



Oklahoma

2014 OESC  
Oklahoma  
Employer  
Benefit  
Survey

A Survey of Benefits Offered  
to Oklahoma Employees

**Special Report: 2014 Oklahoma Hospital Benefits**

Oklahoma Employment Security Commission  
Economic Research and Analysis Division

# **Special Report: 2014 Oklahoma Hospital Benefits**

**A Report using data from the 2014 OESC Oklahoma Employer Benefit Survey**

## **About this Publication:**

The Labor Market Information Unit in the Economic Research and Analysis Division of the Oklahoma Employment Security Commission conducted this survey. Data for the survey was collected from January 24 through May 9, 2014. This special report was written during the fall of 2014.

Published November 2014

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## Introduction

A key component of the mission of the Oklahoma Employment Security Commission (OESC) is gathering, analyzing and disseminating information about Oklahoma's labor force. In keeping with this mission, the Labor Market Information (LMI) section of the OESC Economic Research and Analysis division conducted a comprehensive benefit survey of 3,910 Oklahoma firms in the spring of 2014. A detailed report of the 2014 Oklahoma Employer Benefit Survey is available on the OESC website at [http://www.oesc.state.ok.us/lmi/Survey/BS/2014\\_benefits\\_survey.htm](http://www.oesc.state.ok.us/lmi/Survey/BS/2014_benefits_survey.htm). After completing this publication, we received several requests for more specific information on benefits offered by Oklahoma hospitals. This special benefit report about Oklahoma non-government hospitals is compiled and written in response to those requests.

There are a total of 146 non-government hospitals in Oklahoma. Out of these 146 hospitals, a random sample of 64 was selected in our 2014 Benefit Survey. The 24 responding hospitals reported a total of 25,290 employees, which represents 37.5% of our sampled hospitals and 16.4% of non-government Oklahoma hospitals. The size of the responding hospitals ranged from 41 employees to 9,838 employees. All of these numbers indicate that the responding hospitals are a satisfactory representation of all such Oklahoma hospitals for our statistical analyses.

In this special hospital benefit survey report, the data from the responding hospitals are divided into three firm sizes of small, medium and large hospitals; reported in three employee categories of salary, full-time hourly and part-time hourly employees; and illustrated in 38 tables and charts. The tables and charts provide estimates of the number and percentage of Oklahoma hospitals in each of the survey question response categories, and also offer descriptive footnotes providing additional information concerning the estimates given in the tables. An example of information given in table footnotes is the number and percentage of firms responding to the survey question out of all applicable firms.

The survey asked the sampled hospitals 20 questions, such as the type and number of employees, leave, pay, fringe benefits, health benefits and retirement benefits. Several additional questions investigated benefit changes. The information in the gathered responses are aggregated and reported by the order that they were asked in the survey questionnaire. The first section covers leave, pay, fringe and other benefits.

## Section 1: Leave, Pay, Fringe and Other Benefits Offered.

The first benefit question asked in the survey was whether any leave, pay, fringe or other benefits were offered (Question 2). All 24 firms surveyed offered at least one of the above listed benefits.

Question 3 inquired about the types of paid and unpaid leave offered. The responses for all 24 responding hospitals are given in Chart 3d.

**Chart 3d. Types of paid and unpaid leave**



Chart 3d shows that the most common type of leave offered was paid vacation. Tables 3a, 3b and 3c show the responses to Question 3 by three hospital sizes and three employee categories.

**Table 3a. Leave benefits offered by small hospitals**

Question 3: Please check all leave benefits offered by your company.

Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	7	87.5	7	87.5	2	25.0
Paid Parental Leave	2	25.0	2	25.0	0	0.0
Sick Leave	6	75.0	6	75.0	2	25.0
Paid Vacation	8	100.0	8	100.0	5	62.5
Charity or Other Activities	1	12.5	1	12.5	0	0.0
Unpaid Leave	4	50.0	3	37.5	3	37.5
Other	0	0.0	0	0.0	0	0.0
<b>Total Offering Leave Benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>87.5</b>
<b>Responding small hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Small hospitals = 1 to 124 employees. 8 firms or 100.0% of the survey responding small hospitals replied to this question. Multiple responses are possible in each column.

**Table 3b. Leave benefits offered by medium hospitals**

Question 3: Please check all leave benefits offered by your company.

Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	7	87.5	7	87.5	4	50.0
Paid Parental Leave	2	25.0	1	12.5	0	0.0
Sick Leave	8	100.0	7	87.5	5	62.5
Paid Vacation	8	100.0	8	100.0	5	62.5
Charity or Other Activities	0	0.0	0	0.0	0	0.0
Unpaid Leave	7	87.5	7	87.5	5	62.5
Other	0	0.0	0	0.0	0	0.0
<b>Total Offering Leave Benefits</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>87.5</b>	<b>7</b>	<b>87.5</b>
<b>Responding medium hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Medium hospitals = 125 to 374 employees. 8 firms or 100.0 % of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

**Table 3c. Leave benefits offered by large hospitals**

Question 3: Please check all leave benefits offered by your company.

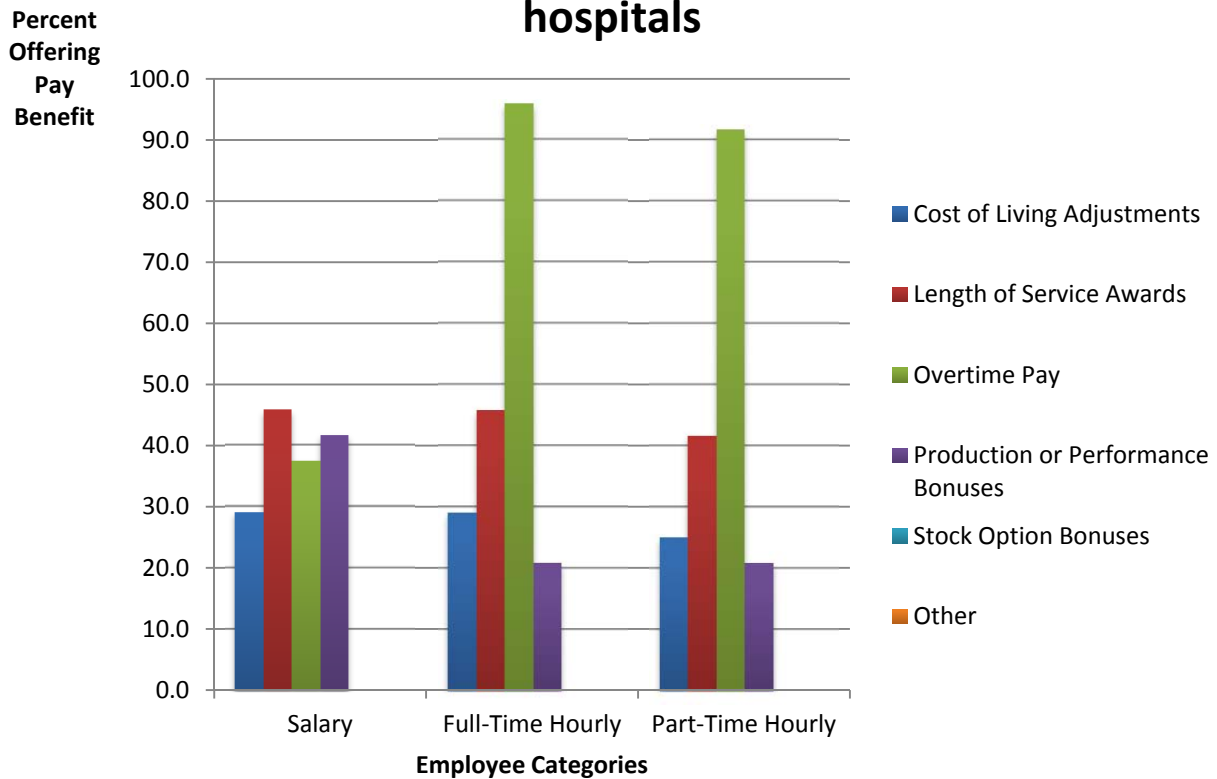
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	7	87.5	7	87.5	6	75.0
Paid Parental Leave	2	25.0	2	25.0	2	25.0
Sick Leave	7	87.5	7	87.5	6	75.0
Paid Vacation	7	87.5	7	87.5	6	75.0
Charity or Other Activities	2	25.0	2	25.0	2	25.0
Unpaid Leave	6	75.0	6	75.0	6	75.0
Other	2	25.0	2	25.0	0	0.0
<b>Total Offering Leave Benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>87.5</b>
<b>Responding large hospitals</b>	<b>8</b>	<b>- -</b>	<b>8</b>	<b>- -</b>	<b>8</b>	<b>- -</b>

