

# 2011/2012 National Policies & Benefits Survey

*An Employer Associations of America (EAA) Sponsored Survey coordinated by  
The Management Association of Illinois in cooperation with 18 associations nationwide.*

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## Confidential Survey Report

This survey is provided with the understanding that the information will:

- *remain strictly confidential*
  - *be restricted to authorized personnel only*
  - *not be used in collective bargaining or grievance proceedings*
  - *protect, completely, organizational identity*
- 



*The National Network of Local Workplace Solutions*

## National surveys produced by the EAA include:

- National Economic Trends Survey
- National Executive Compensation Survey
- National IT & Engineering Compensation Survey
- National Policies & Benefits Survey
- National Salary Budget Survey
- National Sales Compensation & Practices Survey
- National Wage & Salary Survey

Contact your local association (see page iv) for more information.

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The survey is divided into nine major sections. Below are page numbers for the specific sections and subsections of this report. A topical index can be found at the back.

	<u>Page(s)</u>
EAA Co-sponsors .....	iv
Introduction .....	v
Participants.....	vi-xvii
Using the Report .....	xviii
Survey Highlights .....	xix-xxi
Participant Demographics.....	xxii
 <b>HEALTH AND WELFARE BENEFITS</b>	
Section 125 Plans .....	1-2
Full Cafeteria Plans.....	2-3
Life Insurance.....	4-8
Long Term/Elder Care Insurance.....	8-9
Accidental Death and Dismemberment Insurance .....	9-11
Short-Term Disability Insurance .....	11-17
Sick/Personal Day Plans .....	17-20
Long-Term Disability Insurance.....	21-25
Medical Insurance .....	26-28
Indemnity Plans.....	29-32
HMO Plans.....	32-34
PPO/POS Plans .....	34-39
High Deductible Health Plan with an HSA.....	39-44
Health Reimbursement Account (HRA).....	45
Prescription Drug Plan .....	46
Dental Insurance .....	47-53
Vision Care Insurance .....	53-55
Adoption Benefits .....	56
 <b>RETIREMENT BENEFITS</b>	
Retiree Benefits.....	57-63
Profit Sharing Plans (Deferred Retirement Payments).....	63-64
401(k) or 403(b) Plans .....	64-70
Pension Plans (Excluding Profit Sharing).....	71-72
 <b>MISCELLANEOUS BENEFITS</b>	
Credit Union .....	73
Benefit Statements .....	73-74
Termination Policy/Practice .....	74-77
Severance Policies.....	78-80
 <b>PAY PRACTICES</b>	
Pay Administration .....	81-83
Premium Pay.....	83-89
Incentive Systems .....	90-91
Performance Appraisal.....	92-94

<b>WORKING CONDITIONS</b>	<u>Page(s)</u>
Dress Code .....	95
Work Hours .....	96
Alternate Work Schedules .....	96-98
Meal and Break Periods .....	99-102
Health, Wellness, and Safety Programs .....	102-115
Seniority Policy .....	115-118
Moving and Relocation Expenses for Transferred Employees .....	118-124
Moving and Relocation Expenses for New Employees .....	124-128
Travel, Automobile and Cell Phone Policy .....	129-132
Absenteeism and Tardiness .....	132-136
Leave of Absence .....	136-141
Internet/E-mail Use .....	142-144
 <b>PAID TIME OFF</b>	
Vacation .....	145-152
Holidays .....	152-156
Military Leave .....	156-159
Jury Duty .....	159-160
Volunteer Leave .....	160-162
Bereavement Leave .....	162-163
Paid Time Off .....	164-172
 <b>PART-TIME EMPLOYEES</b>	
Benefits .....	173-177
 <b>RECRUITMENT, TRAINING AND DEVELOPMENT</b>	
Recruitment and Selection Practices .....	178-181
Reference Checking .....	181-182
Hiring and Retention .....	183-189
Orientation .....	190-191
Tuition Reimbursement .....	191-196
Development Programs .....	197-199
 <b>EMPLOYEE/COMMUNITY RELATIONS</b>	
Service Awards .....	200-201
Matching Contributions .....	202
Organization Sponsored Social or Recreational Activities .....	203-204
Scholarship/Educational Savings Programs .....	204-205
 Topical Index .....	206-213

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The 2011/2012 edition of the *National Policies and Benefits Survey* (PBS) was conducted by The Management Association of Illinois in cooperation with 18 other members of The Employer Associations of America (EAA) listed on the page iv. In most instances, a local breakout from this report is also available by contacting the association in the desired geographic area.

The data for this edition were collected August – October, 2010. Participants could participate online or via paper questionnaire, but all data was entered online before processing.

A total of 2,300 organizations participated in this edition of the PBS via employer associations (see facing page) in the following locations:

<b><u>Association Location</u></b>	<b><u>Area Covered</u></b>	<b><u>Participants</u></b>
Poway, CA	San Diego	46
Salem, OR	Oregon/Southwest Washington	32
Seattle, WA	Western Washington	186
Peoria, IL	Illinois (except Chicago/Quad Cities)	87
Downers Grove, IL	Greater Chicagoland	239
Moline, IL	Western IL, Eastern IA (Quad Cities)	21
Palatine, IL	Northern Illinois	33
Livonia, MI	Detroit Metropolitan	154
Muskegon, MI	West Michigan Shoreline	3
Plymouth, MN	Minnesota	285
St. Louis, MO	St. Louis Metropolitan	100
Waukesha, WI	Wisconsin	315
Cincinnati, OH	Greater Cincinnati/Columbus	120
Mayfield Village, OH	Northeast Ohio – Cleveland/Akron	173
Rochester, NY	Rochester	127
Syracuse, NY	Central New York	35
Valley Forge, PA	Philadelphia	59
Raleigh, NC	Central/Eastern NC	225
Longwood, FL	Florida	60

Demographics of participants can be found on page xxii.

