



2017-2018

# Policies & Benefits Survey Report

**Conducted by**

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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.

	<u>Page(s)</u>
Table of Contents .....	2-3
Using the Report .....	4
Participant Demographics.....	5
 <b>HEALTH AND WELFARE BENEFITS</b>	
Section 125 Plans .....	6
Full Cafeteria Plans .....	6-7
Life Insurance.....	8-11
Long Term/Elder Care Insurance .....	11-12
Accidental Death and Dismemberment Insurance .....	12-13
Short-Term Disability Insurance .....	14-18
Sick/Personal Day Plans .....	18-21
Long-Term Disability Insurance.....	21-24
Medical Insurance .....	25-28
HMO Plans.....	28-30
PPO Plans .....	30-36
High Deductible Health Plan with an HSA .....	36-40
Health Reimbursement Account (HRA) .....	40
Prescription Drug Plan .....	41-42
Dental Insurance .....	42-49
Vision Care Insurance .....	49-52
Adoption Benefits .....	52
 <b>RETIREMENT BENEFITS</b>	
Retiree Benefits.....	53
Retirement Income Plans .....	54-55
401(k)/403(b) Plans .....	55-61
Pension Plans (excluding profit sharing) .....	61-62
 <b>MISCELLANEOUS BENEFITS</b>	
Credit Union .....	63
Benefits Cost .....	63
Benefit Statements .....	63-64
Termination Policy/Practice .....	64-66
Severance Policies .....	66-68
 <b>PAY PRACTICES</b>	
Pay Administration .....	69-70
Premium Pay .....	71-75
Incentive Systems .....	76-77
Performance Appraisal .....	78-79

<b>WORKING CONDITIONS</b>	<u>Page(s)</u>
Dress Code .....	80
Alternate Work Schedules .....	81-82
Meal and Break Periods .....	82-83
Health, Wellness, and Safety Programs .....	83-90
Seniority Policy .....	91-94
Moving and Relocation Expenses .....	94-96
Travel Policy .....	96
Business Equipment .....	97-98
Absenteeism and Tardiness .....	98-101
Leave of Absence.....	101-108
Internet/E-mail Use.....	108-109
 <b>PAID TIME OFF</b>	
Vacation .....	110-113
Holidays .....	113-116
Military Leave .....	116-119
Jury Duty .....	119-120
Volunteer Leave .....	120-121
Bereavement Leave .....	121-122
Paid Time Off (PTO).....	123-126
 <b>PART-TIME EMPLOYEES</b>	
Benefits .....	127-130
 <b>RECRUITMENT, TRAINING AND DEVELOPMENT</b>	
Recruitment and Selection Practices.....	131-133
Reference Checking .....	134
Hiring & Retention .....	135
Tuition Reimbursement .....	135-140
Development Programs .....	141-142
 <b>EMPLOYEE/COMMUNITY RELATIONS</b>	
Service Awards .....	143-144
Matching Contributions.....	144-145
Organization Sponsored Social or Recreational Activities.....	145-146

Finding Information

This survey report documents trends in policies and benefit practices using multiple choice, forced-choice (choose one) and fill-in the blank questions. Results are divided into nine major categories.

- Health and Welfare Benefits
- Retirement Benefits
- Miscellaneous Benefits
- Pay Practices
- Working Conditions
- Paid Time Off
- Part-Time Employees
- Recruitment, Training and Development
- Employee/Community Relations

These major categories and their sub-categories are listed in the **Table of Contents** at the front of this report.

Definitions and Interpretation

1. **Percentages:** Responses are reported as straight percentages. The number of organizations marking a specific choice is divided by the total number of organizations responding to the same item.
2. **Organizations Responding:** Total number of organizations that responded to a particular item for a specific category.
3. **Employee Categories:** Responses could be made for four (4) different employee groups except where a total company view or select-group view was appropriate per the question content.
  1. (U) Union Production, Maintenance and Service
  2. (NU) Non-Union Production, Maintenance and Service
  3. (CT) Non-Exempt Clerical and Technical
  4. (SMP) Exempt Supervisory, Managerial and Professional

Question Numbering

Many questions have more than one table showing different types of information. For those questions, the question number appears with the first table and subsequent tables are unnumbered. It should also be noted that when there are multiple tables, average data is often shown with zeros included (not denoted) and then without (or another combination of data removal) so be sure to investigate all parts of a question to get the full picture.