Note: Large hospitals = 375+ employees. 8 firms or 100.0% of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

The three preceding tables show that the most common type of leave offered by small hospitals for all three categories was paid vacation. The most common types of leave offered by large hospitals for all three employee categories were paid vacation, paid sick leave and paid holidays. Medium hospitals differed by each employee category. The most common for salary was paid vacation and paid sick leave, the most common for full-time hourly was paid vacation, and the most common for medium hospital part-time hourly was paid vacation, paid sick leave and unpaid leave.

Question 4 queries hospital respondents about types of pay options. Six options and an “Other” option are provided for their selection. Chart 4d displays the responses of all 24 responding hospitals.

**Chart 4d. Pay benefits offered by all Size hospitals**



The most common pay benefit offered to hospital salary employees was “Length of Service Awards.” The most common pay benefit offered to full-time hourly and part-time hourly employees was “Overtime Pay.”

The three following tables illustrate pay benefits by hospital size. Six options and the “Other” option are also displayed in these tables.



**Table 4a. Pay benefits offered by small hospitals**

Question 4: Please check all pay benefits offered by your company.

	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Pay Benefit	Percent Offering Pay Benefit	Number Offering Pay Benefit	Percent Offering Pay Benefit	Number Offering Pay Benefit	Percent Offering Pay Benefit
<b>Pay Benefits</b>						
Cost of Living Adjustments	1	12.5	1	12.5	1	12.5
Length of Service Awards	3	37.5	3	37.5	2	25.0
Overtime Pay	1	12.5	7	87.5	6	75.0
Production or Performance Bonuses	3	37.5	1	12.5	1	12.5
Stock Option Bonuses	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
<b>Total Offering Pay Benefits</b>	<b>6</b>	<b>75.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>87.5</b>
<b>Responding small size hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Small hospitals = 1 to 124 employees. 8 firms or 100.0% of the survey responding small hospitals replied to this question. Multiple responses are possible in each column.

**Table 4b. Pay benefits offered by medium hospitals**

Question 4: Please check all pay benefits offered by your company.

	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Pay Benefit	Percent Offering Pay Benefit	Number Offering Pay Benefit	Percent Offering Pay Benefit	Number Offering Pay Benefit	Percent Offering Pay Benefit
<b>Pay Benefits</b>						
Cost of Living Adjustments	4	50.0	4	50.0	4	50.0
Length of Service Awards	2	25.0	2	25.0	2	25.0
Overtime Pay	3	37.5	8	100.0	8	100.0
Production or Performance Bonuses	4	50.0	2	25.0	2	25.0
Stock Option Bonuses	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
<b>Total Offering Pay Benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>
<b>Responding medium size hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Medium hospitals = 125 to 374 employees. 8 firms or 100.0% of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

**Table 4c. Pay benefits offered by large hospitals**

Question 4: Please check all pay benefits offered by your company.

Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Pay Benefit	Percent Offering Pay Benefit	Number Offering Pay Benefit	Percent Offering Pay Benefit	Number Offering Pay Benefit	Percent Offering Pay Benefit
Cost of Living Adjustments	2	25.0	2	25.0	1	12.5
Length of Service Awards	6	75.0	6	75.0	6	75.0
Overtime Pay	5	62.5	8	100.0	8	100.0
Production or Performance Bonuses	3	37.5	2	25.0	2	25.0
Stock Option Bonuses	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
<b>Total Offering Pay Benefits</b>	<b>6</b>	<b>75.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>
<b>Responding large size hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Large hospitals = 375+ employees. 8 firms or 100.0% of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

The most frequent pay option for full-time and part-time hourly employees for all three sizes of hospital was “Overtime Pay.” The most commonly offered pay option for small hospital salary employees was a tie between “Length of Service Awards” and “Production or Performance Bonuses.” For medium hospital salary employees, “Cost of Living Adjustments” and “Production or Performance Bonuses” were offered most often. The most frequent pay option for large hospital salary employees was “Length of Service Awards.”

Question 5 inquired about fringe benefits and offered respondents 13 fringe benefit selections. Chart 5d reveals the information by employee category provided for the 22 responding hospitals.

**Chart 5d. Fringe benefits offered by all size hospitals**

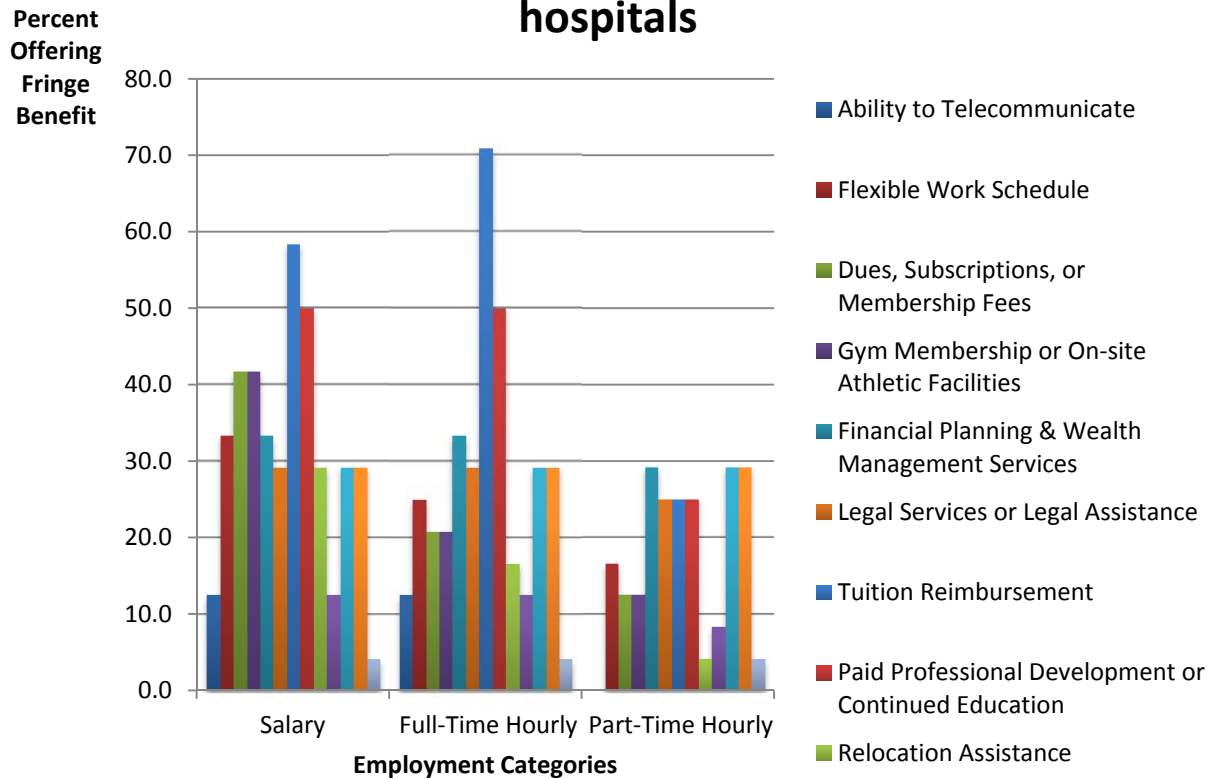


Chart 5d reveals that the most common fringe benefit offered by the 22 responding hospitals to their salary and full-time hourly employees was “Tuition Reimbursement.” The most common fringe benefit offered to their part-time hourly employees was “Employee Discounts on Company Products.” Tables 5a, 5b and 5c show the fringe benefits offered to hospital employees by hospital size and employee category.

