

Portrait of America's Government Employers

Top Human Resources Issues

- ◆ 60% believe their current benefits packages meet their employees' needs extremely/very well.
- ◆ 52% say understanding the changing health care landscape is a top benefits challenge.
- ◆ 32% say they understand health care reform legislation not very/not at all well.
- ◆ 35% say health care legislation is likely to result in significantly diminished benefits packages for government employees; 36% say the most likely outcome of the legislation is employee benefits packages that are less robust but still sufficient.

Beliefs about Benefits Program

- ◆ 61% believe their overall benefits packages are slightly/significantly more competitive than those of others in their industry.
- ◆ 44% tailor their benefits offerings based on the needs of employees at different levels or life stages, compared to 38% of employers overall.
- ◆ 51% feel it is extremely/very important to tailor benefits offerings to employees at different levels or life stages, compared to 38% of employers overall.

Benefits Communications

- ◆ 59% say it is extremely/very important to tailor their benefits communications to employees at different levels or life stages, compared to 45% of employers overall.
- ◆ Most likely of all organizations surveyed to use booklets to communicate benefits options; 25% do so.

- ◆ 17% say their organizations communicate with employees about benefits not very/not at all effectively, compared to 11% of companies overall.
- ◆ 12% communicate about benefits 10 or more times each year; 24% communicate 6 or more times annually.

Beliefs about Voluntary Benefits

- ◆ 21% believe voluntary benefits influence work productivity and 26% believe they influence job satisfaction.
- ◆ Decision-makers say their top two challenges with respect to voluntary insurance are driving employee understanding of their coverage options (49%) and administration of voluntary insurance programs (39%).
- ◆ 33% say employees are not very/not at all knowledgeable about voluntary benefits, compared to 27% of employers overall.

Beliefs about Workers' Perspectives

- ◆ 30% believe more than 30% of worker productivity is lost because employees are concerned about personal/health issues.
- ◆ 67% believe adequate insurance coverage would help employees cope with personal/health issues at work.
- ◆ 57% strongly agree that their employees take full advantage of the benefits they're offered.
- ◆ 68% strongly agree that employees should be more engaged in making benefits decisions.

2011 Aflac Workforces Report, conducted by Harris Interactive on behalf of Aflac, September 2010.