

**ModernThink**  
**2016 Public Library of Cincinnati and Hamilton County**  
**Employee Engagement Survey**  
*The Public Library of Cincinnati and Hamilton County*  
**Benefit Satisfaction Report**



Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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**Average All Statements (1-13)**

Your Overall (680) 3.57	16.4%	40.3%	30.6%	9.1%	3.6%
Branch, 44 hours per week (66) 3.49	14.6%	38.9%	32.3%	8.8%	5.3%
Branch, 48-52 hours per week (150) 3.45	12.9%	38.8%	33.4%	10.6%	4.3%
Branch, 60 hours per week (128) 3.59	16.8%	40.6%	30.8%	8.8%	3.1%
Main, Administrative Offices, 40+ hours per week (32) 3.97	32.6%	38.9%	22.1%	5%	1.3%
Main, Non-Public/Support, 40-67 hours per week (109) 3.67	16.8%	44.6%	29.6%	6.6%	2.4%
Main, Public, 67+ hours per week (94) 3.61	17.8%	40.5%	29.1%	9.9%	2.7%

**1. Medical Insurance**

Your Overall (461) 3.15	11.7%	32.3%	26.9%	17.1%	11.9%
Branch, 44 hours per week (51) 2.88	5.9%	35.3%	19.6%	19.6%	19.6%
Branch, 48-52 hours per week (93) 3.01	9.7%	31.2%	26.9%	15.1%	17.2%
Branch, 60 hours per week (77) 3.13	11.7%	24.7%	39%	14.3%	10.4%
Main, Administrative Offices, 40+ hours per week (29) 3.72	31%	27.6%	24.1%	17.2%	0%
Main, Non-Public/Support, 40-67 hours per week (85) 3.36	12.9%	40%	25.9%	12.9%	8.2%
Main, Public, 67+ hours per week (64) 3.27	10.9%	37.5%	26.6%	17.2%	7.8%

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**2. Dental Insurance**

Your Overall (457) 3.56	12.9%	48.8%	24.9%	8.1%	5.3%
Branch, 44 hours per week (49) 3.47	8.2%	51%	28.6%	4.1%	8.2%
Branch, 48-52 hours per week (93) 3.44	11.8%	45.2%	25.8%	9.7%	7.5%
Branch, 60 hours per week (79) 3.52	11.4%	44.3%	32.9%	7.6%	3.8%
Main, Administrative Offices, 40+ hours per week (29) 4.14	34.5%	48.3%	13.8%	3.4%	0%
Main, Non-Public/Support, 40-67 hours per week (82) 3.72	14.6%	54.9%	22%	4.9%	3.7%
Main, Public, 67+ hours per week (65) 3.49	10.8%	52.3%	18.5%	12.3%	6.2%

**3. Vision Insurance**

Your Overall (390) 3.35	10.3%	39%	32.6%	11.5%	6.7%
Branch, 44 hours per week (45) 3.22	6.7%	40%	31.1%	13.3%	8.9%
Branch, 48-52 hours per week (75) 3.19	6.7%	30.7%	42.7%	14.7%	5.3%
Branch, 60 hours per week (64) 3.34	12.5%	32.8%	39.1%	7.8%	7.8%
Main, Administrative Offices, 40+ hours per week (27) 3.89	22.2%	48.1%	25.9%	3.7%	0%
Main, Non-Public/Support, 40-67 hours per week (69) 3.52	10.1%	50.7%	24.6%	10.1%	4.3%
Main, Public, 67+ hours per week (57) 3.23	10.5%	35.1%	31.6%	12.3%	10.5%

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**4. Short-Term Disability Benefits**

