

SHRM Lehigh Valley Chapter Survey Results - Employee Benefits Survey

85 Respondents

Q1. Do you offer any of the following employee benefits?

Answer Choice	Responses	#
Dental	98.81%	83
Vision	92.86%	78
Company Paid Life	82.14%	69
Voluntary Life	79.76%	67
Company Paid Disability	72.62%	61
Voluntary Disability	48.81%	41
Other Voluntary	35.71%	30
Total		84

Q2. How many employees are in your company?

Answer Choice	Responses	#
Less than 50	12.94%	11
50-100	15.29%	13
101-250	25.53%	20
251-500	11.76%	10
501-1000	7.06%	6
More than 1000	29.41%	25
Total		85

Q3. Do you offer medical insurance coverage to any of your employees (If you answer yes to this question, please continue with the survey)

Answer Choice	Responses	#
Yes	97.62%	82
No	2.38%	2
Total		84

Q4. What percent of your employees are covered by your company's medical insurance?

Answer Choice	Responses	#
Less than 25%	1.22%	1
26%-50%	10.98%	9
51%-75%	30.49%	25
76%-99%	51.22%	42
100%	6.10%	4
Total		82

Q5. How many medical plan choices do you offer?

Answer Choice	Responses	#
One	30.12%	25
Two	31.33%	26
Three	24.10%	20
More than three	14.46%	12
Total		83

Q6. What was the overall percentage increase of your company's medical insurance at last renewal (or upcoming renewal)?

Answer Choice	Responses	#
Less than 10%	63.75%	51
11%-20%%	17.50%	14
21%-30%	10.00%	8
31%-40%	0%	0
41%-50%	3.75%	3
More than 50%	5.00%	4
Total		80

Q7. What is your company's total healthcare premium costs per employee? (Total healthcare costs per year divided by number of employees on health plan). Please enter annual amount per employee.

Answer Choice	Responses	#
\$5001-\$7000	20.83%	10
\$7001-\$9000	20.83%	10
\$9001-\$11,000	27.08%	13
\$11,001-\$13,000	6.25%	3
\$13,001-\$15,000	18.76%	9
More than \$15,000	6.25%	3
Total		48

Q8. How is your company's medical insurance funded?

Answer Choice	Responses	#
Fully Insured	47.50%	38
Self Funded/Partially Self Funded	50.00%	40
Captive	0.00%	0
PEO	2.50%	2
Total		80

Q9. What is the deductible for your company's health insurance for non-qualified plans? (There can be more than one answer if you have multiple plans)

Answer Choice	Responses	#
0-\$250	20.31%	13
\$251-\$500	23.44%	15
\$501-\$1000	34.38%	22
\$1001-\$2000	35.94%	23
\$2001+	39.06%	25
Total		64

Q10. What is the deductible for your company's health insurance for qualified plans? (There can be more than one answer if you have multiple plans)

Answer Choice	Responses	#
\$1000-\$2000	35.59%	21
\$2001-\$3000	45.76%	27
\$3001-\$4000	25.42%	15
\$4001 and up	25.42%	15
Total		59

Q11. What percentage of health insurance premium does your company pay for each of the following for your company's base plan?

Answer Choice	Responses	#
<u>Employee Only %</u>		
Less than 50%	7.81%	5
50%-60%	12.50%	8
61%-70%	9.38%	6
71%-80%	31.25%	20
81%-90%	17.19%	11
91%-99%	9.38%	6
100%	12.50%	8
Total		64

<u>Employee + Spouse %</u>		
Less than 50%	20.34%	12
50%-60%	23.73%	14
61%-70%	11.86%	7
71%-80%	25.42%	15
81%-90%	13.56%	8
91%-99%	1.70%	1
100%	3.39%	2
Total		59

<u>Employee + Children %</u>		
Less than 50%	24.14%	14

50%-60%	20.70%	12
61%-70%	10.34%	6
71%-80%	29.31%	17
81%-90%	10.34%	6
91%-99%	1.72%	1
100%	3.45%	2
Total		58

Family %

Less than 50%	28.81%	17
50%-60%	15.25%	9
61%-70%	11.86%	7
71%-80%	30.51%	18
81%-90%	8.48%	5
91%-99%	1.70%	1
100%	3.39%	2
Total		59

Q12. What health insurance networks does your company offer? (you can select more than one)

Answer Choice	Response	#
HMO	19.75%	16
PPO	98.77%	80
POS	13.58%	11
Total		

Q13. Do you offer opt out payments to employees who do not use your medical health plan?

Answer Choice	Response	#
Yes	21.69%	18
No	78.31%	65
Total		83

Q14. If yes to previous question, how much?

Answer Choice	Response	#
-\$25 per pay period		
-7000.00 per family 3200.00 per individual		
-\$400 annual		
-\$1000 annual		
-\$1200 annual		
-\$1250 annual		
-From \$81.20 to \$263.90 /mo for medical and dental depending on Employee only, Spouse only, Emp & Childre, Emp & Sp, Family		
-\$672 - \$2376 annually depending on tier waived		
-46.15		
-676 per year		

-\$2500 in an FSA account

-\$80 per month

-26%

-\$1200/annual

Total
