



The Results are In: Health Plan Benchmarking Takeaways from the *Employee Benefits Survey*

Justin Held, CEBS

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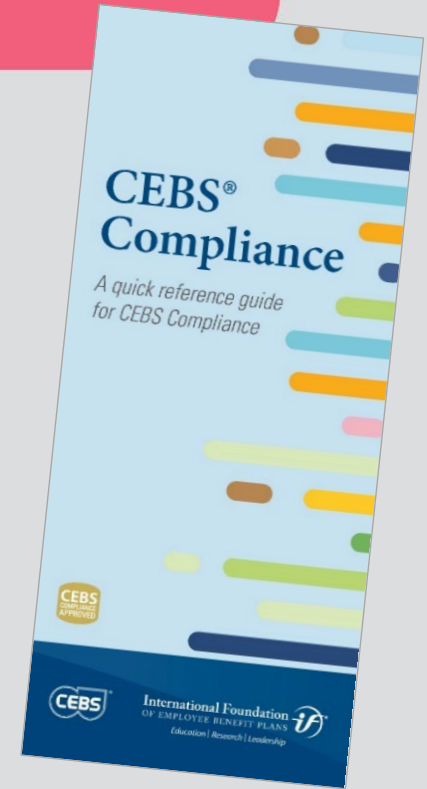
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Today's Speaker & Topic

Justin Held, CEBS

The Employee Benefits Survey

The Results are In: Health Plan Benchmarking Takeaways from the *Employee Benefits Survey*

Justin Held, CEBS

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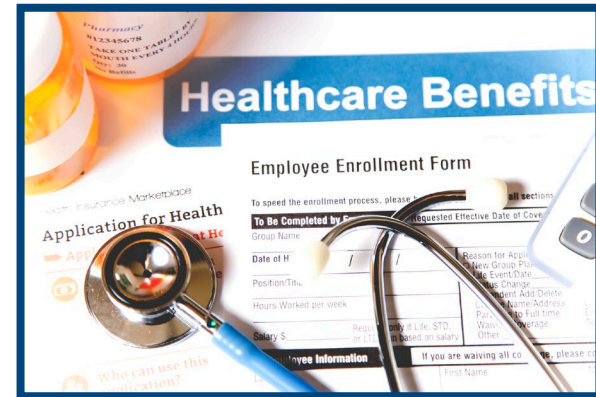
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Today's Agenda

- Survey Background
- Workforce Trends
- Health Care Plan Offerings
- Flexible Benefit Arrangements
- Health Care Cost-Management Techniques
- Telemedicine/Telehealth Services
- Prescription Drug Cost-Management Techniques
- Dental Offerings
- Other Offerings

Today's Agenda

- Life Insurance Benefits
- Survivor Benefits
- Voluntary Benefits
- Paid Vacation
- Paid Holidays
- Sick Leave Benefits
- Short/Long-Term Disability Benefits
- Paid/Unpaid Leave Benefits
- Work/Life Benefits
- Key Takeaways



Survey Background

Employee Benefits Survey: 2022 Survey Results

- Deployed in May-August 2022
- 502 completed responses from corporations, multiemployer trust funds, public employers
- 20+ industries
- Employers with <50 to >10,000 employees
- Full report available at: ifebp.org/EBS2022
- Other reports available at: ifebp.org/Research

Workforce Trends



Health Care Plan Offerings

Types of Health Care Plans Offered (n=474)

Preferred provider organization (PPO)	79%
HDHP with health savings account (HSA)	60%
Health maintenance organization (HMO)	26%
Point-of-service plan (POS)	12%
HDHP with health reimbursement arrangement (HRA)	11%
Exclusive provider organization (EPO)	10%
High-deductible health plan (HDHP) without account	10%
Traditional indemnity/fee-for-service plan	4%

Types of Covered Dependents

Covered Dependents in Health Plans (n=473)

