

Zoomerang Survey Results

[DFWBGH Member Survey](#)

Current Topic:

[Corporate Members' 2010 Plan Design](#)

30 Respondants of 55 Invited (54% response rate)

1. Are you delaying benefit plan changes pending final health care reform legislation from Washington?		
Yes	2	7%
No	28	93%
Total	30	100%

2. Are you shifting or sharing more costs with employees?		
Yes	14	48%
No	15	52%
Total	29	100%

14 Responses listed below

3. Do you currently have plans to add or improve any benefits?		
Yes	11	37%
No	19	63%
Total	30	100%

11 Responses listed below

4. Do you currently have plans to cut back on any benefits?		
Yes	5	17%
No	25	83%
Total	30	100%

5 Responses listed below

5. What is your trend for 2010 Medical Premiums?		
Decrease	2	7%
No change from 2009	4	13%
1%-5% increase	5	17%
6%-10% increase	17	57%
11%-15% increase	2	7%
>15% increase	1	3%

6. Do you currently have a wellness plan or strategy?		
Yes	25	83%
No	5	17%
Total	30	100%

4 Responses in worksheet Q6

7. If you answered yes to question 6, do you plan on continuing this strategy?		
Yes	25	100%
No	0	0%
Total	25	100%

8. If you answered no to question 6, are you considering implementing a wellness strategy?		
Yes	5	100%
No	0	0%
Total	5	100%

Member comments:

2. Are you shifting or sharing more costs with employees?

1. 6%
2. Enough to cover projected 2010 increase. Attempting to keep company cost flat.
3. Just normal premium increases
4. To a cost share of 87/13%
5. 8-10%, the annual increase in healthcare costs
6. Haven't made that decision yet.
7. Gradual move from 76% employer-24% employee to 70% employer 30% employee- over 2-3 yr span
8. Increasing employee contributions by about 8% across the board. Increasing OV copays for specialists and ER visits.
9. 2-5%
10. 3%
11. Paying less at hospitals, depending on charges incurred.
12. Undecided
13. Current plan year we shifted another 4% to the employees
14. Increasing deductibles by \$25 individual and \$50 family. Increasing employee cost sharing for dental coverage from 40% to 50% of total cost. Increasing medical contributions for 2010

3. Do you currently have plans to add or improve any benefits?

1. More wellness initiatives.
2. Aflac
3. Pursue wellness initiatives.
4. Enhanced preventative benefit and heavily subsidized chronic illness maintenance drugs
5. Mental Health Parity
6. Looking to replace our traditional DM program with a hybrid Clinical Wellness Plan. Goals are to reduce risks for Metabolic Syndrome and achieve weight loss in participants.
7. We are adding some voluntary plans.
8. Increasing company contribution to HSA for HDHP
9. Reduce copay on generics
10. Carving out Rx, Carving out Disease Management and adding Wellness tracking, Changing FSA vendors
11. Possibly offer new health option next year

4. Do you currently have plans to cut back on any benefits?

1. Reduce vision benefits
2. Tuition reimbursement, vacation-buy back
3. Implement a larger co-pay at the ER from \$150 to \$250 or \$500.
4. If we have another option next year, the current option will be less generous.
5. Ending retiree medical coverage for some retirees

6. Do you currently have a wellness plan or strategy?

1. In the beginning stages currently--forming a wellness committee and holding some introductory programs
2. We have a Wellness Manager who yearly implements a wellness plan. We are trying to coordinate this better with our medical plans.
3. Our current strategy starts with improved preventive care participation and a three-year push toward full participation in annual HRA and DM programs if qualified.
4. Somewhat limited right now, but we plan to expand our programs over the next 2 years.