

IDAHO STATE PLANNING GRANT ON THE UNINSURED  
DATA AND POLICY WORK GROUP FINDINGS

**Section 6 - Employer-Sponsored Insurance  
Employer Health Care Benefit Survey**

***Introduction and Methods***

The purpose of this survey was to obtain descriptive information regarding the status of employer paid health insurance among businesses in Idaho. A list of businesses in Idaho was obtained from InfoUSA, Inc. (Omaha, Nebraska). This list constituted the sampling frame for the survey, and contained records for 51,798 businesses in Idaho. These businesses excluded government agencies and most schools. The distribution of businesses and estimated employees by business size is shown in the table below. Almost 92% of Idaho businesses have fewer than 20 employees, and over 97% have fewer than 50 employees. About 35% of Idaho's (non-governmental) workforce is employed in businesses with fewer than 20 employees, and almost 50% are employed in businesses with fewer than 50 employees. Because the employer survey had as the unit of response a business, not an employee, it was necessary to oversample larger businesses in order to obtain valid statewide results.

**Distribution of Idaho Businesses and Employees by Size of Business**

Number Employees Per Business	Businesses				Employees				
	Businesses	Percent	Cumulative Frequency	Cumulative Percent	Avg Number Employees	Total Employees	Percent	Cumulative Frequency	Cumulative Percent
1 - 4	31,475	62.9%	31,475	62.9%	2	62,950	10.9%	62,950	10.9%
5 - 9	9,697	19.4%	41,172	82.3%	7	67,879	11.7%	130,829	22.6%
10 - 19	4,743	9.5%	45,915	91.8%	15	71,145	12.3%	201,974	34.8%
20 - 49	2,743	5.5%	48,658	97.3%	30	82,290	14.2%	284,264	49.0%
50 - 99	789	1.6%	49,447	98.8%	75	59,175	10.2%	343,439	59.2%
100 - 249	430	0.9%	49,877	99.7%	175	75,250	13.0%	418,689	72.2%
250 - 499	90	0.2%	49,967	99.9%	375	33,750	5.8%	452,439	78.0%
500 - 999	40	0.1%	50,007	100.0%	750	30,000	5.2%	482,439	83.2%
1,000 - 4,999	16	0.0%	50,023	100.0%	2,500	40,000	6.9%	522,439	90.1%
5,000 - 9,999	1	0.0%	50,024	100.0%	7,500	7,500	1.3%	529,939	91.4%
10,000 +	5	0.0%	50,029	100.0%	10,000	50,000	8.6%	579,939	100.0%
<i>Missing = 1,769</i>									
<b>Total</b>	<b>50,029</b>					<b>579,939</b>			

Note: List excludes government agencies and most schools; some large businesses may include out-of-state employees.

The sample was stratified by county and size of business. Assuming a 40% response rate, this sampling design would yield 95% confidence intervals of +/- 5% for each county in Idaho, by size of business. Businesses were stratified by size using sampling frame information into three strata: 1-4 employees, 5-249 employees, and 250+ employees. For the 250+ employee stratum, all businesses were sampled. For the other two size strata, random samples were chosen without replacement.

A total of 23,022 surveys were mailed to Idaho businesses in April, 2001: 13,348 surveys to businesses with 1-4 employees; 9,522 to businesses with 5-249 employees; and 152 to businesses with 250+ employees. A total of 3,655 surveys were returned by June, 2001. Five surveys were missing identification information necessary for weighting, and three surveys had miskeyed survey number with no other identification information, resulting in 3,647 usable surveys.

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Approximately 2,660 surveys were returned by the U.S. Postal Service as unable to be delivered / no forwarding address. The overall response rate, including undelivered surveys, was 15.8%. The response rate, subtracting undelivered surveys, was 17.9%. By business size stratum, response rates (including undelivered surveys) were 13.6% for businesses with 1-4 employees, 18.9% for businesses with 5-249 employees, and 23.0% for businesses with 250+ employees. County and stratum-specific response rates ranged from 0 to 100%, with a mean of 19.5% (these rates are not shown as they could breach confidentiality).