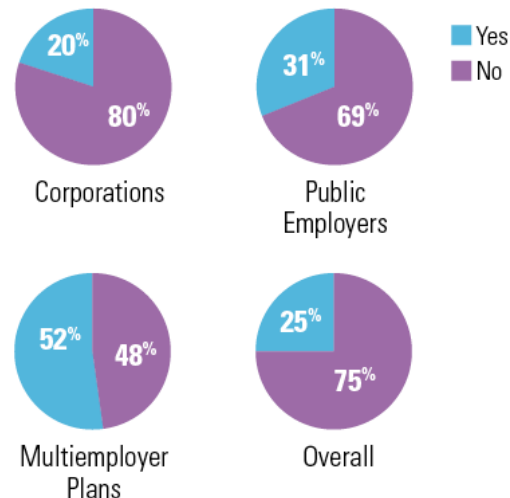
Biological children	99%	Domestic partners (same sex)	49%
Adopted children	98%	Foster children	46%
Spouses (opposite sex)	97%	Same-sex partners in a civil union	43%
Spouses (same sex)	93%	Common-law spouses	37%
Stepchildren	71%	Grandchildren	6%
Disabled adult dependents	66%	Stepsiblings	4%
Wards	51%	Nieces/nephews	1%
Domestic partners (opposite sex)	49%	Parents	1%

Health Care Plan Funding

Health Care Plan Funding (n=455)

Fully insured	30%
Completely self-funded	10%
Self-funded w/ aggregate stop-loss	10%
Self-funded w/ specific stop-loss	24%
Self-funded w/ both aggregate and specific stop-loss	26%

Retention of Health Plan Grandfathered Status Under the Affordable Care Act



Flexible Benefit Arrangements

Types of Flexible Benefit Arrangements Offered (n=472)

Core-plus plan (minimum benefit level plus additional choices)	5%
Full-flex plan (value of all benefits converted into credits or dollars)	2%
Health care flexible spending account (FSA)	74%
Modular plan (choice of predesigned benefit packages)	2%
Pretax worker premium contributions/premium conversion plan/premium-only plan (POP)	25%
None	14%



Deductibles/Premiums for Single/Family Coverage

Common In-Network Deductibles

	Single n=463	Family n=463
\$0	9%	8%
\$500	14%	2%
\$1,000	6%	7%
\$2,000	6%	5%
\$3,000	7%	10%

Common Premium % Paid by Worker

	Single n=471	Family n=471
0%	24%	15%
1-10%	13%	7%
11-15%	12%	9%
16-20%	22%	19%
21-25%	13%	14%
26-30%	7%	11%
31-40%	5%	7%

***Deductibles and premium levels vary by employment sector**

Health Care Cost-Management Techniques

Types of Health Care Management Techniques Used (n=471)

Utilization Control Initiatives

Prior authorization, utilization management	69%
Case management	69%
Disease management	65%
Nurse advice lines	60%
Consumer education/medical self-care guides	33%
Second opinion services	22%
On-site/near-site health care clinics	12%