**Table 5a. Fringe benefits offered by small hospitals**

Question 5: Please check all fringe benefits offered by your company.

Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Fringe Benefit	Percent Offering Fringe Benefit	Number Offering Fringe Benefit	Percent Offering Fringe Benefit	Number Offering Fringe Benefit	Percent Offering Fringe Benefit
Ability to Telecommunicate	1	12.5	1	12.5	0	0.0
Flexible Work Schedule	2	25.0	2	25.0	1	12.5
Dues, Subscriptions, or Membership Fees	3	37.5	1	12.5	1	12.5
Gym Membership or On-site Athletic Facilities	1	12.5	1	12.5	1	12.5
Financial Planning & Wealth Management Services	2	25.0	2	25.0	1	12.5
Legal Services or Legal Assistance	1	12.5	1	12.5	1	12.5
Tuition Reimbursement	3	37.5	4	50.0	1	12.5
Paid Professional Development or Continued Education	3	37.5	4	50.0	2	25.0
Relocation Assistance	2	25.0	1	12.5	0	0.0
Child Care Assistance	1	12.5	1	12.5	0	0.0
Free or Subsidized Refreshments or Meals	1	12.5	1	12.5	1	12.5
Employee Discounts on Company Products	2	25.0	2	25.0	2	25.0
Other	0	0.0	0	0.0	0	0.0
<b>Total small hospitals offering fringe benefits</b>	<b>6</b>	<b>75.0</b>	<b>6</b>	<b>75.0</b>	<b>4</b>	<b>50.0</b>
<b>Responding small hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Small hospitals = 1 to 124 employees. 6 hospitals or 75.0% of the survey responding small hospitals replied to this question. Multiple responses are possible in each column.

**Table 5b. Fringe benefits offered by medium hospitals**

Question 5: Please check all fringe benefits offered by your company.

Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Fringe Benefit	Percent Offering Fringe Benefit	Number Offering Fringe Benefit	Percent Offering Fringe Benefit	Number Offering Fringe Benefit	Percent Offering Fringe Benefit
Ability to Telecommunicate	0	0.0	0	0.0	0	0.0
Flexible Work Schedule	1	13	0	0.0	0	0.0
Dues, Subscriptions, or Membership Fees	4	50.0	1	12.5	0	0.0
Gym Membership or On-site Athletic Facilities	0	0.0	0	0.0	0	0.0
Financial Planning & Wealth Management Services	1	12.5	1	12.5	1	12.5
Legal Services or Legal Assistance	2	25.0	2	25.0	1	12.5
Tuition Reimbursement	4	50.0	5	62.5	0	0.0
Paid Professional Development or Continued Education	5	62.5	5	62.5	1	12.5
Relocation Assistance	2	25.0	0	0.0	0	0.0
Child Care Assistance	0	0.0	0	0.0	0	0.0
Free or Subsidized Refreshments or Meals	1	12.5	1	12.5	1	12.5
Employee Discounts on Company Products	3	37.5	3	37.5	3	37.5
Other	0	0.0	0	0.0	0	0.0
<b>Total medium hospitals offering fringe benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>5</b>	<b>62.5</b>
<b>Responding medium hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Medium hospitals = 125 to 374 employees. 8 hospitals or 100.0 % of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

**Table 5c. Fringe benefits offered by large hospitals**

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Fringe Benefit	Percent Offering Fringe Benefit	Number Offering Fringe Benefit	Percent Offering Fringe Benefit	Number Offering Fringe Benefit	Percent Offering Fringe Benefit
Ability to Telecommunicate	2	25.0	2	25.0	0	0.0
Flexible Work Schedule	5	62.5	4	50.0	3	37.5
Dues, Subscriptions, or Membership Fees	3	37.5	3	37.5	2	25.0
Gym Membership or On-site Athletic Facilities	6	75.0	6	75.0	6	75.0
Financial Planning & Wealth Management Services	5	62.5	5	62.5	5	62.5
Legal Services or Legal Assistance	4	50.0	4	50.0	4	50.0
Tuition Reimbursement	7	87.5	8	100.0	5	62.5
Paid Professional Development or Continued Education	4	50.0	3	37.5	3	37.5
Relocation Assistance	3	37.5	3	37.5	1	12.5
Child Care Assistance	2	25.0	2	25.0	2	25.0
Free or Subsidized Refreshments or Meals	5	62.5	5	62.5	5	62.5
Employee Discounts on Company Products	6	75.0	6	75.0	6	75.0
Other	1	12.5	1	12.5	1	12.5
<b>Total large hospitals offering fringe benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>
<b>Responding large hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Large hospitals = 375+ employees. 8 hospitals or 100.0% of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

“Dues, Subscriptions, or Membership Fees,” “Tuition Reimbursement” and “Paid Professional Development or Continued Education” were the fringe benefits most often offered by small hospitals to salary employees, while the latter two of those fringe benefits were most commonly offered to full-time hourly employees. Small hospitals most often provided “Employee Discounts on Company Products” and “Paid Professional Development or Continued Education” to part-time hourly employees.

Medium hospitals most often offered salary employees the fringe benefit of “Paid Professional Development or Continued Education.” For full-time hourly employees, “Tuition Reimbursement” and “Paid Professional Development or Continued Education” were most commonly offered. “Employee Discounts on Company Products” was most frequently offered to part-time hourly employees by medium hospitals.

Large hospitals most often offered the fringe benefit of “Tuition Reimbursement” to salary and full-time hourly employees. Part-time employees at large hospitals commonly received “Gym Membership or On-site Athletic Facilities” and “Employee Discounts on Company Products.”

Question 6 looks at insurance benefits that hospitals offer to their employees. Chart 6d explains the how hospitals responded to this question.

**Chart 6d. Insurance benefits offered by all size hospitals**



For the 24 hospitals responding to this question, the most usually offered insurance benefits for their salary and full-time hourly employees were “Accidental Death and Dismemberment Insurance” and “Life Insurance.” To their part-time hourly employees, these 24 hospitals most often offered “Life Insurance.”

Tables 6a, 6b and 6c reveal hospital insurance benefits by hospital size and employee category.

**Table 6a. Insurance benefits offered by small hospitals**

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Accidental Death and Dismemberment Insurance	8	100.0	8	100.0	2	25.0
Disability Insurance	8	100.0	8	100.0	2	25.0
Life Insurance	8	100.0	8	100.0	2	25.0
Long-term Care Insurance	1	12.5	1	12.5	0	0.0
Other	0	0.0	0	0.0	0	0.0
<b>Total small hospitals offering insurance benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>2</b>	<b>25.0</b>
<b>Responding small hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Small hospitals = 1 to 124 employees. 8 firms or 100.0% of the survey responding small hospitals replied to this question. Multiple responses are possible in each column.