Your Overall (340) 3.38	9.1%	30.9%	51.8%	5%3.2%
Branch, 44 hours per week (37) 3.19	5.4%	29.7%	54.1%	0% 10.8%
Branch, 48-52 hours per week (67) 3.3	6%	29.9%	56.7%	3%4.5%
Branch, 60 hours per week (54) 3.31	9.3%	22.2%	61.1%	5.6%1.9%
Main, Administrative Offices, 40+ hours per week (24) 3.71	16.7%	45.8%	29.2%	8.3% 0%
Main, Non-Public/Support, 40-67 hours per week (61) 3.52	8.2%	41%	47.5%	1.6%1.6%
Main, Public, 67+ hours per week (52) 3.52	17.3%	28.8%	44.2%	7.7% 1.9%

**5. Life Insurance**

Your Overall (401) 3.53	9.7%	42.4%	41.4%	3.7%2.7%
Branch, 44 hours per week (46) 3.46	4.3%	45.7%	45.7%	0%4.3%
Branch, 48-52 hours per week (81) 3.33	6.2%	34.6%	49.4%	6.2%3.7%
Branch, 60 hours per week (65) 3.54	9.2%	43.1%	43.1%	1.5%3.1%
Main, Administrative Offices, 40+ hours per week (26) 3.92	15.4%	61.5%	23.1%	0%0%
Main, Non-Public/Support, 40-67 hours per week (72) 3.56	9.7%	44.4%	40.3%	2.8%2.8%
Main, Public, 67+ hours per week (62) 3.65	17.7%	38.7%	35.5%	6.5% 1.6%

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**6. PTO/Sick Leave**

Your Overall (648) 4.29	46.9%	40.7%	8%	3.2%	1.1%
Branch, 44 hours per week (65) 4.37	53.8%	30.8%	13.8%	1.5%	0%
Branch, 48-52 hours per week (143) 4.22	45.5%	40.6%	7%	4.9%	2.1%
Branch, 60 hours per week (121) 4.21	41.3%	44.6%	9.1%	3.3%	1.7%
Main, Administrative Offices, 40+ hours per week (32) 4.69	71.9%	25%	3.1%	0%	0%
Main, Non-Public/Support, 40-67 hours per week (108) 4.31	42.6%	49.1%	6.5%	0.9%	0.9%
Main, Public, 67+ hours per week (93) 4.41	54.8%	34.4%	7.5%	3.2%	0%

**7. Ohio Public Employees Retirement System (OPERS)**

Your Overall (640) 3.92	26.7%	44.4%	24.1%	4.1%	0.8%
Branch, 44 hours per week (65) 3.97	30.8%	40%	26.2%	1.5%	1.5%
Branch, 48-52 hours per week (141) 3.82	22%	45.4%	26.2%	5.7%	0.7%
Branch, 60 hours per week (124) 3.91	24.2%	46%	26.6%	3.2%	0%
Main, Administrative Offices, 40+ hours per week (32) 4.19	43.8%	40.6%	6.3%	9.4%	0%
Main, Non-Public/Support, 40-67 hours per week (104) 4.09	30.8%	49%	18.3%	1.9%	0%
Main, Public, 67+ hours per week (89) 3.93	28.1%	42.7%	24.7%	3.4%	1.1%

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**8. Overall Satisfaction with Benefits**

Your Overall (627) 3.7	15.9%	49.6%	25.4%	7%	2.1%
Branch, 44 hours per week (64) 3.53	10.9%	48.4%	25%	14.1%	1.6%
Branch, 48-52 hours per week (132) 3.61	12.1%	49.2%	29.5%	5.3%	3.8%
Branch, 60 hours per week (118) 3.75	15.3%	54.2%	22.9%	5.1%	2.5%
Main, Administrative Offices, 40+ hours per week (31) 4.06	35.5%	45.2%	12.9%	3.2%	3.2%
Main, Non-Public/Support, 40-67 hours per week (106) 3.93	20.8%	56.6%	17.9%	4.7%	0%
Main, Public, 67+ hours per week (89) 3.67	14.6%	46.1%	31.5%	7.9%	0%