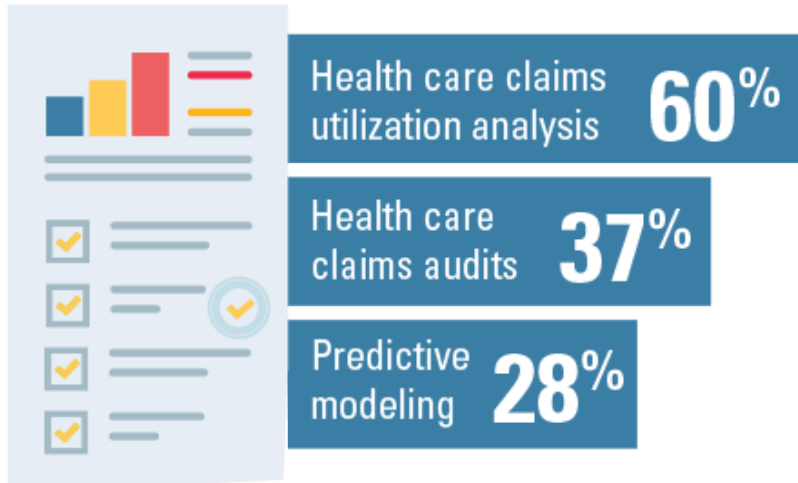
Cost Sharing

Two tiers	29%
Three tiers	19%
Four tiers	39%
Five or more tiers	3%

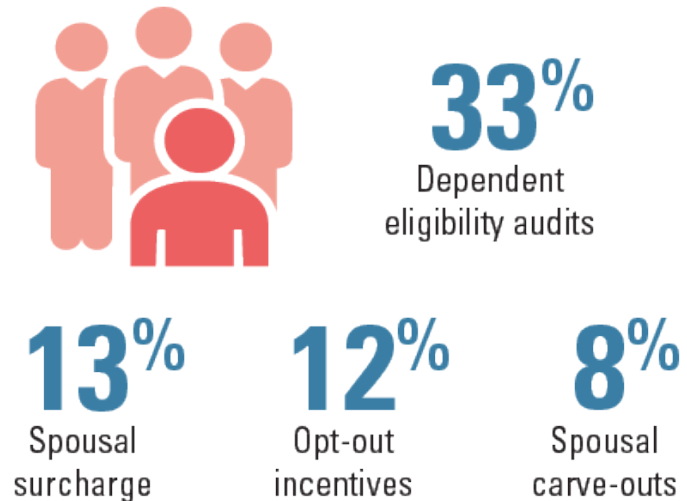


Health Care Cost-Management Techniques

Administration/Data Analysis Initiatives



Health Plan Design/Program Initiatives



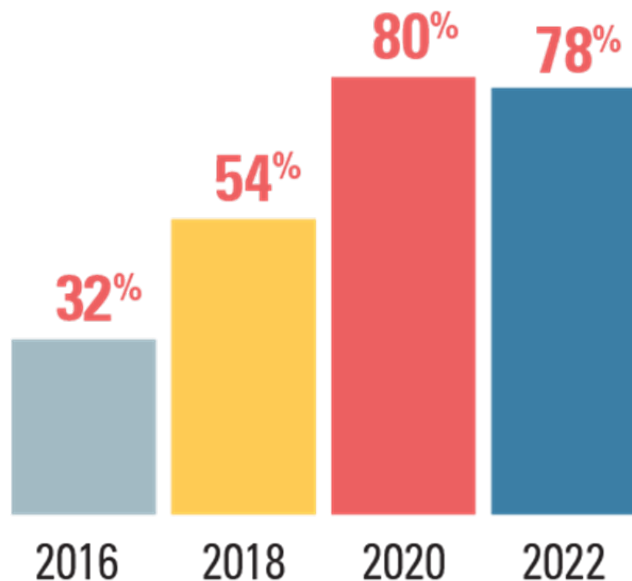
Health Care Cost-Management Techniques

Types of Health Care Management Techniques Used (n=471)

<i>Purchasing/Provider Initiatives</i>	
Telemedicine/telehealth	78%
Price transparency/comparison tools	37%
Centers of excellence	31%
Health care advocates/navigators	23%
Health care coalitions/purchasing groups	14%
Direct contracting with health care providers	11%
Tiered provider networks	11%
Provider health care quality initiatives	10%
Financial incentives to choose high-value providers	7%
Narrow networks	7%
Reference-based pricing	2%
Domestic medical travel/tourism	2%
International medical travel/tourism	2%