**Table 6b. Insurance benefits offered by medium hospitals**

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Accidental Death and Dismemberment Insurance	7	87.5	8	100.0	2	25.0
Disability Insurance	6	75.0	7	87.5	2	25.0
Life Insurance	7	87.5	8	100.0	2	25.0
Long-term Care Insurance	4	50.0	4	50.0	2	25.0
Other	1	12.5	1	12.5	1	12.5
<b>Total medium hospitals offering insurance benefits</b>	<b>7</b>	<b>87.5</b>	<b>8</b>	<b>100.0</b>	<b>2</b>	<b>25.0</b>
<b>Responding medium hospitals</b>	<b>8</b>	<b>- -</b>	<b>8</b>	<b>- -</b>	<b>8</b>	<b>- -</b>

Note: Medium hospitals = 125 to 374 employees. 7 firms or 87.5% of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

**Table 6c. Insurance benefits offered by large hospitals**

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Accidental Death and Dismemberment Insurance	8	100.0	8	100.0	4	50.0
Disability Insurance	7	87.5	6	75.0	3	37.5
Life Insurance	8	100.0	8	100.0	5	62.5
Long-term Care Insurance	3	37.5	3	37.5	3	37.5
Other	1	12.5	1	12.5	1	12.5
<b>Total large hospitals offering insurance benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>5</b>	<b>62.5</b>
<b>Responding large hospitals</b>	<b>8</b>	<b>- -</b>	<b>8</b>	<b>- -</b>	<b>8</b>	<b>- -</b>

Note: Large hospitals = 375+ employees. 8 firms or 100.0% of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

Small hospitals were equally likely to offer “Accidental Death and Dismemberment Insurance,” “Disability Insurance” and “Life Insurance” to their salary, full-time and part-time hourly employees. Medium and large hospitals most often offered “Accidental Death and Dismemberment Insurance” and “Life Insurance” to their salary and full-time hourly employees. For part-time hourly employees, large hospitals were more likely to offer “Life Insurance,” while medium hospitals were equally likely to offer all four of the listed types of insurance.

This concludes the section on leave, pay, fringe and other benefits offered by hospitals. Section 2 investigates health benefits.

## Section 2. Health Benefits

This section examines the types of hospital-offered health benefits; specifically, the amount of employee and employee dependent coverage, plan costs and plan changes. Question 7 addresses the types of health coverage. Chart 7d displays by employee category the types of health benefits for all 24 hospitals that responded.

**Chart 7d. Health benefits offered by all size hospitals**

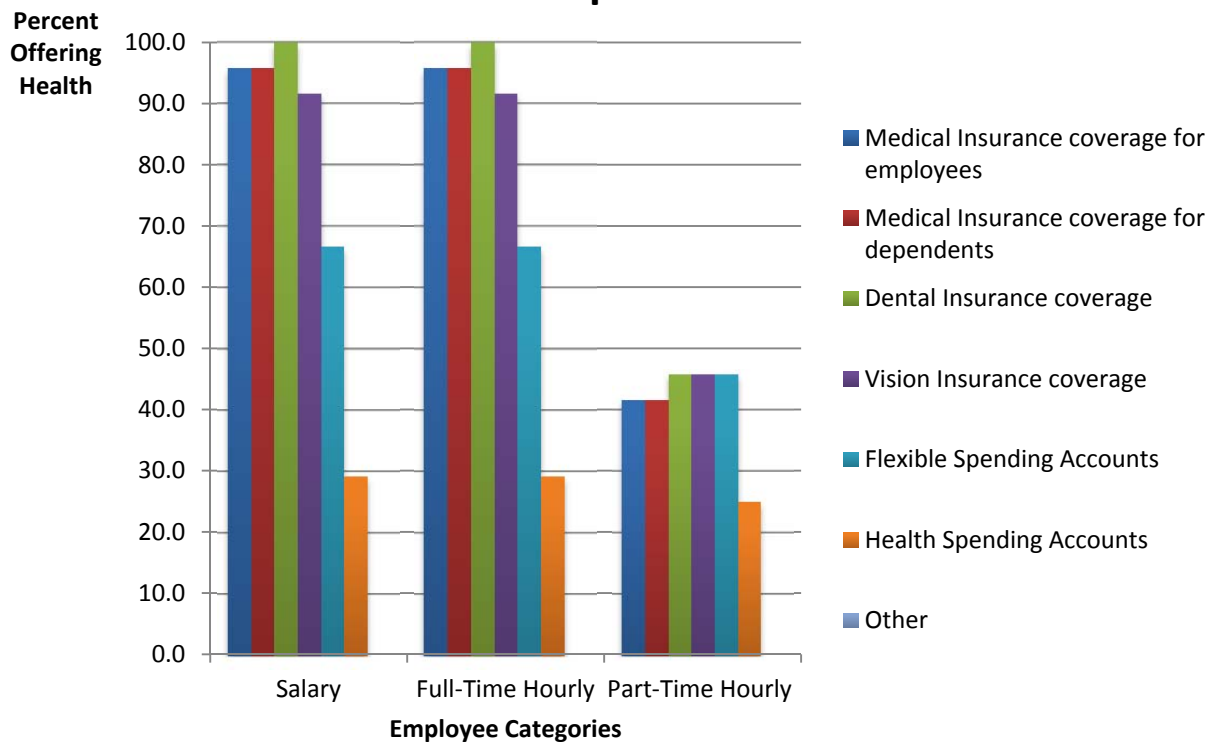


Chart 7d shows that when examining all sizes of hospitals, “Dental Insurance coverage” is the most common health benefit offered for salary and full-time hourly employees. “Vision Insurance coverage,” “Dental Insurance coverage” and “Flexible Spending Accounts” are equally likely to be offered to part-time hourly employees. Tables 7a, 7b and 7c report health benefits for different hospital sizes by employee category.



**Table 7a. Health benefits offered by small hospitals**

Question 7. Please check all health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	7	87.5	7	87.5	1	12.5
Medical Insurance coverage for dependents	7	87.5	7	87.5	1	12.5
Dental Insurance coverage	8	100.0	8	100.0	2	25.0
Vision Insurance coverage	7	87.5	7	87.5	2	25.0
Flexible Spending Accounts	2	25.0	2	25.0	1	12.5
Health Spending Accounts	2	25.0	2	25.0	1	12.5
Other	0	0.0	0	0.0	0	0.0
<b>Total Offering Health Benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>2</b>	<b>25.0</b>
<b>Responding small sized hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Small hospitals = 1 to 124 employees. 8 firms or 100.0% of the survey responding small hospitals replied to this question. Multiple responses are possible in each column.

Table 7a presents the health benefits offered by small hospitals. “Dental Insurance coverage” is the health benefit most offered to small hospital salary and full-time hourly employees. “Dental Insurance coverage” and “Vision Insurance coverage” are equally likely to be offered to part-time hourly employees by small hospitals.

**Table 7b. Health benefits offered by medium hospitals**

Question 7. Please check all health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	8	100.0	8	100.0	3	37.5
Medical Insurance coverage for dependents	8	100.0	8	100.0	3	37.5
Dental Insurance coverage	8	100.0	8	100.0	3	37.5
Vision Insurance coverage	7	87.5	7	87.5	3	37.5
Flexible Spending Accounts	6	75.0	6	75.0	4	50.0
Health Spending Accounts	3	37.5	3	37.5	3	37.5
Other	0	0.0	0	0.0	0	0.0
<b>Total Offering Health Benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>4</b>	<b>50.0</b>
<b>Responding medium hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Medium hospitals = 125 to 374 employees. 8 firms or 100.0% of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

In Table 7b, four out of the six health benefits are commonly offered by medium hospitals to their employees in each of the three employee categories. Of the six, “Health Spending Accounts” is offered least frequently.

**Table 7c. Health benefits offered by large hospitals**

Question 7. Please check all health benefits offered by your company.

Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	8	100.0	8	100.0	6	75.0
Medical Insurance coverage for dependents	8	100.0	8	100.0	6	75.0
Dental Insurance coverage	8	100.0	8	100.0	6	75.0
Vision Insurance coverage	8	100.0	8	100.0	6	75.0
Flexible Spending Accounts	8	100.0	8	100.0	6	75.0
Health Spending Accounts	2	25.0	2	25.0	2	25.0
Other	0	0.0	0	0.0	0	0.0
<b>Total Offering Health Benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>75.0</b>
<b>Responding large hospitals</b>	<b>8</b>	<b>- -</b>	<b>8</b>	<b>- -</b>	<b>8</b>	<b>- -</b>

Note: Large hospitals = 375+ employees. 8 firms or 100.0% of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

Table 7c shows that all large size hospitals surveyed offer “Medical Insurance coverage for employees,” “Medical Insurance coverage for dependents,” “Dental Insurance coverage,” “Vision Insurance coverage” and “Flexible Spending Accounts” to their salary and full-time hourly employees. The same five health benefits were offered to large hospital part-time hourly employees by six of the eight responding hospitals.

