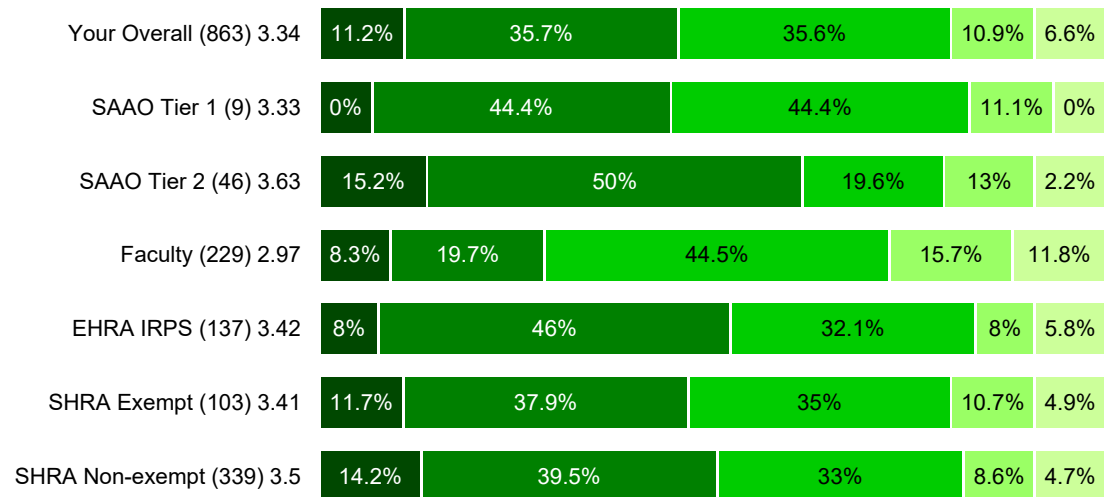
Your Overall (855) 3.49	10.3%	41.1%	39.3%	5.8%	3.5%
SAAO Tier 1 (7) 3.29	0%	28.6%	71.4%	0%	0%
SAAO Tier 2 (46) 3.74	10.9%	56.5%	28.3%	4.3%	0%
Faculty (210) 3.12	4.3%	27.6%	51.4%	9.5%	7.1%
EHRA IRPS (157) 3.59	10.2%	46.5%	36.9%	4.5%	1.9%
SHRA Exempt (110) 3.46	12.7%	36.4%	40.9%	4.5%	5.5%
SHRA Non-exempt (325) 3.65	13.5%	46.8%	32.9%	4.9%	1.8%

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### 6. Life Insurance



### 7. Post-retirement Medical Benefits



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**8. Leave & Holidays (Vacation, Sick, Bonus, Community Service, etc.)**

Your Overall (1292) 3.97	26.6%	51.9%	15.6%	4.3%	1.7%
SAAO Tier 1 (10) 4.2	20%	80%	0%	0%	0%
SAAO Tier 2 (74) 4.26	33.8%	58.1%	8.1%	0%	0%
Faculty (261) 3.68	20.7%	38.7%	33.3%	2.3%	5%
EHRA IRPS (245) 4.09	34.3%	48.2%	11.8%	4.1%	1.6%
SHRA Exempt (168) 4.02	22%	63.1%	10.7%	3.6%	0.6%
SHRA Non-exempt (534) 4.01	26.6%	55.1%	11.4%	6.2%	0.7%

**9. Retirement Savings (TSERS, ORP, 403(b), 401(k), 457)**

Your Overall (1411) 3.77	16.9%	52.9%	22.2%	6%	2%
SAAO Tier 1 (10) 3.9	20%	60%	10%	10%	0%
SAAO Tier 2 (73) 4.15	26%	64.4%	8.2%	1.4%	0%
Faculty (405) 3.46	10.6%	44.7%	29.4%	11.1%	4.2%
EHRA IRPS (244) 3.83	17.6%	56.1%	19.3%	5.3%	1.6%
SHRA Exempt (163) 3.88	17.8%	58.3%	19.6%	2.5%	1.8%
SHRA Non-exempt (516) 3.88	19.8%	54.5%	20.9%	4.1%	0.8%