Data were weighted by the inverse of the probability of selection and poststratified to the numbers of businesses in the sampling frame by county and size of business. Final weight values ranged 65-fold, meaning the possibility of influential observations may exist in some analyses.

## **Results**

### **1. GENERAL INFORMATION**

#### **Numbers of Employees**

Respondents reported 0–2,000+ permanent full-time employees, with full-time defined as working an average of 30 hours per week or more. The median number of permanent full-time employees was 3, and 90% of businesses employed 24 or fewer permanent full-time employees.

Respondents also reported 0–2,000+ permanent part-time employees, with part-time defined as working an average of less than 30 hours per week. The median number of permanent part-time employees was 1, and 90% of businesses employed 5 or fewer permanent part-time employees.

Permanent full-time equivalent (FTE) employees were calculated as the sum of permanent full-time employees and one-half permanent part-time employees. The number of permanent FTE employees ranged from 0 to 2,000+. The median number of permanent FTE employees was 4, and 90% of businesses employed 26 or fewer permanent FTE employees.

Respondents reported 0–1,000+ seasonal employees. The median number of seasonal employees was 0, and 90% of businesses employed 3 or fewer seasonal employees.

#### **Main Focus of Business**

The most common types of businesses were retail and services, followed by health care and construction (see table on next page). One hundred twenty five respondents marked two boxes. Among these, services constituted almost 30% of responses. When “other” was marked, respondents wrote in agriculture/farming/ranching 10-15% of the time; other common responses included insurance, real estate, and service-related businesses. An additional 2.4% indicated that they were in education or government. These are excluded from the table, as these types of businesses were for the most part excluded from the sampling frame.

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**Main Focus of Business**

Main Focus of Business	Percent
Aviation/transportation	2.4%
Communications	0.9%
Construction	9.8%
Entertainment/resort	1.6%
Financial/banking	4.6%
Health care	10.5%
Law	2.6%
Manufacturing	5.7%
Mining	0.3%
Research/development	0.2%
Retail	18.4%
Services	18.3%
Technology	1.0%
Timber	0.7%
Wholesale	2.3%
Other	18.7%

**Average Annual Salary of Employees**

Respondents were asked the average annual salary of their employees. The median response was \$20,000 – 24,999, and the distribution of average annual salaries is given in the table below.

Average Annual Salary	Percent	Cumulative Percent
Below \$10,000	17.0%	17.0%
\$10,000-14,999	11.2%	28.2%
\$15,000-19,999	15.2%	43.4%
\$20,000-24,999	19.1%	62.4%
\$25,000-29,999	16.6%	79.1%
\$30,000-34,999	10.1%	89.1%
\$35,000-39,999	4.2%	93.3%
\$40,000 or more	6.7%	100.0%

**Company Operations**

Seventy-seven percent of businesses operated in Idaho only, 20.3% operated in multiple states, and 2.6% operated internationally.

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**Health Benefit Decision-Making**

About two-thirds (67.6%) of businesses make health benefit decisions at their location, 9.8% do not, and 22.7% marked not applicable. Among those not making health benefit decisions at their location, 50.7% of companies permit input or recommendations from local managers.

The table below shows sources relied upon for employee benefit decisions. The instructions were to mark all that apply, so percents sum to more than 100%. Respondents wrote in to specify the “other” category; the most common responses were boards of directors, insurance agents, administrators, and brokers, and employee needs and requests.

**Sources for Employee Benefit Decisions**

<b>Your plan’s specific data</b>	28.0%
<b>Industry information</b>	17.4%
<b>Consultants</b>	17.3%
<b>Human Resources staff</b>	13.1%
<b>Corporate headquarters</b>	10.7%
<b>Association resources</b>	8.8%
<b>Seminars</b>	3.6%
<b>National media</b>	3.2%
<b>Trade press</b>	2.8%
<b>Other</b>	16.7%

Respondents were asked to rank their top three benefit concerns. These rankings were converted to points, with the highest ranking receiving the most points. The table below shows the results of the rankings, with “1” being the highest priority concern (most points). The first priority concern, cost of health coverage/rate of increase, received more than twice as many points as the number two priority concern. Respondents wrote in to specify the “other” category; the responses were generally idiosyncratic.

