

HEALTH CARE METRICS and MEASUREMENTS

Provided to the IEEE Employee Benefits Committee October 2007

The Human Resources Department ordered this year a Customized Benchmarking Report from the Society for Human Resource Management (SHRM) regarding various aspects of health care and health care management. Some of the results of that study follow for your review. This report was based on data derived from the SHRM database, which contains data from a non-random collection of US companies of all sizes and types. The report is designed to target companies that closely match the selected criteria which follows so that a more focused and comparable analysis and interpretation can be performed. The not-for-profit industry accounted for 23% of the responses. The IEEE's Selection Criteria follows.

- Industry: All industries
- Revenue Size \$100 million to \$500 million
- Staff Size 600 to 1350 FTEs (Median = 900 FTEs)

The information provided is designed to be a tool to help IEEE evaluate decisions and activities that affect the IEEE's healthcare benefit. When reviewing these data, it is important to realize that IEEE business strategy, organizational culture, leadership behaviors and industry pressures are just a few of the many factors that drive these measurements. For example, an industry that generally hires non-skilled labor may have a less costly benefit package than that of a high tech company that hires specialized knowledge workers. Other measures that may need to be considered include the IEEE's past results, its place in the not-for-profit marketplace, and its multiple geographic locations.

The "N" that appears in some of the tables is comprised of the number of organizations that responded to the specific benchmark reported. Therefore, the number of peer organizations may vary from benchmark to benchmark.

FYI: SHRM recommends that the median be used as a basis for all interpretations of the data when the average and median are discrepant.

HEALTH CARE COVERAGE and SPECIFIC STOP LOSS COVERAGE PREVALENCE

	2006 % of Organizations Providing Employee Health Care Coverage	2006 % of Organizations Providing Spouse Health Care Coverage	2006 % of Organizations Providing Same-Sex Domestic Partner Health Care Coverage	2006 % of Organizations Providing Opposite-Sex Domestic Partner Health Care Coverage	2006 % of Organizations with Self-Funded Health Care	2006 % of Organizations with Specific Stop Loss (SSL) Coverage
N	41	41	13	11	23	18
Percent	100%	100%	32%	27%	56%	78%
Does IEEE Provide / Have?	Yes	Yes	Yes	Yes	Yes	Yes

PLANS OFFERED

2006 Number of Health Care Plans Offered	2006 % Used
N	33
1 Plan	27%
2 Plans	36%
3 or More Plans	36%
FYI: IEEE Offers 4 Plans	

**EMPLOYEE PARTICIPATION and PLANS OFFERED
(For IEEE – USA Employees Only)**

	2006 % of Organizations Offering this type of Plan	2006 % of Employees Enrolled
N	35	33
Health Maintenance Organization (HMO)	60%	29%
Does IEEE Offer?	YES; California only	YTD 2007: 3%
Exclusive Provider Organization (EPO)	14%	16%
Does IEEE Offer?	YES; Boston office only	YTD 2007: .01%
Preferred Provider Organization (PPO)	89%	60%
Does IEEE Offer?	YES; all offices	YTD 2007: 34%
Point of Service (POS)	14%	34%
Does IEEE Offer?	YES; all offices	YTD 2007: 44%
Indemnity	11%	33%
Does IEEE Offer?	NO	N/A
Consumer-driven Health Plan (CDHP)	26%	14%
Does IEEE Offer?	NO	N/A

Note: At any one time between 8% and 18% of the IEEE staff has opted out of healthcare insurance.

Health Care Cost, Waiting Period and Specific Stop Loss Coverage Amount

	2006 Total Annual Health Care Cost Per Covered Employee (Premium)	2006 Waiting Period in Months for Coverage for New Employee	2006 Amount of Specific Stop Loss (SSL) Coverage
N	31	41	16
25 th Percentile	\$5,000	1	\$100,000
Median	\$6,625	1	\$100,000
75 th Percentile	\$9,231	2	\$162,500
Average	\$8,809	1	\$176,844
IEEE	\$10,050 (07 approximate avg)	1	\$175,000 (2006) \$200,000 (2007)

Prescription Drug Coverage

	2006 Employee Copay for Generic Medication	2006 Employee Copay for Formulary Brand Medication	2006 Employee Copay for Non-formulary Brand Medication	2006 Employee Copay for Generic Medication 90-day Mail Order	2006 Employee Copay for Formulary Brand Medication 90-day Mail Order	2006 Employee Copay for Nonformulary Brand Medication 90-day Mail Order
N	29	26	22	28	25	21
25 th Percentile	\$7	\$20	\$35	\$10	\$31	\$50
Median	\$10	\$20	\$40	\$20	\$40	\$70
75 th Percentile	\$10	\$25	\$50	\$20	\$50	\$100
Average	\$10	\$23	\$42	\$18	\$40	\$75
IEEE	\$10	\$15	\$30	\$20	\$30	\$60