Telemedicine/Telehealth Services

Growth in Telemedicine as a Health Plan Purchasing/Provider Initiative

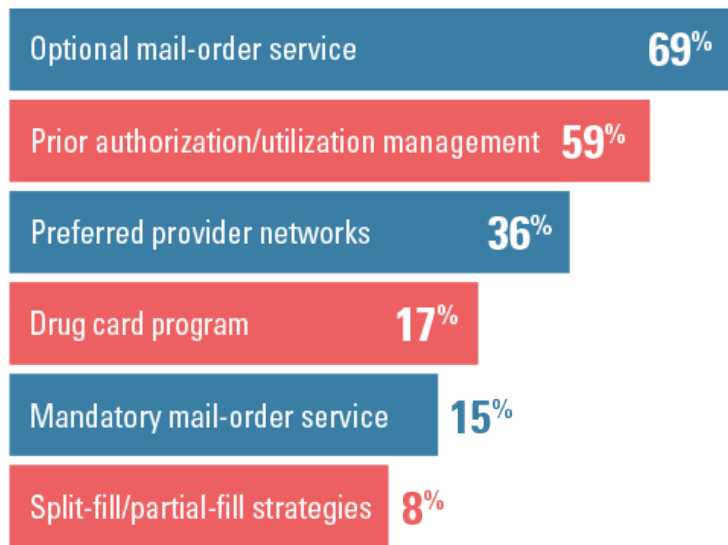


Common Co-Pays:
\$0 (34%), \$1-\$10 (14%), \$11-\$15 (5%), \$16-\$20 (9%), \$21-\$25 (9%)

***Co-pay structures remain relatively unchanged since pandemic.**

Prescription Drug Cost-Management Techniques

Prescription Drug Access Controls



TOP 5 Methods for Limiting Use of Certain Drug Types

1. Drug formulary **78%**
2. Step therapy **51%**
3. Mandate use of generic drugs when available **32%**
4. Promote use of generic drugs via financial incentives **27%**
5. Limits for specialty drugs **19%**

Prescription Drug Cost-Management Techniques

Types of Cost-Management Techniques Used for Prescription Drugs (n=468)

Cost Sharing

Three tiers for cost sharing	47%
Four tiers for cost sharing	40%
Five tiers or more for cost sharing	7%

Purchasing/Administration

Pharmacy benefit manager (PBM)*	66%
Collective purchasing group	11%
International drug importation	2%

***84% of those that use a PBM receive a share of their reimbursements**

Dental Offerings

Offered by 97% of responding organizations

Types of Dental Benefits Offered (n=459)

Dental preferred provider organization (DPPO)	86%
Dental health maintenance organization (DHMO)	15%
Traditional indemnity/fee-for-service plan	6%
Dental point-of-service plan (DPOS)	5%
Dental exclusive provider organization (DEPO)	4%
Direct reimbursement	1%

Orthodontia Coverage (n=459)

Yes, for children	87%
Yes, for adults	44%
No	11%



Dental Deductibles/Premiums

Common In-Network Deductibles

	Single n=448	Family n=442
No deductible	18%	19%
\$50	63%	10%
\$100	5%	13%
\$150	NA	43%



Common Premium % Paid by Worker

	Single n=459	Family n=459
0%	25%	18%
1-10%	8%	6%
11-15%	5%	4%
16-20%	9%	8%
21-25%	7%	6%
26-30%	5%	4%
31-40%	6%	7%
41-50%	12%	14%

Other Offerings

Other Types of Health Care Benefits Offered (n=470)

Mental health benefits	79%
Chiropractic coverage	76%
Contraception	68%
Autism treatments	62%
Bariatric surgery	45%
Hearing benefits	41%
Fertility benefits	40%
Acupuncture/dry needling	35%
Transgender-inclusive benefits	30%
Pre-65 retiree health care benefits	27%
Prescription drug coverage for weight loss	22%
Post-65 retiree health care benefits	21%
Genetic testing services	19%
Critical illness/cancer insurance	18%
Gene therapy treatments	16%
Refractive/laser eye surgery	13%
Long-term care insurance	8%
Cosmetic dentistry	2%
Cosmetic surgery	2%

Top Ten Miscellaneous Benefits*

1. Employee assistance programs (EAPs) **92%**
2. Flu shot programs **63%**
3. Business casual dress code **55%**
4. Coffee service **54%**
5. Service award programs **51%**
6. Tobacco/smoking-cessation programs **49%**
7. Health risk assessments/screenings **48%**
8. Educational assistance plans **45%**
9. Casual dress code, entire week **45%**
10. Health coaching **40%**

** Among corporate and public employee organizations.*

Fertility Benefits

Four in ten organizations offer fertility benefits



Types of Fertility Benefits Offered (n=188)