**Rankings of Top Employee Benefit Concerns**

<b>Cost of health coverage/rate of increase</b>	1
<b>Quality of services from providers and health plans</b>	2
<b>Federal/State legislation or regulations</b>	3
<b>Health plan instability</b>	4
<b>Employees dropping coverage due to cost</b>	5
<b>Cost of administration</b>	6
<b>Employee education/communications</b>	7
<b>Other</b>	8
<b>Need for better management information systems</b>	9

**Importance of Health Insurance**

Most respondents thought health insurance was very important to their employees (see table on following page). In terms of the most important reason to provide health insurance, respondents were evenly split between “To attract/retain employees” and “Feel it is the right thing to do” (see table). Respondents wrote in to specify the “other” category; the most common responses were

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the importance of having healthy employees, to support families, and the inability to afford health insurance.

**Perceived Importance of Health Insurance to Employees**

<b>Very important</b>	62.5%
<b>Important</b>	24.2%
<b>Somewhat important</b>	9.0%
<b>Not at all</b>	4.3%

**Most Important Reason to Provide Health Insurance**

<b>To attract/retain employees</b>	43.6%
<b>Feel it is the right thing to do</b>	42.9%
<b>Don't think it is important</b>	5.4%
<b>Other</b>	8.0%

**2. HEALTH CARE COVERAGE OF EMPLOYEES**

About half of respondents (48.5%) reported offering health benefits and/or a health plan to their employees. Whether or not a business offered health care coverage to their employees was statistically significantly related to several factors, including size of business, type of business, average annual salary of employees, perceived importance of health insurance to employees, and urban/rural/frontier county designation ( $p < 0.0001$  for each; there were too few respondents in most counties to give county results). The relationship of health care coverage to these other factors is summarized in the tables below. Logistic regression was used to look at the variables predictive of offering health care benefits as a group; all variables above except the geographical variables (county and urban/rural/frontier county designation) were statistically significant independent predictors of offering health care coverage. These findings show that size of business, type of business, average annual salary of employees, and perceived importance of health insurance to employees are the critical factors in whether or not a business offers health care coverage to their employees.

**Table of Health Care Coverage by Size of Business**

<b>Size of Business</b>	<b>Estimated Number of Businesses</b>	<b>Percent Offering Health Insurance</b>
<b>0- 5 FTE</b>	27,212	29.9%
<b>6- 10 FTE</b>	7,332	66.3%
<b>11- 15 FTE</b>	2,306	75.3%
<b>16- 20 FTE</b>	1,379	83.8%
<b>21- 30 FTE</b>	1,899	84.4%
<b>31- 50 FTE</b>	1,371	90.7%
<b>51-100 FTE</b>	1,188	90.3%
<b>101-250 FTE</b>	884	98.3%
<b>251+ FTE</b>	644	95.1%

Weighted Frequency Missing = 7,565

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**Table of Health Care Coverage by Main Focus of Business**

Main Focus of Business	Estimated Number of Businesses	Percent Offering Health Insurance
Aviation/transportation	948	49.4%
Construction	4,412	43.4%
Financial/banking	2,055	61.0%
Health care	4,755	61.6%
Law	1,251	61.0%
Manufacturing	2,540	63.4%
Retail	8,117	46.1%
Services	8,033	33.9%
Wholesale	1,004	70.4%
Other	7,986	46.7%

Weighted Frequency Missing = 7,589

Note: Other categories had too few respondents for valid statistics (<60).