In Question 8, respondents are provided six categories of health costs from which to select ranging from “None” to “100.0%.” Chart 8d shows the answers of the 24 hospitals that responded to this question.

**Chart 8d. Health benefits cost for all size hospitals**

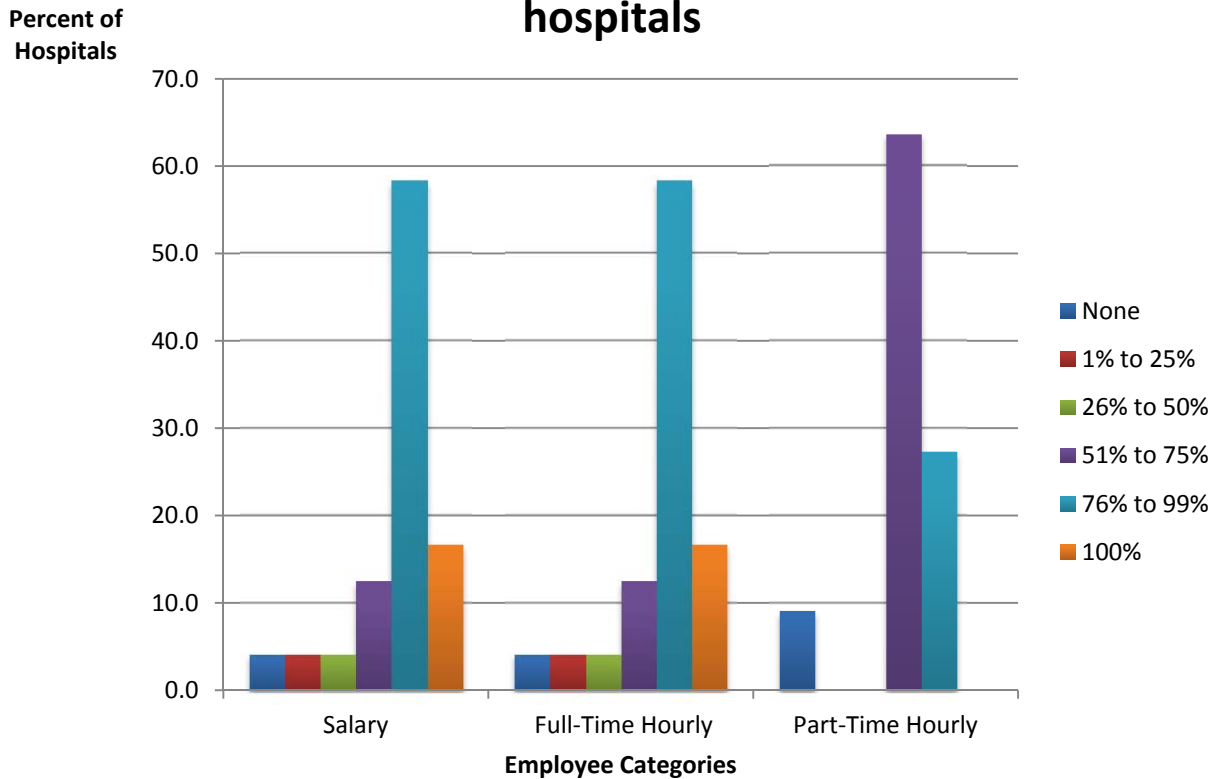


Chart 8d shows that the 24 responding hospitals most frequently paid “76% to 99%” of health cost for salary and full-time hourly employees and “51% to 75%” of the cost for part-time hourly employees.

Tables 8a, 8b and 8c provide information on health costs for employees by hospital size and employee group.

**Table 8a. Health benefits cost by small hospitals**

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Health Benefits Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
None	1	12.5	1	12.5	1	50.0
1% to 25%	0	0.0	0	0.0	0	0.0
26% to 50%	0	0.0	0	0.0	0	0.0
51% to 75%	1	12.5	1	12.5	0	0.0
76% to 99%	2	25.0	2	25.0	1	50.0
100%	4	50.0	4	50.0	0	0.0
<b>Total reponding small hospitals</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>

Note: Small hospitals = 1 to 124 employees. 8 hospitals or 100.0% of the small hospitals in our sample responded to this question.

In Table 8a, small hospitals most often paid “100%” of their salary and full-time hourly employees’ health cost. Only one small hospital reported paying any of their part-time hourly employees’ health cost.

**Table 8b. Health benefits cost by medium hospitals**

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Health Benefits Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
None	0	0.0	0	0.0	0	0.0
1% to 25%	1	12.5	1	12.5	0	0.0
26% to 50%	1	12.5	1	12.5	0	0.0
51% to 75%	2	25.0	2	25.0	2	33.3
76% to 99%	4	50.0	4	50.0	1	16.7
100%	0	0.0	0	0.0	0	0.0
<b>Total repnding medium hospitals</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>

Note: Medium hospitals = 125 to 374 employees. 8 hospitals or 100.0% of the medium hospitals in our sample responded to this question.

**Table 8c. Health benefits cost by large hospitals**

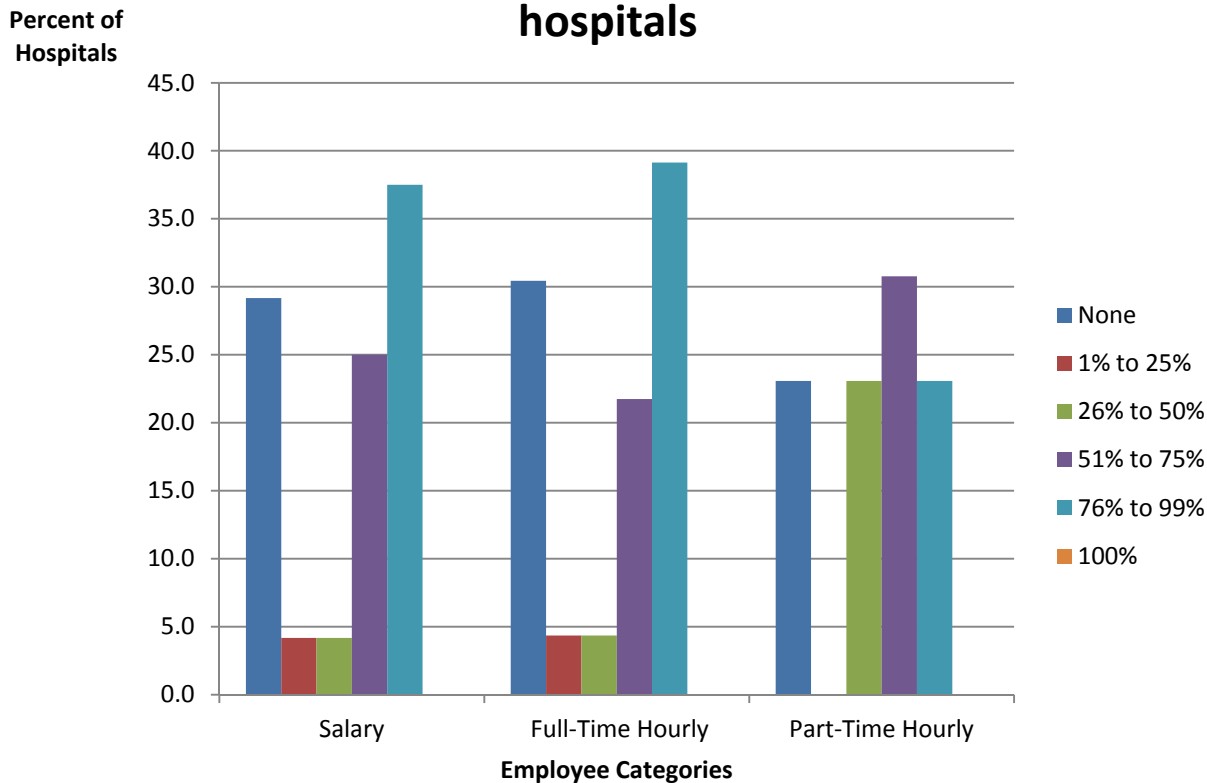
Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Health Benefits Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
None	0	0.0	0	0.0	0	0.0
1% to 25%	0	0.0	0	0.0	0	0.0
26% to 50%	0	0.0	0	0.0	0	0.0
51% to 75%	0	0.0	0	0.0	5	83.3
76% to 99%	8	100.0	8	100.0	1	16.7
100%	0	0.0	0	0.0	0	0.0
<b>Total repnding large hospitals</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>

Note: Large hospitals = 375+ employees. 8 hospitals or 100.0% of the large hospitals in our sample responded to this question.