We extend our most sincere appreciation to all organizations who participated in this edition of PBS. The 2013/2014 edition will be conducted in late summer/fall of 2012.

2011/2012 National Policies & Benefits Survey  
Demographics Information

**Number of participants by employee size category:**

	# of Orgs	% of Orgs
1 - 100 employees	1128	49.0%
101 - 500 employees	935	40.7%
Over 500 employees	237	10.3%
Total	2300	100.0%

**Number of participants by industry:**

	# of Orgs	% of Orgs
Accommodation and Food Services	14	.6%
Administrative, Support, Waste Mgmt & Remediation Svcs	1	.0%
Agriculture, Forestry, Fishing and Hunting	8	.3%
Arts, Entertainment, and Recreation	24	1.0%
Construction	30	1.3%
Educational Services	43	1.9%
Finance and Insurance	120	5.2%
Health Care and Social Assistance	174	7.6%
Information (communication, publishing, broadcasting)	27	1.2%
Management of Companies and Enterprises	0	.0%
Manufacturing - Chemical	45	2.0%
Manufacturing - Computer and Electronic Product	53	2.3%
Manufacturing - Electrical Equip, Appliance, and Component	93	4.0%
Manufacturing - Fabricated Metal Product	248	10.8%
Manufacturing - Food and Beverage	63	2.7%
Manufacturing - Machinery	95	4.1%
Manufacturing - Miscellaneous	228	9.9%
Manufacturing - Non-Metalic Mineral Product	4	.2%
Manufacturing - Paper	30	1.3%
Manufacturing - Petroleum and Coal Products	2	.1%
Manufacturing - Plastics and Rubber Products	91	4.0%
Manufacturing - Primary Metal	50	2.2%
Manufacturing - Textile and Apparel	27	1.2%
Manufacturing - Transportation Equipment	31	1.3%
Manufacturing - Wood Product	25	1.1%
Mining	4	.2%
Other Services (except Public Administration)	299	13.0%
Pharmaceuticals & Medicines	22	1.0%
Printing and Related Support Activities	33	1.4%
Professional, Scientific, and Technical Services	133	5.8%
Public Administration	25	1.1%
Real Estate and Rental and Leasing	15	.7%
Retail Trade	52	2.3%
Transportation and Warehousing	45	2.0%
Utilities	24	1.0%
Wholesale Trade	122	5.3%
Total	2300	100.0%

**Number of participants by union status:**

	# of Orgs	% of Orgs
Non-Union	2014	87.6%
Union	286	12.4%
Total	2300	100.0%

**SECTION 125 PLANS**

**1. Does your organization have any of the following Section 125 plan options?**

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Pre-tax health insurance premiums (premium only plan)	81.9%	83.8%	84.3%	84.3%	92.4%	89.0%	88.9%	89.0%	76.6%	85.8%	85.5%	86.1%	85.4%	86.3%	86.3%	86.4%
Flexible spending account for medical care	50.0%	61.6%	63.8%	63.7%	65.3%	81.9%	82.9%	83.0%	76.6%	86.3%	88.6%	89.6%	63.8%	73.2%	74.3%	74.4%
Flexible spending account for dependent care (day care, pre-school, etc.)	48.6%	56.7%	59.3%	59.1%	61.0%	79.8%	80.8%	81.1%	78.1%	87.2%	89.5%	90.4%	61.8%	70.2%	71.4%	71.4%
Full Cafeteria plan (refer to question #4)	8.3%	9.6%	9.0%	9.0%	5.9%	12.8%	12.3%	12.3%	14.1%	19.0%	18.4%	18.7%	8.7%	12.0%	11.4%	11.4%
Vacation buy/sell arrangements	8.3%	6.6%	5.4%	5.2%	10.2%	5.9%	6.0%	5.9%	17.2%	9.5%	9.2%	7.8%	11.4%	6.6%	6.0%	5.7%
PTO buy/sell arrangements	4.2%	4.7%	4.8%	4.7%	5.9%	5.5%	5.6%	5.1%	4.7%	3.3%	3.9%	3.5%	5.1%	4.9%	5.0%	4.7%
None	9.7%	9.1%	7.7%	7.7%	2.5%	3.5%	2.8%	2.7%	6.3%	1.9%	1.8%	1.7%	5.5%	5.9%	5.0%	5.0%
Organizations Responding	72	833	1042	1061	118	799	900	905	64	211	228	230	254	1843	2170	2196

**2. The Section 125 plan is administered:**

	1 - 100 employees				101 - 500 employees				Over 500 employees				Total Responses			
	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP	U	NU	CT	SMP
Internally	42.6%	32.9%	32.7%	32.4%	33.0%	26.9%	27.2%	27.5%	30.5%	30.6%	29.6%	29.5%	35.0%	30.0%	30.0%	30.0%
By an outside administration firm	57.4%	67.1%	67.3%	67.6%	67.0%	73.1%	72.8%	72.5%	69.5%	69.4%	70.4%	70.5%	65.0%	70.0%	70.0%	70.0%
Organizations Responding	61	750	943	960	106	762	865	870	59	206	223	224	226	1718	2031	2054

(U) = Union Production, Maintenance and Service      (CT) = Non-Exempt Clerical and Technical  
(NU) = Non-Union Production, Maintenance and Service      (SMP) = Exempt Supervisory, Managerial and Professional