**Table of Health Care Coverage by Average Salary**

Average Annual Salary of Employees	Estimated Number of Businesses	Percent Offering Health Insurance
Below \$10,000	7,288	10.5%
\$10,000-14,999	4,806	23.1%
\$15,000-19,999	6,725	43.9%
\$20,000-24,999	8,108	58.9%
\$25,000-29,999	7,167	73.1%
\$30,000-34,999	4,294	80.3%
\$35,000-39,999	1,861	67.6%
\$40,000 or more	2,855	60.7%

Weighted Frequency Missing = 8,676

**Table of Health Care Coverage by Company Operations**

Area of Company Operations	Estimated Number of Businesses	Percent Offering Health Insurance
Idaho only	35,061	45.2%
Multi-state	9,203	58.9%
International	965	75.5%

Weighted Frequency Missing = 6,552

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**Table of Health Care Coverage by Perceived Importance of Health Insurance**

Perceived Importance of Health Insurance	Estimated Number of Businesses	Percent Offering Health Insurance
<b>Very Important</b>	27,384	61.7
<b>Important</b>	10,604	40.1
<b>Somewhat Important</b>	3,971	18.2
<b>Not At All</b>	1,840	1.1

Weighted Frequency Missing = 7,981

**Table of Health Care Coverage by Urban/Rural/Frontier County Designation**

County Designation	Estimated Number of Businesses	Percent Offering Health Insurance
<b>Frontier</b>	6,681	39.1%
<b>Rural</b>	10,641	42.3%
<b>Urban</b>	28,561	53.1%

Weighted Frequency Missing = 5,897

**Estimated Numbers of Businesses and Employees Eligible for Proposed Model Programs**

Numbers of businesses and employees eligible for potential programs were estimated using these survey data. Businesses with no reported current health care coverage for employees and average annual salaries below \$20,000 and below \$25,000 were selected, and a table (see below) was created by size of business. If only respondents who regard health insurance to be important or very important to their employees are considered, the estimates below drop by about one-third.

**Eligible for Proposed Model Programs**

Size of Business	Average Salary < \$20,000		Average Salary < \$25,000	
	Estimated Number of Eligible Businesses	Estimated Number of Employees in Eligible Businesses	Estimated Number of Eligible Businesses	Estimated Number of Employees in Eligible Businesses
<b>0- 5 FTE</b>	11,284	24,648	13,828	31,395
<b>6- 10 FTE</b>	1,529	11,215	1,941	14,164
<b>11- 15 FTE</b>	376	4,772	486	6,156
<b>16- 20 FTE</b>	95	1,596	181	3,045

Note: Due to missing data, these are likely underestimates by up to 20%.

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**3. QUESTIONS ASKED ONLY AMONG RESPONDENTS CURRENTLY OFFERING HEALTH BENEFITS TO THEIR EMPLOYEES**

Approximately one in ten (11.1%) respondents offer health plans through a union or professional association.

The majority (82.2%) of respondents fund health care benefits fully-insured, 11.6% fund benefits self-insured, and 6.2% fund health care benefits using other means, usually partially self-insured. Almost one-third (29.0%) of respondents have considered changing the funding of their health plan in the past two years. Among these, 25.3% have considered changing to fully-insured benefits, 46.3% have considered changing to self-insured benefits, and 28.4% have considered changing to another type, usually partially self-insured. Among businesses with health care benefits funded fully insured, the structure of the health benefits is shown in the table below.

**Structure of Fully Insured Health Benefits**

Benefit Structure	Percent
<b>Health Maintenance Organization (HMO)</b>	8.7%
<b>Indemnity (traditional insurance product)</b>	40.0%
<b>Preferred Provider Organization (PPO)</b>	44.7%
<b>Other</b>	3.2%

Note: Responses do not sum to 100% due to missing and multiple responses.

The majority (87.5%) of respondents offer one health plan option to their employees, 7.2% offer two options, 3.6% offer three options, and 1.8% offer more than three options.

**Increases in Health Care Rates**

The median increase in health care rates in 2000 was 16%, ranging from about zero to over 250%. Ninety percent of businesses had rate increases of 5% or greater in 2000, and ten percent of businesses had rate increases of 30% or greater. The median increase (actual or expected) in health care rates in 2001 was 14%, ranging again from about zero to over 250%. Ninety percent of businesses had rate increases of 2% or greater in 2001, and again ten percent of businesses had rate increases of 30% or greater. Businesses have used several mechanisms to cope with rate increases in the past two years (see table below).

