

**2009**

**SOCIETY FOR HUMAN RESOURCE  
MANAGEMENT OF GREATER  
KANSAS CITY**

***BENEFITS SURVEY***

DATA EFFECTIVE JANUARY 1, 2009

Compiled by



**Actuarial Consulting Services, Inc.**

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Employee Benefits Specialists

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## **2009 SHRM-KC Benefits Survey**

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Compiled by Actuarial Consulting Services, Inc.

Data Collected as of January 1, 2009

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### **Confidentiality**

This survey has been compiled from information furnished by each respondent with the understanding that all or any portion of the information would:

- Remain strictly confidential;
- Not be used in any collective bargaining sessions or grievance proceedings;
- Completely protect respondent identity.

The survey information has been compiled solely to assist in guiding the effective management of wage, salary and benefit administration programs.

All content is for informational purposes only and is not to be construed as a guaranteed outcome. SHRM-KC or ACS cannot accept responsibility for any errors, omissions or liability resulting from the use or misuse of any such information.

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For information and questions regarding this survey contact Actuarial Consulting Services, Inc. at (402) 614-1844 or [ACS@acsincnet.com](mailto:ACS@acsincnet.com) or call the SHRM-KC office at (816) 472-4762.

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We are pleased to present the results of the SHRM-KC 2009 Benefits Survey. The format of this report is designed to provide individual users ready access to the data most relevant to their organizations.

This report contains aggregate data for benefits purposes. Custom analyses of the data are available to survey participants provided that the demographic database is of sufficient size to protect the integrity of the survey. For more information on these custom analysis, please contact Scott Stoltenberg or Paul McCoy at Actuarial Consulting Services, Inc.

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[pmccoy@ACSincnet.com](mailto:pmccoy@ACSincnet.com).

On behalf of the survey sponsor, SHRM-KC, and survey administrator, Actuarial Consulting Services, we would like to extend our sincerest appreciation to the individuals in the participating organizations for their cooperation in providing prompt and accurate benefits information.

Note: The total number of respondents in each section may vary. Although there were 91 total respondents, not all respondents answered every survey question. Therefore, there is some variability in the respondents who reported data by section.

As always, we continue to learn and improve from the previous year's surveys. This year we introduced an on-line survey format. We hope that the changes made this year provided our participants and members with an easier to use product.

This year the format of the survey results has not changed. Providing a consistent look and feel throughout the survey from year to year is intended to enhance the survey's ease of use.

In addition to the survey format, the survey questions have been added to, modified and deleted in order to provide more streamlined and specific information. As new and emerging topics come into our field every year, it is important that we continue to stay current as to what information human resources professionals seek.

Please note the Responses are labeled to match the Question labels from the survey. Therefore, a response may appear to be "missing" when there was just no corresponding question in the survey with that label. For example, Sections 4 & 5 start with A2 since there is no question A1 to summarize.

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Sample Company 91

**Section 4: Respondent Organization Characteristics**

**Section A: Organization Information (Repeat of information from the the Wage/Salary Survey)**

**A2. Number of Respondents by industry**

Finance/Banking	8	Professional Services	7
Government	3	Retail/Wholesale	8
Health Care	10	Services	9
Hospitality/Restaurant	4	Telecommunications	3
Insurance	10	Other	25
Manufacturing	12	Total Respondents	99

**A3. Number of Respondents by profit status**

For-Profit	66
Not-For-Profit	33
Total	99

**A4. Starting fiscal month**

	Jan	Feb	Mar	Apr	May	Jun	
All Employers	67	2	2	2	0	3	
	Jul	Aug	Sep	Oct	Nov	Dec	Total
	14	3	1	2	1	1	98

**A5. Average revenue (in millions)**

<i>Employer Size</i>		Total
1 - 249	\$29.4	20
250 - 999	\$778.9	20
1,000 or more	\$2,873.0	25
All	\$1,353.7	65

**A6. Average employer size**

<i>Employer Size</i>	US Total	Omaha	US Total	Omaha
1 - 249	134	99	34	36
250 - 999	540	344	26	25
1,000 or more	4,941	2,547	34	30
All	1,830	973	94	91

**A7. Average number of employees in HR function**

<i>Employer Size</i>	Exempt	Non-Exe	Total	
			Exempt	Non-Exe
1 - 249	7.5	7.6	37	27
250 - 999	8.9	3.2	26	25
1,000 or more	18.6	9.4	28	28
All	11.9	6.9	91	80