Medium and large hospitals most commonly reported paying “76% to 99%” of the health cost for salary and full-time hourly employees and “51% to 75%” of health cost for part-time hourly employees.

Question 9 addresses health cost for employees’ dependents.

**Chart 9d. Dependent health plan cost by all size hospitals**



In Chart 9d, our 24 responding hospitals most often reported paying “76% to 99%” of health cost for salary and full-time employees’ dependents and “51% to 75%” of health cost for part-time hourly employees’ dependents.

**Table 9a. Dependent health plan cost by small hospitals**

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Health Benefits Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
None	4	50.0	4	57.1	3	75.0
1% to 25%	0	0.0	0	0.0	0	0.0
26% to 50%	0	0.0	0	0.0	0	0.0
51% to 75%	1	12.5	0	0.0	0	0.0
76% to 99%	3	37.5	3	42.9	1	25.0
100%	0	0.0	0	0.0	0	0.0
<b>Total small hospitals</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>

Note: Small hospitals = 1 to 124 employees. 8 hospitals or 100.0% of the small hospitals in our sample responded to this question.

In Table 9a, small hospitals most frequently paid “None” of the health cost for employees’ dependents in all three employee categories. When they did pay some of the health cost, they

most frequently paid “76% to 99%” of their employees’ dependents health cost in all three employee categories.

**Table 9b. Dependent health plan cost by medium hospitals**

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Health Benefits Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
None	2	25.0	2	25.0	0	0.0
1% to 25%	1	12.5	1	12.5	0	0.0
26% to 50%	1	12.5	1	12.5	1	33.3
51% to 75%	1	12.5	1	12.5	1	33.3
76% to 99%	3	37.5	3	37.5	1	33.3
100%	0	0.0	0	0.0	0	0.0
<b>Total medium hospitals</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>

Note: Medium hospitals = 125 to 374 employees. 8 hospitals or 100.0% of the medium hospitals in our sample responded to this question.

Table 9b illustrates that medium hospitals most commonly paid “76% to 99%” of dependents’ health cost for salary and full-time employees. The three medium hospitals that indicated they paid a portion of part-time hourly employees’ dependent health cost were split between “26% to 50%,” “51% to 75%” and “76% to 99%.”

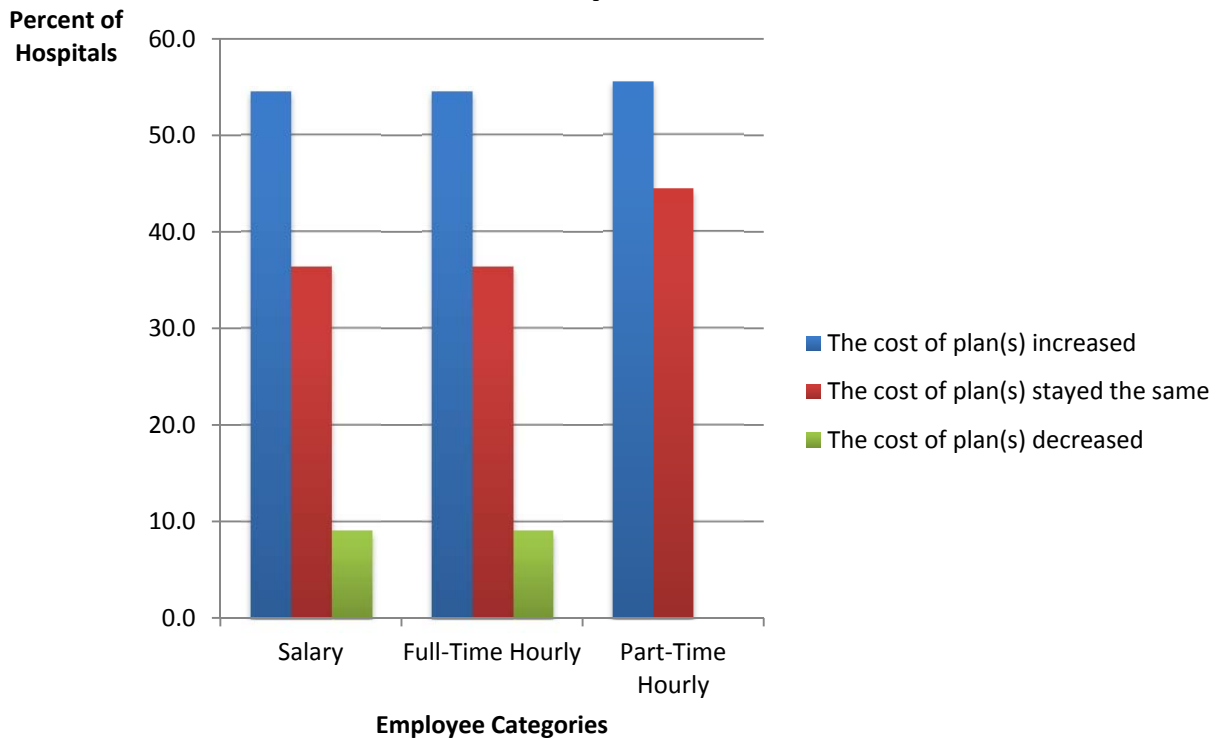
**Table 9c. Dependent health plan cost by large hospitals**

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Health Benefits Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
None	1	12.5	1	12.5	0	0.0
1% to 25%	0	0.0	0	0.0	0	0.0
26% to 50%	0	0.0	0	0.0	2	33.3
51% to 75%	4	50.0	4	50.0	3	50.0
76% to 99%	3	37.5	3	37.5	1	16.7
100%	0	0.0	0	0.0	0	0.0
<b>Total large hospitals</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>

Note: Large hospitals = 375+ employees. 8 hospitals or 100.0% of the large hospitals in our sample responded to this question.

In the table above, large hospitals were most likely to pay “51% to 75%” of their employees’ dependent health cost in all three employee categories. Question 10 in our survey looks at health cost change.

**Chart 10d. Health plan cost change by all size hospitals**



The responses for 22 reporting hospitals are displayed in Chart 10d. These hospitals most often reported that “The cost of plan(s) increased.”

**Table 10a. Health plan cost change by small hospitals**

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
The cost of plan(s) increased	4	57.1	4	57.1	0	0.0
The cost of plan(s) stayed the same	1	14.3	1	14.3	0	0.0
The cost of plan(s) decreased	2	28.6	2	28.6	0	0.0
<b>Total small hospitals</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>

Note: Small hospitals = 1 to 124 employees. 7 hospitals or 87.5% of the survey responding small hospitals replied to this questions.

The table above shows health plan cost changes for small hospitals by employee category. During the last 12 months, the costs of the plans were most likely to have increased. This was true for employees in all three employee categories.