**Rate Increases Have Caused Businesses to:**

Coping Mechanism	Percent
<b>Move to a different carrier or network</b>	29.6%
<b>Change plan funding</b>	9.5%
<b>Drop health care benefits</b>	8.0%
<b>Increase employee contributions</b>	21.2%
<b>Change benefit plan design</b>	39.2%

Note: Multiple responses were allowed.

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**Health Care Plan Eligibility and Costs**

Most (84.8%) businesses covered full-time employees with their health care plan, 13.8% covered part-time employees, and 3.4% covered seasonal employees. Among the full-time employees covered, all eligible employees participate in 55% of businesses, and two-thirds or more of eligible employees participate in 80% of businesses. Among the part-time employees covered, all eligible employees participate in 30% of businesses, and no eligible employees participate in about 30% of businesses. Among the seasonal employees covered, all eligible employees participate in about 20% of businesses, and no eligible employees participate in about 40% of businesses.

The median cost per employee per month for total health care coverage was about \$225. Median costs per employee per month did not differ substantially by size of business, ranging from \$200 - \$240 per month. There was no pattern or trend in terms of cost by size of business. Median costs per employee were in the range of \$200 - \$250 per month regardless of whether the health care benefits were fully or self-insured or how they were structured. Currently, about 37% of businesses spend more than 10% of their total budgeted payroll on health care; fewer than 15% of businesses think it is reasonable to spend this much (see table below).

**Percent of Total Budgeted Payroll Spent on Health Care**

<b>Percent of Total Budgeted Payroll</b>	<b>Actual Amount Spent Per Year (% of Respondents)</b>	<b>Believe is Reasonable Amount to Spend (% of Respondents)</b>
<b>Less than 5%</b>	23.7%	41.4%
<b>6% - 10%</b>	39.1%	44.4%
<b>11% - 15%</b>	20.0%	9.9%
<b>16% - 20%</b>	9.9%	3.5%
<b>More than 20%</b>	7.2%	0.8%

Approximately 80% of businesses pay 2/3 or more of employee premiums for health care coverage, and about 65% of businesses pay 100% of employee premiums. Only 2.5% of businesses offer a sliding scale contribution, such that the employer pays more for lower wage workers than for higher wage workers. Almost ninety percent (88.8%) of businesses allow dependents of eligible employees to participate in their health care plan. Some employees don't enroll their dependents. The number one reason given is that dependents are covered under another plan (48.9%), and the number two reason is that dependent coverage is too expensive (43.3%).

Respondents were asked to rate six factors in terms of importance in purchasing health care benefits. The ratings were converted to points, with the highest ranking among the factors assigned to the factor receiving the most points. The table on the next page shows the results of the ratings, with "1" being the most important factor (most points). The most important factor, price of coverage, received only slightly more points as the number two priority concern. Few respondents wrote in to specify the "other" category; the responses were generally idiosyncratic.

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**Rankings of Top Employee Benefit Concerns**

<b>Price of Coverage</b>	1
<b>Benefit Coverage</b>	2
<b>Customer Service</b>	3
<b>Size of Provider Network</b>	4
<b>Number of Available Plan Options</b>	5
<b>Other</b>	6

**4. QUESTIONS ASKED ONLY AMONG RESPONDENTS NOT CURRENTLY OFFERING HEALTH BENEFITS TO THEIR EMPLOYEES**

Respondents not currently offering health benefits to their employees were given several reasons to check for not offering health insurance. By far the most common answer was “Too expensive” (60.4%; see table below). Respondents wrote in to specify the “other” category; the most common statements concerned the business being too small or new, inability to afford health insurance, employees covered under other plans, and no other regular employees beside themselves.

**Reasons For Not Offering Health Insurance**

Reason Marked	Percent
<b>Too expensive</b>	60.4%
<b>Too complex</b>	10.6%
<b>Afraid premiums will increase</b>	11.2%
<b>Afraid business will decline</b>	4.2%
<b>My employees are not interested</b>	5.4%
<b>I don't feel it is the employer's role to provide insurance</b>	0.0%
<b>It is unnecessary because my employees have other insurance</b>	18.3%
<b>Other</b>	16.0%

Note: Percents do not sum to 100% because multiple responses were allowed.