Physician/office visits	86%
Physical exams	83%
Infertility/fertility diagnosis	79%
In vitro fertilization (IVF) treatments	74%
Lab tests	71%
Fertility medications	70%
Non-IVF fertility treatments	42%
Genetic testing to determine infertility issues	40%
Egg harvesting/freezing services	35%
Visits with counselors	33%
Other	2%

Transgender-Inclusive Benefits

Types of Transgender-Inclusive Benefits Offered (n=143)

Gender-reassignment/affirmation surgery	90%
Mental health counseling pre- and/or postsurgery	87%
Physical exams	87%
Physician/office visits	86%
Prescription drug therapy	82%
Lab tests	71%
Birth-gender preventive care post-transition	48%
Cosmetic surgery	20%

Life Insurance Benefits

Life Insurance Benefit Overview (n=424)

		Salaried	Hourly
Provide Coverage	Yes	94%	83%
	No	6%	17%
Calculation Method	Multiple of Earnings	71%	63%
	Flat Dollar	27%	37%
Multiple of Earnings Calculations	1.0 X earnings	37%	45%
	2.0 X earnings	39%	35%
Flat Dollar Amounts	\$25,000-29,999	11%	12%
	\$50,000-59,999	41%	40%

Survivor Benefits

Types of Survivor Benefits Offered (n=424)

Access to employee assistance plan	53%	General financial assistance	7%
Payout of accrued vacation, sick time or other PTO	48%	Educational loans or scholarships for dependents	5%
Payout of accrued retirement benefits	28%	Salary continuation	4%
Grief counseling	24%	Funeral expense reimbursement (partial or full)	2%
Health care continuation for dependents of actives	20%	Matching of memorial charity donations	2%
Health care continuation for dependents of retirees	10%	None of the above	16%
Funeral planning services	10%		

*Beyond COBRA



Voluntary Benefits

90%

of employers offer
at least one
voluntary benefit.

5%

of employers offer
student loan repayment
assistance programs as
a voluntary benefit.

Top Voluntary Benefit Offerings



Small employers



Large employers



Life insurance

73%

79%



Accident insurance

53%

60%



Critical illness insurance

49%

62%



Vision insurance

47%

63%

Paid Vacation

Provided either through a standalone plan (48%), part of a PTO bank (42%), or unlimited vacation plan (8%).

Most Common Offerings— Vacation and PTO* (n=420)

Service Length	Vacation	PTO
Day of Hire	10	None
One Year	10	10
Five Years	15	21-24
Ten Years	20	20
Twenty Years	20	25

*Offered days per year.

Vacation/PTO Options Offered (n=380)

Carry over earned vacation/PTO	69%
Payout of accrued vacation/PTO	65%
Leave donation	19%
Additional vacation/PTO days can be offered to midcareer hires	11%
Sell vacation/PTO policy	10%
Buy vacation/PTO policy	6%
None	14%

Paid Holidays

Paid Holidays Offered (n=424)

New Year's Day	97%	Labor Day	94%
Martin Luther King Jr. Day	53%	Yom Kippur	1%
Presidents' Day	36%	Columbus Day/Indigenous Peoples	11%
Cesar Chavez Day	1%	Veterans Day	21%
Good Friday	25%	Thanksgiving Day	96%
Easter	16%	Friday after Thanksgiving	78%
Easter Monday	2%	Christmas Eve	55%
Memorial Day	95%	Christmas Day	95%
Juneteenth (June 19)	31%	Week between Christmas-New Year	10%
Independence Day	96%	New Year's Eve	33%
Day after Independence Day	9%	<i>Average</i>	<i>9.4</i>

More than one-half (56%) offer floating holidays, most often one (18%) or two (17%) days

Sick Leave Benefits

**Provided either through a standalone plan
(48%) or part of a PTO bank (37%)**

Number of Paid Sick Days Offered (n=198)

One to four days	2%	16-19 days	1%
Five days	24%	20 days	1%
Six to nine days	17%	21-24 days	1%
Ten days	18%	25 days	1%
11-14 days	16%	26 days or more	5%
15 days	5%	Varies	13%

