

2007 – 2008 Health Care Survey

222 EA members participated in the **2007-2008** Health Care Survey. The results are broken down into company size. There are **120** companies in the 1-100 employee category, **54** companies in the 101-250 employee category, and **48** companies in the 251+ employee category.

1. Do you offer a choice of more than one medical plan/coverage (HMO, PPO, POS, other) option?

# of employees	1-100	101-250	251+	Total
a. Yes	34%	33%	38%	35%
b. No	66%	67%	62%	65%

2. What is the percent of premium paid by the company for employee (single)?

# of employees	1-100	101-250	251+	Total
a. 100%	24%	9%	5%	16%
b. 85% - 99%	21%	39%	35%	28%
c. 75% - 84%	32%	33%	46%	35%
d. 51% - 74%	17%	15%	6%	14%
e. 50%	3%	0%	2%	2%
f. Under 50%	2%	2%	6%	3%
g. Employee pays all	1%	0%	0%	1%
N/A Responses	--	2%	--	1%

3. What is the percent of family premium paid by the company?

# of employees	1-100	101-250	251+	Total
a. 100%	9%	7%	2%	7%
b. 85% - 99%	17%	35%	29%	24%
c. 75% - 84%	28%	33%	42%	31%
d. 51% - 74%	18%	15%	13%	17%
e. 50%	6%	0%	4%	4%
f. Under 50%	6%	6%	10%	7%
g. Employee pays all	15%	2%	0%	9%
N/A Responses	1%	2%	--	1%

4. What is the office visit co-pay?

# of employees	1-100	101-250	251+	Total
a. None	10%	6%	8%	9%
b. \$1 - \$5	1%	0%	0%	1%
c. \$6 - \$10	19%	13%	17%	17%
d. \$11 - \$15	28%	33%	23%	27%
e. \$16 - \$20	18%	16%	17%	18%
f. \$20 or more	21%	30%	31%	25%
N/A Responses	3%	2%	4%	3%

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5. Do you provide a prescription drug plan?

# of employees	1-100	101-250	251+	Total
a. Yes	91%	98%	98%	94%
b. No	8%	2%	2%	5%
N/A Responses	1%	--	--	1%

6. How much of prescription drug premium is paid by the employer?

# of employees	1-100	101-250	251+	Total
a. All	29%	22%	17%	25%
b. Part	56%	72%	77%	64%
c. None	10%	4%	2%	7%
N/A Responses	5%	2%	4%	4%

7. Have you given up other benefits to maintain health coverage?

# of employees	1-100	101-250	251+	Total
a. Yes	14%	22%	23%	18%
b. No	83%	76%	75%	80%
N/A Responses	3%	2%	2%	2%

8. The burden of health care cost increases has been shouldered by:

# of employees	1-100	101-250	251+	Total
a. Employee	6%	2%	4%	5%
b. Employer	26%	26%	17%	24%
c. Shared	68%	72%	79%	71%
N/A Responses	--	--	--	--

9. Do you offer (can choose more than one option)

# of employees	1-100	101-250	251+	Total
a. HSA	26%	14%	14%	20%
b. FSA	28%	38%	58%	37%
c. HRA	6%	16%	13%	10%
d. MSA	0%	5%	1%	2%
e. Other	4%	1%	0%	3%
N/A Responses	36%	26%	14%	28%

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