**A8. Percent of Respondents who include the following business functions under the auspices of human resources**

<i>Employer Size</i>	Corporate Develop-				Total
	Training	ment	Payroll	HRIS	
1 - 249	76%	92%	54%	84%	37
250 - 999	81%	77%	54%	85%	26
1,000 or more	73%	82%	30%	82%	33
All	76%	84%	46%	83%	96

**Section A: Organization Information from the Benefits Survey**

**A2. Minimum hours per work week to be eligible for full-time benefits**

<i>Employer Size</i>	Min	Max	Average	Total
1 - 249	30	40	33.9	35
250 - 999	26	40	32.7	25
1,000 or more	16	40	29.7	30
All	16	40	32.2	90

**A4. Total net company cost for benefits as a % of gross payroll - health, retirement, time off, taxes and other benefits**

<i>Employer Size</i>	Min	Max	Average	Total
1 - 249	7%	44%	20%	24
250 - 999	15%	56%	23%	11
1,000 or more	6%	50%	29%	12
All	6%	56%	23%	47

**A5. Total net company cost for benefits per FTE - health, retirement, time off, taxes and other benefits**

<i>Employer Size</i>	Min	Max	Average	Total
1 - 249	\$2,433	\$27,985	\$11,351	26
250 - 999	\$4,350	\$21,434	\$12,751	11
1,000 or more	\$4,530	\$32,009	\$16,290	15
All	\$2,433	\$32,009	\$13,072	52

**Section B: Medical Benefits**

**B1. Percent of Respondents offering group medical coverage to full-time employees**

<i>Employer Size</i>		Total
1 - 249	100%	35
250 - 999	100%	25
1,000 or more	100%	31
All	100%	91

**B2. Types of group medical coverage offered to full-time employees**

<i>Employer Size</i>	Indem	PPO	HRA	HSA	POS	HMO	Other	Total
1 - 249	0%	86%	0%	14%	11%	6%	0%	35
250 - 999	0%	88%	0%	24%	12%	4%	0%	25
1,000 or more	0%	81%	13%	39%	10%	13%	3%	31
All	0%	85%	4%	25%	11%	8%	1%	91

**B3. Eligibility requirements for group medical coverage**

<i>Employer Size</i>	Immed	30 days	60 days	90 days	120 days	180 days	1 year	Total
1 - 249	31%	40%	6%	23%	0%	0%	0%	35
250 - 999	44%	28%	4%	24%	0%	0%	0%	25
1,000 or more	60%	20%	7%	13%	0%	0%	0%	30
All	44%	30%	6%	20%	0%	0%	0%	90

**B4. Percent of Respondents with special spousal provisions for spouses with other coverage available**

<i>Employer Size</i>		Total
1 - 249	6%	35
250 - 999	4%	25
1,000 or more	3%	31
All	4%	91

**B5. Percent of Respondents offering a cash incentive to decline coverage**

<i>Employer Size</i>		Total
1 - 249	3%	35
250 - 999	4%	25
1,000 or more	6%	31
All	4%	91

**B6. Percent of Respondents using different types of funding methods for group medical coverage**

<i>Employer Size</i>	Fully Insured	Self-Insured	Both	Total
1 - 249	82%	15%	3%	34
250 - 999	40%	60%	0%	25
1,000 or more	3%	90%	6%	31
All	43%	53%	3%	90

## **About SHRM-KC**

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Society for Human Resource Management of Greater Kansas City (SHRM-KC) is an organization whose members are human resource professionals in the Greater Kansas City metropolitan area. It is the local affiliated chapter of the Society for Human Resource Management (SHRM), which is the leading voice of the human resource profession. SHRM represents the interests of more than 250,000 professional and student members nationwide.

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## **About Actuarial Consulting Services, Inc.**

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Actuarial Consulting Services, Inc. (ACS) is a premier employee benefits consulting firm. ACS provides professional products and services designed to maximize the value of client's employee benefit plans.

The consultants at ACS have extensive experience in consulting, insurance, and corporate HR environments. ACS's experience allows it to see the big picture in the group benefit marketplace and to access the impact this will have on its clients. As your strategic partner, ACS focuses on listening to you and learning about your group benefits. Their strong relationship allows them to provide the kind of products and services that add value to your group benefit plans.

ACS provides its clients with a full array of services, including

- Health claims data warehousing, plan utilization reporting and plan financial reporting
- Strategic planning, vendor management and plan renewal services
- IBU reserves, funding/COBRA rates and stop-loss analysis

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