Short-Term Disability Benefits

- **Prevalence**—Offered by more than four in five **(84%)** organizations
- **Eligibility**—Two in five **(39%)** make workers immediately eligible, while **26%** have a waiting period of one month or less
- **Elimination/waiting period for illness**—Most commonly seven days **(72%)**
- **Calculation method**—**70%** use a fixed percentage of earnings, most commonly 60% **(55%)**
- **Most common duration**—26 weeks **(48%)**
- **Funding**—Completely self-funded **(53%)**, fully insured **(43%)**

Long-Term Disability Benefits

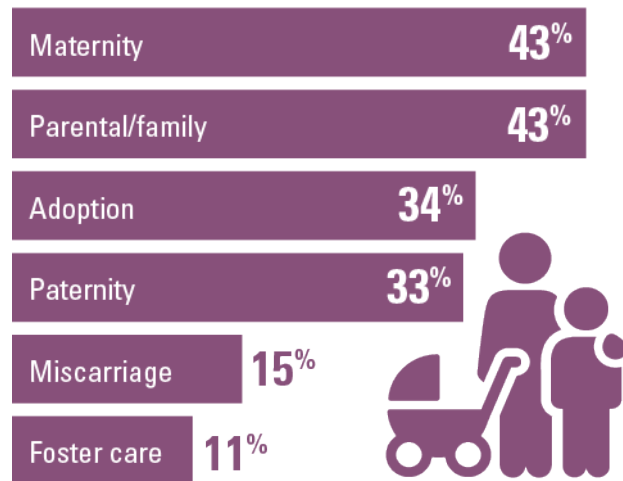
- **Prevalence**—Offered by four in five **(79%)** organizations
- **Eligibility**—One in three **(36%)** make workers immediately eligible, while **26%** have a waiting period of one month or less
- **Elimination/waiting period for illness**—Most commonly six **(44%)** or three **(42%)** months
- **Calculation method**—**90%** use a fixed percentage of earnings, most commonly 60% **(68%)**
- **Most common duration**—Until age 65 or retirement **(80%)**
- **Funding** —Fully insured **(87%)**

Paid Leave Offerings

Types of Additional Paid Leave Provided (n=424)

Bereavement/funeral leave	87%
Paid jury duty leave	81%
Paid leave to vote	38%
Volunteer/community service leave	32%
Military leave	29%
Personal leave	24%
Paid leave for inclement weather	22%
Leave to attend classes	11%
Time off to attend a child's activities	10%
Domestic violence leave	10%
Sabbatical leave	7%
Day off for workers' birthday	6%
Leave for other religious observance upon request	5%
Volunteer firefighter/RMS leave	3%
Day off for workers' anniversary with organization	2%
Pet care leave	2%
Menstrual leave	1%
None of the above	6%

Family-Friendly Paid Leave



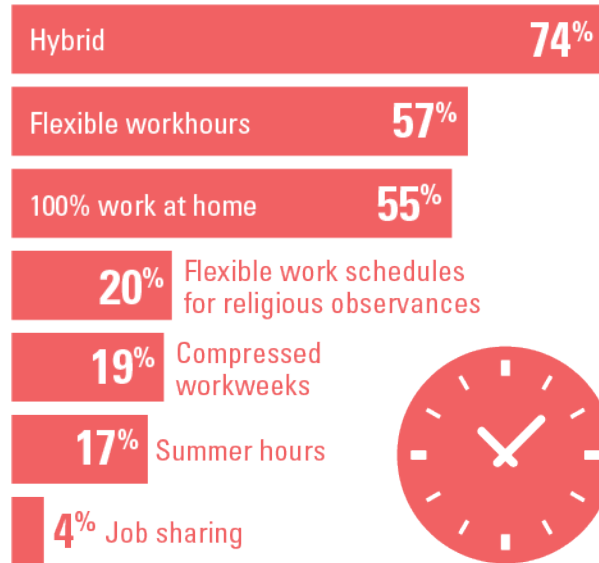
Unpaid Leave Offerings

Types of Additional Unpaid Leave Provided (n=424)