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**10. Educational Assistance Programs (Tuition Waiver, Educational Leave, etc.)**

Your Overall (1149) 3.55	19.8%	40.6%	21.8%	10.4%	7.6%
SAAO Tier 1 (6) 2.83	0%	33.3%	33.3%	16.7%	16.7%
SAAO Tier 2 (64) 3.91	25%	53.1%	14.1%	3.1%	4.7%
Faculty (291) 2.73	7.6%	23.7%	25.8%	20.3%	22.7%
EHRA IRPS (209) 3.75	23.9%	45.5%	17.2%	8.6%	4.8%
SHRA Exempt (143) 3.77	18.9%	51%	21%	6.3%	2.8%
SHRA Non-exempt (436) 3.87	25.7%	44.3%	22.5%	6.9%	0.7%

**11. Overall Satisfaction with Benefits**

Your Overall (1450) 3.58	11.9%	51.5%	23.2%	9.2%	4.1%
SAAO Tier 1 (10) 3.5	0%	60%	30%	10%	0%
SAAO Tier 2 (74) 4	21.6%	60.8%	13.5%	4.1%	0%
Faculty (416) 3	4.3%	32.7%	33.4%	18.3%	11.3%
EHRA IRPS (247) 3.74	13%	57.1%	23.1%	4.9%	2%
SHRA Exempt (169) 3.74	13.6%	56.8%	21.9%	5.3%	2.4%
SHRA Non-exempt (534) 3.85	15.7%	60.5%	17%	6.2%	0.6%

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### 12. Professional/Career Development Programs

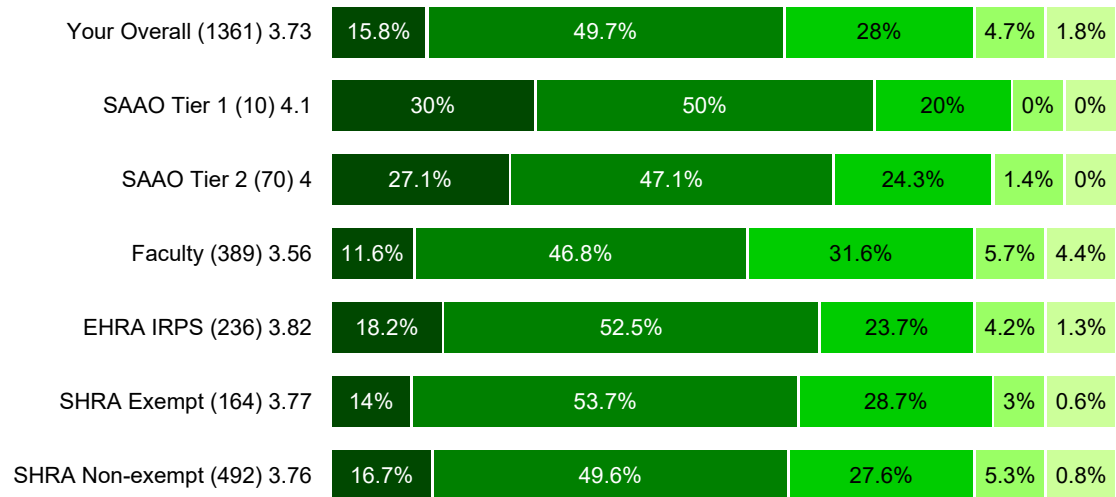
Your Overall (1382) 3.61	13.5%	48.2%	27%	8.5%	2.8%
SAAO Tier 1 (10) 3.7	10%	50%	40%	0%	0%
SAAO Tier 2 (73) 4.11	28.8%	53.4%	17.8%	0%	0%
Faculty (398) 3.36	8.8%	41.2%	32.7%	12.3%	5%
EHRA IRPS (238) 3.82	14.7%	60.9%	18.5%	3.8%	2.1%
SHRA Exempt (164) 3.55	10.4%	47.6%	30.5%	10.4%	1.2%
SHRA Non-exempt (499) 3.65	15.4%	47.1%	26.5%	8.6%	2.4%