Respondents who don't provide insurance because it is too expensive were asked what is the most they would pay for the employer portion of a health plan that covered only the employee. The median response was \$26-50 per employee per month (see table below). Fewer than 2% of respondents state that they would pay the average premium (about \$200) paid by businesses which do currently offer health insurance to employees.

**Most Business Would Pay for Employer Portion of Health Plan**

Coping Mechanism	Percent
<b>I would not pay</b>	17.1%
<b>Up to \$25 per employee per month</b>	21.2%
<b>\$26-50 per employee per month</b>	27.6%
<b>\$51-100 per employee per month</b>	22.3%
<b>\$101-150 per employee per month</b>	7.4%
<b>\$151-200 per employee per month</b>	2.6%
<b>Over \$200 per employee per month</b>	<2.0%

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***Conclusions/Executive Summary***

The purpose of the HRSA Planning Grant Employer Health Care Benefit Survey was to obtain descriptive information regarding the status of employer paid health insurance among businesses in Idaho. Results are based upon 3,647 usable surveys, representing an overall response rate of 15.8%. There are several caveats to interpreting the results: self-reported responses to the mail survey were unverified; some questions may not have been understood by all respondents; and the response rate may suggest the introduction of bias in the results. These difficulties (inherent to mail surveys) were addressed by weighting the data by variables thought to be related to bias and generally reporting results in terms of percentile frequencies and medians (middle observations). For continuous responses, medians were reported instead of means because medians are less sensitive to extreme values.

Health care costs are the number one benefit concern of Idaho businesses. While the majority of employers perceive health insurance to be very important to employees, only about half of Idaho businesses provide health insurance. Businesses that are small, operate in the retail and services markets, and have lower average salaries of employees are the least likely to offer health insurance.

Among businesses offering health insurance, premium rates have increased on average about 15% in each of the two past years. The median cost per employee per month for total health care coverage was about \$225, and about 65% of businesses pay all of the employee premiums. Price of coverage and extent of benefits were the two most important factors in terms of importance in purchasing health care coverage.

Among businesses that do not currently offer health insurance to employees, cost was by far the most common reason for not offering health insurance. Fewer than two percent of businesses state that they would pay an amount equal to the average premium paid by businesses which do currently offer health insurance to employees. These results demonstrate a clear perceived desire to provide health care benefits, but a disconnect between the desire to provide health care benefits and the ability to pay market price.

It is estimated that between approximately 13,000-15,500 businesses and 36,000-43,000 employees may be eligible for a health insurance program targeting businesses of 10 or fewer employees with no reported current health care coverage for employees and average annual salaries below \$20,000. Raising the limit on average annual salaries to \$25,000, it is estimated that between approximately 15,800-19,000 businesses and 45,500-54,700 employees may be eligible. Assuming eligible businesses would choose to purchase a low-cost subsidized health insurance product, these numbers suggest that implementation of a small business model could have a dramatic impact on Idaho's uninsured.

DIRK KEMPTHORNE  
*Governor*

GARY MAHN  
*Director*



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## DEPARTMENT OF COMMERCE

April 30, 2001

Dear Business Owner,

The Idaho Department of Commerce and the College of Health Sciences at Boise State University are conducting a study of the availability of employer-based health insurance. Employer sponsored insurance is the backbone of private insurance in this country, yet many employers are finding that providing health benefits has become increasingly difficult.

Approximately 215,000 Idahoans do not have health insurance and 80 percent of the uninsured are in working families. Further, as the number of uninsured increases, some of the cost of providing health care to those individuals is borne by the insured.

The goal of this research project is to develop strategies that increase affordable health care coverage in Idaho for both employers and their employees. Your efforts will help us understand the pressures and competing interests in health benefits decision making and will aid us in developing recommendations designed to increase access to affordable health insurance.

Please help us by completing the attached survey. The information you provide is important. The overall results of this study will be summarized and no individual responses will be released. All your answers are confidential. The information you provide will not be identified with you or your company in any manner. Respondents can request a copy of the compiled results by July 30, 2001 by completing the company information at the end of the survey.