Personal leave	44%	Leave for inclement weather	14%
Parental/family leave beyond FMLA	27%	Leave related to a miscarriage	13%
Military leave	26%	Leave to attend classes	13%
Adoption leave	22%	Jury duty leave	12%
Leave for other religious observance	19%	Sabbatical leave	12%
Time off to attend a child's activities	19%	Volunteer firefighter/RMS leave	12%
Bereavement/funeral leave	18%	Volunteer/community service leave	12%
Domestic violence leave	17%	Menstrual leave	8%
Leave to vote	17%	Pet care leave	8%
Foster care leave	15%	None of the above	34%

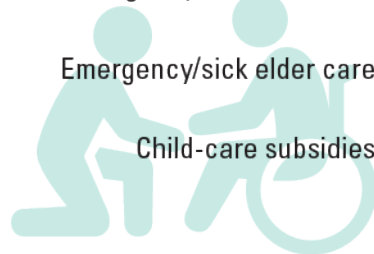
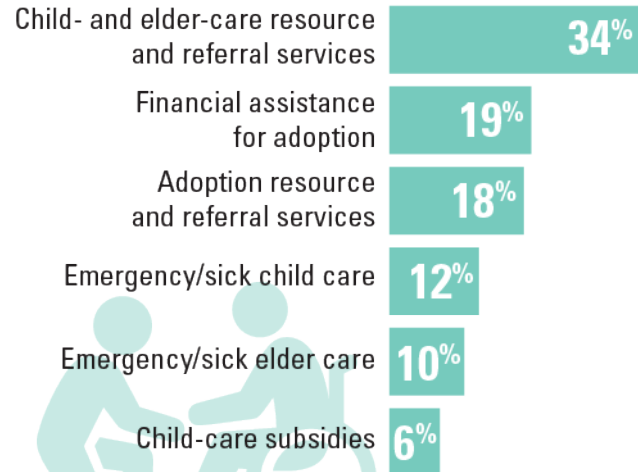
Work/Life Benefits

Flexible Work Options



Dependent-Care/Services Benefits

Dependent-care flexible spending accounts (DCFSA)s **74%**



Key Takeaways

- Health Care Plan Offerings
- Flexible Benefit Arrangements
- Health Care Cost-Management Techniques
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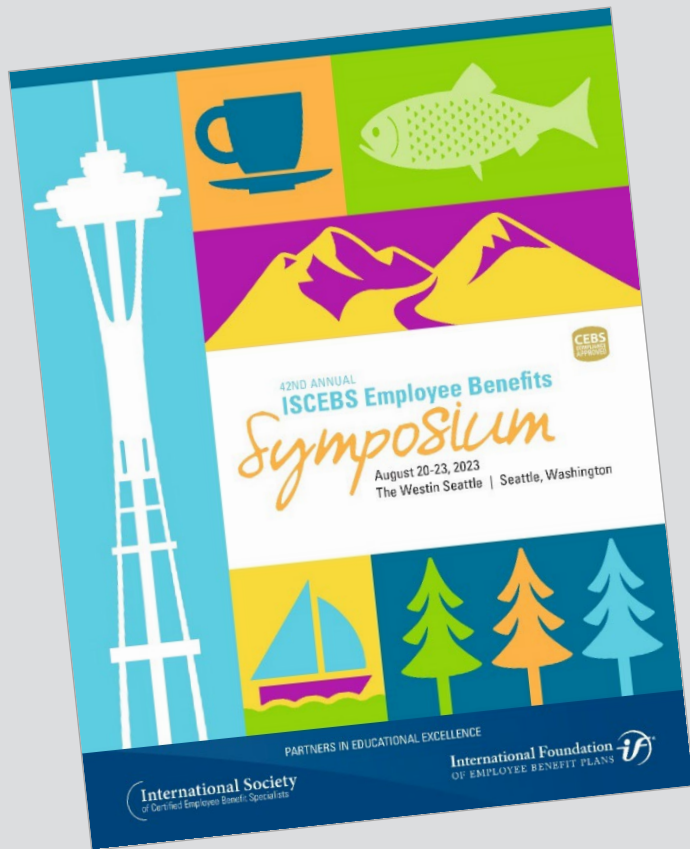
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