**Table 10b. Health plan cost change by medium hospitals**

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
The cost of plan(s) increased	4	57.1	4	57.1	1	50.0
The cost of plan(s) stayed the same	3	42.9	3	42.9	1	50.0
The cost of plan(s) decreased	0	0.0	0	0.0	0	0.0
<b>Total medium hospitals</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>

Note: Medium hospitals = 125 to 374 employees. 7 hospitals or 87.5% of the survey responding medium hospitals replied to this questions.

As with small hospitals, Table 10b shows that most health plan costs increased for salary and full-time hourly employees at medium-sized hospitals. However, part-time hourly employees were equally likely to have the cost of their plans increase or stay the same.

**Table 10c. Health plan cost change by large hospitals**

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
The cost of plan(s) increased	4	50.0	4	50.0	4	66.7
The cost of plan(s) stayed the same	4	50.0	4	50.0	2	33.3
The cost of plan(s) decreased	0	0.0	0	0.0	0	0.0
<b>Total large hospitals</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>

Note: Large hospitals = 375+ employees. 8 hospitals or 100.0% of the survey responding large hospitals replied to this questions.

Table 10c establishes that half of large hospitals' health plan cost for salary and full-time hourly employees stayed the same and half increased. For part-time hourly employees, the cost of the plans most commonly increased.

In Question 11, survey respondents were asked how they may have changed or adjusted their health plans during the last 12 months. Six choices including "Other" were provided with this question. Chart 11d summarizes the selections of the 24 responding hospitals.



**Chart 11d. Health benefit changes by all size hospitals**



In Chart 11d, the 24 responding hospitals indicated that they most frequently “Increased employee's deductibles or co-payments” for salary and full-time hourly employees. For part-time hourly employees, hospitals were equally likely to have “Increased employee's deductibles or co-payments” and “Increased the employee's share of premiums.”

**Table 11a. Health benefit changes by small hospitals**

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months).						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	0	0.0	0	0.0	0	0.0
Increased the total health benefit package	1	12.5	1	12.5	0	0.0
Increased the employee's share of premiums	3	37.5	3	37.5	1	12.5
Increased employee's deductibles or co-payments	2	25.0	2	25.0	0	0.0
Added Flexible Spending Accounts or Health Savings Plan	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
<b>Total Changing Health Benefits</b>	<b>5</b>	<b>62.5</b>	<b>5</b>	<b>62.5</b>	<b>1</b>	<b>12.5</b>
<b>Responding small hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Small hospitals = 1 to 124 employees. 5 firms or 62.5% of the survey responding small size hospitals replied to this question. Multiple response are possible in each column.

**Table 11b. Health benefit changes by medium hospitals**

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months).						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	1	12.5	1	12.5	1	12.5
Increased the total health benefit package	1	12.5	1	12.5	1	12.5
Increased the employee's share of premiums	2	25.0	2	25.0	0	0.0
Increased employee's deductibles or co-payments	3	37.5	3	37.5	2	25.0
Added Flexible Spending Accounts or Health Savings Plan	1	12.5	1	12.5	0	0.0
Other	0	0.0	0	0.0	0	0.0
<b>Total Changing Health Benefits</b>	<b>5</b>	<b>62.5</b>	<b>5</b>	<b>62.5</b>	<b>3</b>	<b>37.5</b>
<b>Responding medium hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Medium hospitals = 125 to 374 employees. 5 firms or 62.5% of the survey responding medium size hospitals replied to this question. Multiple response are possible in each column.

**Table 11c. Health benefit changes by large hospitals**

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months).						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	0	0.0	0	0.0	0	0.0
Increased the total health benefit package	4	50.0	4	50.0	4	50.0
Increased the employee's share of premiums	2	25.0	2	25.0	2	25.0
Increased employee's deductibles or co-payments	3	37.5	3	37.5	3	37.5
Added Flexible Spending Accounts or Health Savings Plan	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
<b>Total Changing Health Benefits</b>	<b>5</b>	<b>62.5</b>	<b>5</b>	<b>62.5</b>	<b>5</b>	<b>62.5</b>
<b>Responding large hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Large hospitals = 375+ employees. 5 firms or 62.5% of the survey responding large size hospitals replied to this question. Multiple response are possible in each column.

Table 11a shows that small hospitals were most likely to have “Increased the employee's share of premiums” in all three employee categories. In Table 11b, we see that medium hospitals most often “Increased employee's deductibles or co-payments” for employees in the three categories. Table 11c reveals that large hospitals “Increased the total health benefit package” for their employees in each of the three categories.

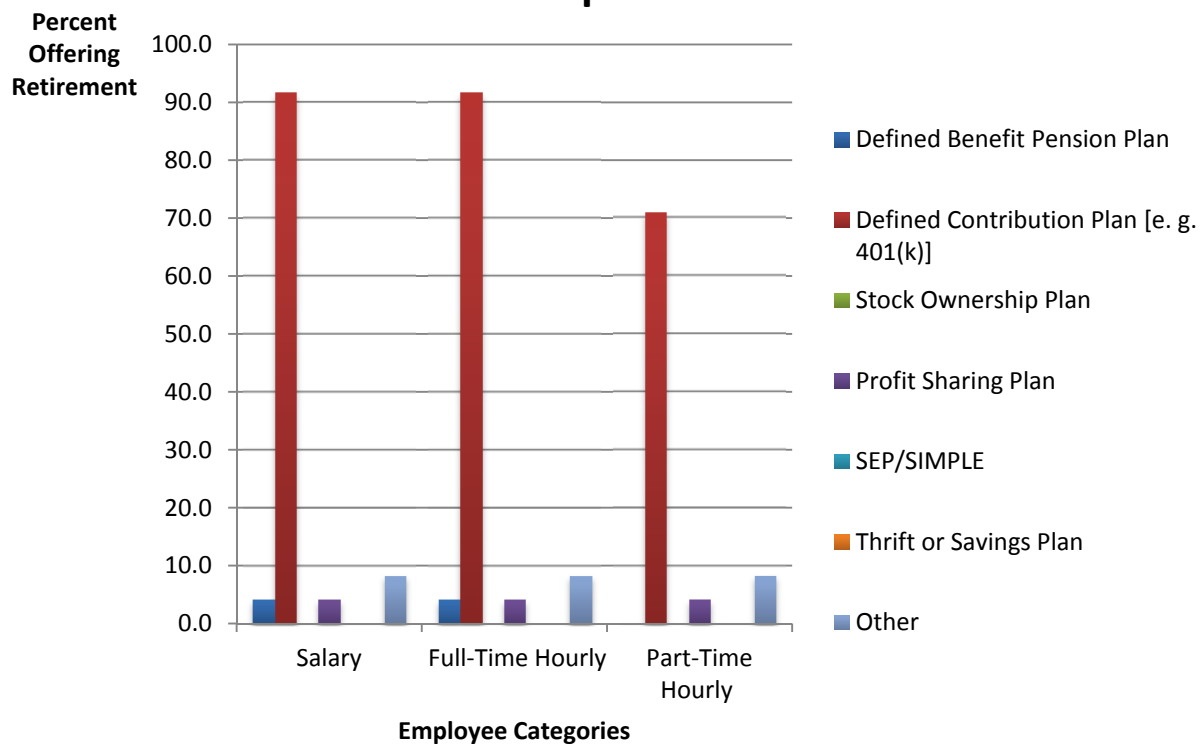
Question 12 of our survey investigated if firms (or hospitals) had previously offered health benefits and had now discontinued them. Question 13 expanded our investigation to find out when this may have occurred. None of our 24 responding hospitals reported that they had previously offered health benefits and had now discontinued them.

This concludes Section 2 on health benefits. The following Section 3 reports on retirement.

### Section 3. Retirement Benefits

This section examines the retirement benefits offered, retirement cost and retirement changes. Question 14 looks at the types of retirement benefits offered by hospitals. Respondents were asked to select retirement benefits and provided five choices and an “Other” category to indicate these benefits.