Please take a moment to complete and return the enclosed survey by May 18, 2001 in the postage paid return envelope.

Thank you for your participation in helping us assess this important issue.

Sincerely,

A handwritten signature in black ink, appearing to read "Gary Mahn", written over a white background.

Gary Mahn  
Director

# IDAHO

Please complete and return the following Employer Health Care Benefit Survey by May 18, 2001

in the postage paid return envelope.

All responses will remain confidential. Respondents will receive a copy of the compiled results by July 30, 2001.

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## Employer Health Care Benefit Survey

### General Information

1. Including yourself, how many permanent full-time employees does your business employ? \_\_\_\_\_  
(Full time is defined as working an average of 30 hours per week or more.)
2. Including yourself (if applicable), how many permanent part-time employees does your business employ?  
(Part time is defined as working an average of less than 30 hours per week.) \_\_\_\_\_
3. How many seasonal employees does your business employ? \_\_\_\_\_
4. What is the main focus of your business?

<input type="checkbox"/> aviation/transportation	<input type="checkbox"/> government	<input type="checkbox"/> retail
<input type="checkbox"/> communications	<input type="checkbox"/> health care	<input type="checkbox"/> services
<input type="checkbox"/> construction	<input type="checkbox"/> law	<input type="checkbox"/> technology
<input type="checkbox"/> education	<input type="checkbox"/> manufacturing	<input type="checkbox"/> timber
<input type="checkbox"/> entertainment/resort	<input type="checkbox"/> mining	<input type="checkbox"/> wholesale
<input type="checkbox"/> financial/banking	<input type="checkbox"/> research/development	<input type="checkbox"/> other: _____
5. What is the average annual salary of your employees?

<input type="checkbox"/> Below \$10,000	<input type="checkbox"/> \$25,000-29,999
<input type="checkbox"/> \$10,000-14,999	<input type="checkbox"/> \$30,000-34,999
<input type="checkbox"/> \$15,000-19,999	<input type="checkbox"/> \$35,000-39,999
<input type="checkbox"/> \$20,000-24,999	<input type="checkbox"/> \$40,000 or more
6. Where does your company operate?

<input type="checkbox"/> Idaho only	<input type="checkbox"/> Multi-state	<input type="checkbox"/> International
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7. Are health benefit decisions made at your location?  Yes  No  Not applicable  
(If you checked "not applicable," proceed to question 9)  
If "No," does your company permit input or recommendations from local managers?  Yes  No
8. What sources do you rely on for your employee benefit decisions? (check all that apply.)

___ Human Resources staff	___ Industry information	___ National media
___ Your plan's specific data	___ Association resources	___ Trade press
___ Corporate headquarters	___ Seminars	___ Consultants
___ Other: _____		
9. As you look to the future, what are your top three employee benefit concerns? (Rank top three concerns in order; "1" being the highest priority.)

___ Federal/state legislation or regulations	___ Cost of administration
___ Employee education/communications	___ Cost of health coverage/rate of increase
___ Need for better management information systems	___ Employees dropping coverage due to cost
___ Health plan instability	___ Quality of services from providers and health plans
___ Other: _____	
10. How important do you think health insurance is to your employees?