### 13. Tenure Clarity and Process

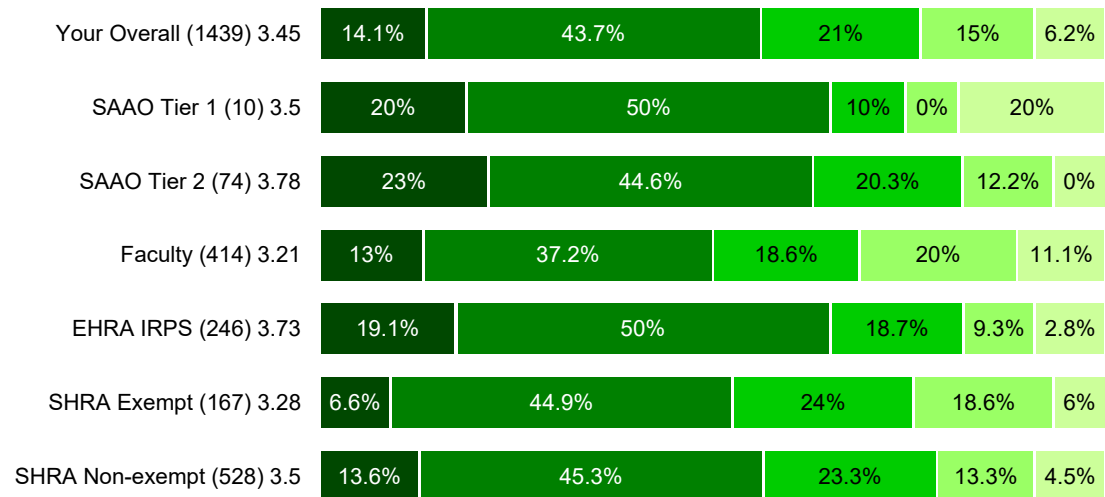
Your Overall (724) 3.55	14.2%	42.7%	30.5%	8.8%	3.7%
SAAO Tier 1 (8) 4	25%	62.5%	0%	12.5%	0%
SAAO Tier 2 (22) 3.91	18.2%	54.5%	27.3%	0%	0%
Faculty (375) 3.55	16%	46.7%	19.7%	12%	5.6%
EHRA IRPS (63) 3.52	9.5%	38.1%	47.6%	4.8%	0%
SHRA Exempt (50) 3.28	6%	28%	56%	8%	2%
SHRA Non-exempt (206) 3.55	13.6%	38.3%	40.3%	5.3%	2.4%

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#### 14. Wellness Programs



#### 15. Physical Work Space Conditions





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**16. Flexible Work Arrangements (Telecommuting, Compressed Work Weeks, etc.)**

Your Overall (1240) 3.58	18.5%	41.9%	23.7%	10.7%	5.2%
SAAO Tier 1 (9) 4.11	22.2%	66.7%	11.1%	0%	0%
SAAO Tier 2 (67) 3.69	16.4%	50.7%	19.4%	11.9%	1.5%
Faculty (347) 3.76	20.5%	46.7%	23.6%	6.6%	2.6%
EHRA IRPS (219) 3.51	20.5%	36.5%	22.4%	14.2%	6.4%
SHRA Exempt (151) 3.4	15.2%	38.4%	24.5%	15.2%	6.6%
SHRA Non-exempt (447) 3.51	17.4%	40%	25.1%	10.7%	6.7%

**17. Work/Life Balance Programs (Relocation Services, Discount Programs, Child Care Programs/Support, etc.)**

Your Overall (1152) 3.26	11.5%	33.7%	31.9%	15.5%	7.5%
SAAO Tier 1 (10) 3.5	10%	40%	40%	10%	0%
SAAO Tier 2 (59) 3.59	20.3%	37.3%	25.4%	15.3%	1.7%
Faculty (350) 2.93	6.9%	25.4%	34.3%	20.6%	12.9%
EHRA IRPS (197) 3.36	15.2%	36%	25.4%	15.7%	7.6%
SHRA Exempt (134) 3.32	7.5%	41.8%	31.3%	14.2%	5.2%
SHRA Non-exempt (402) 3.43	13.7%	36.3%	34.1%	11.4%	4.5%