**9. Other Voluntary Benefits**

Your Overall (456) 3.6	13.4%	37.9%	45.2%	2.4%	1.1%
Branch, 44 hours per week (47) 3.34	6.4%	25.5%	66%	0%	2.1%
Branch, 48-52 hours per week (97) 3.43	5.2%	39.2%	51.5%	2.1%	2.1%
Branch, 60 hours per week (89) 3.62	15.7%	37.1%	41.6%	4.5%	1.1%
Main, Administrative Offices, 40+ hours per week (27) 3.96	29.6%	37%	33.3%	0%	0%
Main, Non-Public/Support, 40-67 hours per week (73) 3.74	16.4%	43.8%	37%	2.7%	0%
Main, Public, 67+ hours per week (59) 3.85	22%	40.7%	37.3%	0%	0%

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**10. Professional/Career Development Programs**

Your Overall (600) 3.13	5.8%	29.8%	40.2%	19.3%	4.8%
Branch, 44 hours per week (63) 3.24	3.2%	42.9%	33.3%	15.9%	4.8%
Branch, 48-52 hours per week (131) 3.08	3.1%	32.1%	38.9%	22.1%	3.8%
Branch, 60 hours per week (108) 3.03	7.4%	25%	36.1%	25.9%	5.6%
Main, Administrative Offices, 40+ hours per week (32) 3.56	25%	21.9%	43.8%	3.1%	6.3%
Main, Non-Public/Support, 40-67 hours per week (96) 3.27	6.3%	30.2%	50%	11.5%	2.1%
Main, Public, 67+ hours per week (88) 3.11	4.5%	29.5%	40.9%	22.7%	2.3%

**11. Employee Assistance Programs (EAP)**

Your Overall (496) 3.45	8.9%	33.5%	51.8%	5%	0.8%
Branch, 44 hours per week (51) 3.39	7.8%	33.3%	51%	5.9%	2%
Branch, 48-52 hours per week (109) 3.33	3.7%	31.2%	59.6%	5.5%	0%
Branch, 60 hours per week (92) 3.45	10.9%	29.3%	53.3%	6.5%	0%
Main, Administrative Offices, 40+ hours per week (27) 3.78	25.9%	29.6%	40.7%	3.7%	0%
Main, Non-Public/Support, 40-67 hours per week (84) 3.51	9.5%	33.3%	56%	1.2%	0%
Main, Public, 67+ hours per week (66) 3.44	7.6%	42.4%	37.9%	10.6%	1.5%

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**12. Physical Work Space Conditions**

Your Overall (665) 3.25	9.8%	38%	25.9%	19.8%	6.5%
Branch, 44 hours per week (65) 3.15	12.3%	32.3%	23.1%	23.1%	9.2%
Branch, 48-52 hours per week (149) 3.05	6%	33.6%	26.8%	26.2%	7.4%
Branch, 60 hours per week (127) 3.42	14.2%	42.5%	19.7%	18.1%	5.5%
Main, Administrative Offices, 40+ hours per week (32) 3.78	25%	43.8%	18.8%	9.4%	3.1%
Main, Non-Public/Support, 40-67 hours per week (107) 3.13	5.6%	35.5%	32.7%	18.7%	7.5%
Main, Public, 67+ hours per week (93) 3.32	7.5%	43%	29%	15.1%	5.4%

**13. Work/Life Balance**

Your Overall (667) 3.73	17.8%	49.8%	22.3%	8.1%	1.9%
Branch, 44 hours per week (64) 3.69	17.2%	46.9%	25%	9.4%	1.6%
Branch, 48-52 hours per week (150) 3.61	13.3%	49.3%	24.7%	10.7%	2%
Branch, 60 hours per week (127) 3.89	18.9%	58.3%	15.7%	7.1%	0%
Main, Administrative Offices, 40+ hours per week (32) 4.03	37.5%	37.5%	18.8%	3.1%	3.1%
Main, Non-Public/Support, 40-67 hours per week (108) 3.76	18.5%	49.1%	23.1%	8.3%	0.9%
Main, Public, 67+ hours per week (94) 3.73	16%	50%	25.5%	8.5%	0%