<input type="checkbox"/> Very Important	<input type="checkbox"/> Important	<input type="checkbox"/> Somewhat Important	<input type="checkbox"/> Not At All
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11. What do you feel is the most important reason to provide health insurance?  
 To attract/retain employees     Feel it is the right thing to do     Don't think it is important  
 Other: \_\_\_\_\_
12. Do you currently offer health benefits and/or a health plan to your employees?  
 Yes     No
- ⇒ If YES, please continue with Question 13. If NO, please skip to question 30.
13. Do you offer any health benefit plans through a union or professional association?  
 Yes     No
14. How are your health care benefits funded?  
 Fully insured (Risk managed and held by traditional insurance company.)  
 Self-insured (Risk self-funded, though may be administered and managed by separate entity.)  
 Other: \_\_\_\_\_
15. Have you considered changing the funding of your health benefits in the past 2 years?     Yes     No  
 If "Yes," to which type of funding?  
 Fully insured     Self-insured     Other: \_\_\_\_\_
16. If your health benefits are fully insured, how are they structured? (check all that apply)  
 Health Maintenance Organization (HMO)     Preferred Provider Organization (PPO)  
 Indemnity (Traditional Insurance Product)     Other: \_\_\_\_\_
17. How many health plan options do you offer employees (e.g., low option, high option, PPO, HMO, etc.):  
 One option     Three options  
 Two options     More than three options
18. Approximately what rate of increase did you experience in your 2000 health care rates? \_\_\_\_\_ %
19. What rate of increase did you experience (or do you anticipate) in your 2001 health care rates? \_\_\_\_\_ %
20. Have rate increases caused your company to do any of the following in the past 2 years? (check all that apply)  
 Move to a different carrier or network     Increase employee contributions  
 Change plan funding     Change benefit plan design  
 Drop health care benefits
21. Please check all categories of employees who are eligible to participate in your health care plan. For each box checked, please write the percentage of eligible employees who participate:  
 Full time, and \_\_\_\_\_ % of eligible employees participate.  
 Part time, and \_\_\_\_\_ % of eligible employees participate.  
 Seasonal, and \_\_\_\_\_ % of eligible employees participate.
22. What is your cost per employee per month for total health care coverage under your plan? \$ \_\_\_\_\_
23. What percent of your total budgeted payroll expenses is spent on health care per year? (Example: \$1,000,000 total budgeted payroll expenses with \$200,000 spent on health care for employees = 20%)  
 Less than 5%     6% - 10%     11% - 15%     16% - 20%     more than 20%     I'm not sure

24. What do you think is a reasonable amount to spend on health care costs, as a percent of your total budgeted payroll expenses per year?  
 Less than 5%     6% - 10%     11% - 15%     16% - 20%     more than 20%     I'm not sure

25. What portion of employee premiums does your company pay?  
 100%     90%     80%     75%     50%     0%  
 Other: \_\_\_\_\_

26. Do you offer a sliding scale contribution, such that the employer pays more for lower wage workers than for higher wage workers?  
 Yes     No

27. May dependents of eligible employees participate in the health care plan?  
 Yes     No

28. If employees don't enroll their dependents, why not? (check all that apply)  
 Dependents are covered under another plan  
 Dependent coverage is too expensive  
 Employees don't have dependents  
 Other

29. In purchasing health care benefits, what rating do you give the following factors?  
**Please rate on a scale of 1 – 4; “1” the being most important, “4” being the least important.**

Price of coverage:	1	2	3	4	(circle one)
Size of provider network:	1	2	3	4	(circle one)
Customer service:	1	2	3	4	(circle one)
Number of available plan options:	1	2	3	4	(circle one)
Benefit Coverage:	1	2	3	4	(circle one)
Other: _____	1	2	3	4	(circle one)

↓ **SKIP FROM QUESTION 12. ALL OTHERS END SURVEY.**

30. If you don't offer health insurance, why not? (check all that apply)  
 Too expensive  
 Too complex  
 Afraid premiums will increase  
 Afraid business will decline  
 My employees are not interested  
 I don't feel it is the employer's role to provide insurance  
 It is unnecessary because my employees have other insurance  
 Other: \_\_\_\_\_

31. If you don't provide insurance because it is too expensive, what is the *most* you would pay for the employer portion of a health plan that covered only the employee?  
 I would not pay     \$151-200 per employee per month  
 Up to \$25 per employee per month     \$201-250 per employee per month  
 \$26-50 per employee per month     \$251-300 per employee per month  
 \$51-100 per employee per month     \$301-350 per employee per month  
 \$101-150 per employee per month     Over \$350 per employee per month

**THANKS FOR PARTICIPATING!**

**COMPANY INFORMATION**

*Please complete if you wish to receive a copy of the compiled results. Information will be kept confidential and will not be used for direct marketing purposes.*

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company Name: \_\_\_\_\_

Company Address: \_\_\_\_\_

E-mail Address: \_\_\_\_\_