## 2017/2018 MidAtlantic Policies & Benefits Survey Demographics Information

### Number of participants by employee size category:

	# of Orgs	% of Orgs
1 - 100 employees	35	61.4%
101 - 500 employees	19	33.3%
Over 500 employees	3	5.3%
Total	57	100.0%

### Number of participants by revenue category:

	# of Orgs	% of Orgs
\$0 – 24.9 million	35	61.4%
\$25 – 49.9 million	9	15.8%
\$50 – 99.9 million	7	12.3%
\$100 – 249.9 million	3	5.3%
\$250+ million	3	5.3%
Total	57	100.0%

### Number of participants by industry:

	# of Orgs	% of Orgs
Natural Resources / Mining	0	.0%
Utilities	0	.0%
Construction	1	1.8%
Non-Durable Goods Manufacturing	11	19.3%
Durable Goods Manufacturing	19	33.3%
Retail Trade	0	.0%
Wholesale Trade	2	3.5%
Transportation / Warehousing	5	8.8%
Information (Communication/Broadcasting)	0	.0%
Financial Activities	0	.0%
Professional / Business Services	12	21.1%
Education Services	2	3.5%
Health Services	1	1.8%
Social Services	0	.0%
Leisure / Hospitality Services	0	.0%
Public Administration	0	.0%
Services, not elsewhere classified	4	7.0%
Other industry	0	.0%
Total	57	100.0%

### Number of participants by union status:

	# of Orgs	% of Orgs
Non-Union	52	91.2%
Union	5	8.8%
Total	57	100.0%

*2017/2018 MidAtlantic Policies & Benefits Survey  
Health and Welfare Benefits*

**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)	100.0%	100.0%	96.7%	96.7%	50.0%	86.7%	88.9%	88.9%	.0%	66.7%	66.7%	66.7%	80.0%	91.4%	92.2%	92.2%
Flexible Spending Account for medical care	33.3%	47.1%	36.7%	36.7%	100.0%	60.0%	66.7%	66.7%	.0%	66.7%	66.7%	66.7%	60.0%	54.3%	49.0%	49.0%
Flexible Spending Account for dependent care (day care, pre-school, etc.)	33.3%	35.3%	30.0%	30.0%	100.0%	60.0%	66.7%	66.7%	.0%	66.7%	66.7%	66.7%	60.0%	48.6%	45.1%	45.1%
Full Cafeteria plan (refer to question #3)	33.3%	17.6%	20.0%	20.0%	50.0%	6.7%	11.1%	11.1%	.0%	33.3%	33.3%	33.3%	40.0%	14.3%	17.6%	17.6%
Vacation buy/sell arrangements	.0%	17.6%	10.0%	10.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	8.6%	5.9%	5.9%
PTO buy/sell arrangements	.0%	5.9%	3.3%	3.3%	.0%	20.0%	16.7%	11.1%	.0%	.0%	.0%	.0%	.0%	11.4%	7.8%	5.9%
None	.0%	.0%	3.3%	3.3%	.0%	6.7%	5.6%	5.6%	.0%	.0%	.0%	.0%	.0%	2.9%	3.9%	3.9%
Organizations Responding	3	17	30	30	2	15	18	18	0	3	3	3	5	35	51	51

**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	66.7%	23.5%	44.8%	39.3%	50.0%	53.8%	50.0%	50.0%	.0%	33.3%	33.3%	33.3%	60.0%	36.4%	45.8%	42.6%
By an outside administration firm	33.3%	76.5%	55.2%	60.7%	50.0%	46.2%	50.0%	50.0%	.0%	66.7%	66.7%	66.7%	40.0%	63.6%	54.2%	57.4%
Organizations Responding	3	17	29	28	2	13	16	16	0	3	3	3	5	33	48	47

**FULL CAFETERIA PLANS**

**3. Do you have a benefits plan where employees are provided a fixed dollar amount to be applied toward the purchase of benefit options from a variety of choices?**

	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
Yes	.0%	12.5%	13.8%	13.8%	50.0%	6.7%	16.7%	16.7%	.0%	.0%	.0%	.0%	20.0%	9.1%	14.3%	14.3%
No	100.0%	87.5%	86.2%	86.2%	50.0%	93.3%	83.3%	83.3%	.0%	100.0%	100.0%	100.0%	80.0%	90.9%	85.7%	85.7%
Organizations Responding	3	16	29	29	2	15	18	18	0	2	2	2	5	33	49	49