**Chart 14d. Retirement benefits offered by all size hospitals**



As can be seen in Chart 14d, the most frequent selection of our responding 24 hospitals was overwhelmingly “Defined Contribution Plan.” This was true for all three employee groups. The following three tables show the types of retirement benefits offered by hospital size and employee group.

**Table 14a. Retirement benefits offered by small hospitals**

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.

Retirement Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	1	12.5	1	12.5	0	0.0
Defined Contribution Plan [e. g. 401(k)]	7	87.5	7	87.5	4	50.0
Stock Ownership Plan	0	0.0	0	0.0	0	0.0
Profit Sharing Plan	0	0.0	0	0.0	0	0.0
SEP/SIMPLE	0	0.0	0	0.0	0	0.0
Thrift or Savings Plan	0	0.0	0	0.0	0	0.0
Other	1	12.5	1	12.5	1	12.5
<b>Total small Hospitals offering Retirement Benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>5</b>	<b>62.5</b>
<b>Responding small hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Small hospitals = 1 to 124 employees. 8 firms or 100.0% of the survey responding small hospitals replied to this question. Multiple responses are possible in each column.

**Table 14b. Retirement benefits offered by medium hospitals**

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.

Retirement Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	0	0.0	0	0.0	0	0.0
Defined Contribution Plan [e. g. 401(k)]	8	100.0	8	100.0	6	75.0
Stock Ownership Plan	0	0.0	0	0.0	0	0.0
Profit Sharing Plan	0	0.0	0	0.0	0	0.0
SEP/SIMPLE	0	0.0	0	0.0	0	0.0
Thrift or Savings Plan	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
<b>Total medium Hospitals offering Retirement Benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>75.0</b>
<b>Responding medium hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Medium hospitals = 1 to 124 employees. 8 firms or 100.0% of the survey responding medium hospitals replied to this question. Multiple responses are possible in each column.

**Table 14c. Retirement benefits offered by large hospitals**

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.

Retirement Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	0	0.0	0	0.0	0	0.0
Defined Contribution Plan [e. g. 401(k)]	7	87.5	7	87.5	7	87.5
Stock Ownership Plan	0	0.0	0	0.0	0	0.0
Profit Sharing Plan	1	12.5	1	12.5	1	12.5
SEP/SIMPLE	0	0.0	0	0.0	0	0.0
Thrift or Savings Plan	0	0.0	0	0.0	0	0.0
Other	1	12.5	1	12.5	1	12.5
<b>Total large Hospitals offering Retirement Benefits</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>
<b>Responding large hospitals</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>	<b>8</b>	<b>--</b>

Note: Large hospitals = 375+ employees. 8 firms or 100.0% of the survey responding large hospitals replied to this question. Multiple responses are possible in each column.

The three preceding tables display the types of retirement benefits offered by each of the three firm sizes and three employee groups. All three sizes of hospital indicate that the most common retirement benefit offered to all three employee groups was “Defined Contribution Plan.”

Question 15 queried respondents about funding for their defined contribution plan. Chart 15d shows the responses for all 24 responding hospitals by firm size. Five options were provided.

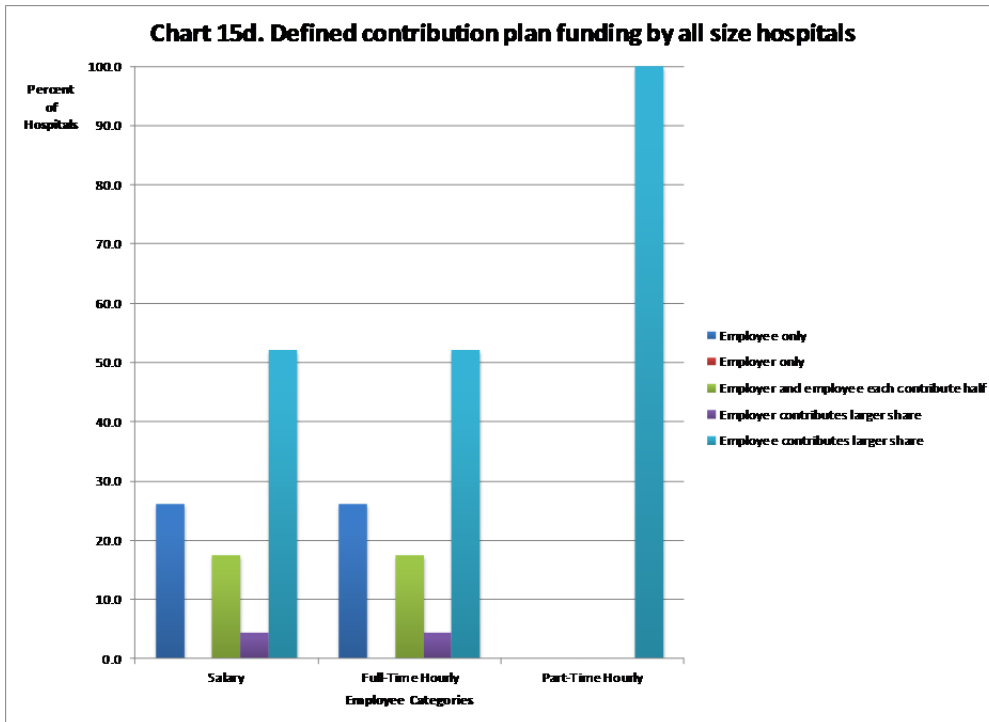


Chart 15d displays the responses of all 24 responding hospitals concerning their defined contribution plan funding. The chart shows that the “Employee contributes larger share” option was chosen most often. This is true for all three employee categories. Tables 15a and 15b show response by small and medium hospitals for all three employee groups.

**Table 15a. Defined contribution plan funding by small hospitals**

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
Employee only	0	0.0	0	0.0	0	0.0
Employer only	0	0.0	0	0.0	0	0.0
Employer and employee each contribute half	1	12.5	1	12.5	0	0.0
Employer contributes larger share	1	12.5	1	12.5	0	0.0
Employee contributes larger share	6	75.0	6	75.0	4	100.0
<b>Responding small hospitals</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>

Note: Small hospitals = 1 to 124 employees. 8 hospitals or 100.0% of the survey responding small hospitals replied to this question.

**Table 15b. Defined contribution plan funding by medium hospitals**

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
Employee only	3	37.5	3	37.5	2	33.3
Employer only	0	0.0	0	0.0	0	0.0
Employer and employee each contribute half	0	0.0	0	0.0	0	0.0
Employer contributes larger share	0	0.0	0	0.0	0	0.0
Employee contributes larger share	5	62.5	5	62.5	4	66.7
<b>Responding medium hospitals</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>

Note: Medium hospitals = 125 to 374 employees. 8 hospitals or 100.0% of the survey responding medium hospitals replied to this question.

As shown in the above two tables, the most common response for both small and medium hospitals was “Employee contributes larger share.” This is the case with all three employee categories.

**Table 15c. Defined contribution plan funding by large hospitals**

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
Employee only	3	42.9	3	42.9	0	0.0
Employer only	0	0.0	0	0.0	0	0.0
Employer and employee each contribute half	3	42.9	3	42.9	0	0.0
Employer contributes larger share	0	0.0	0	0.0	0	0.0
Employee contributes larger share	1	14.3	1	14.3	4	100.0
<b>Responding large hospitals</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>

Note: Large hospitals = 375+ employees. 7 hospitals or 87.5% of the survey responding small hospitals replied to this question.

In Table 15c, we see how large hospitals fund their defined contribution plans. Salary and full-time hourly employees are shown to most often have plans where the funding is contributed by the “Employee only” and where “Employer and employee each contribute half.” In large hospitals, the part-time hourly employees most often have plans where the “Employee contributes larger share.”

Question 16 of our survey offers the respondent three selections to describe possible retirement benefit cost changes.

**Chart 16d. Retirement cost change by all size hospitals**

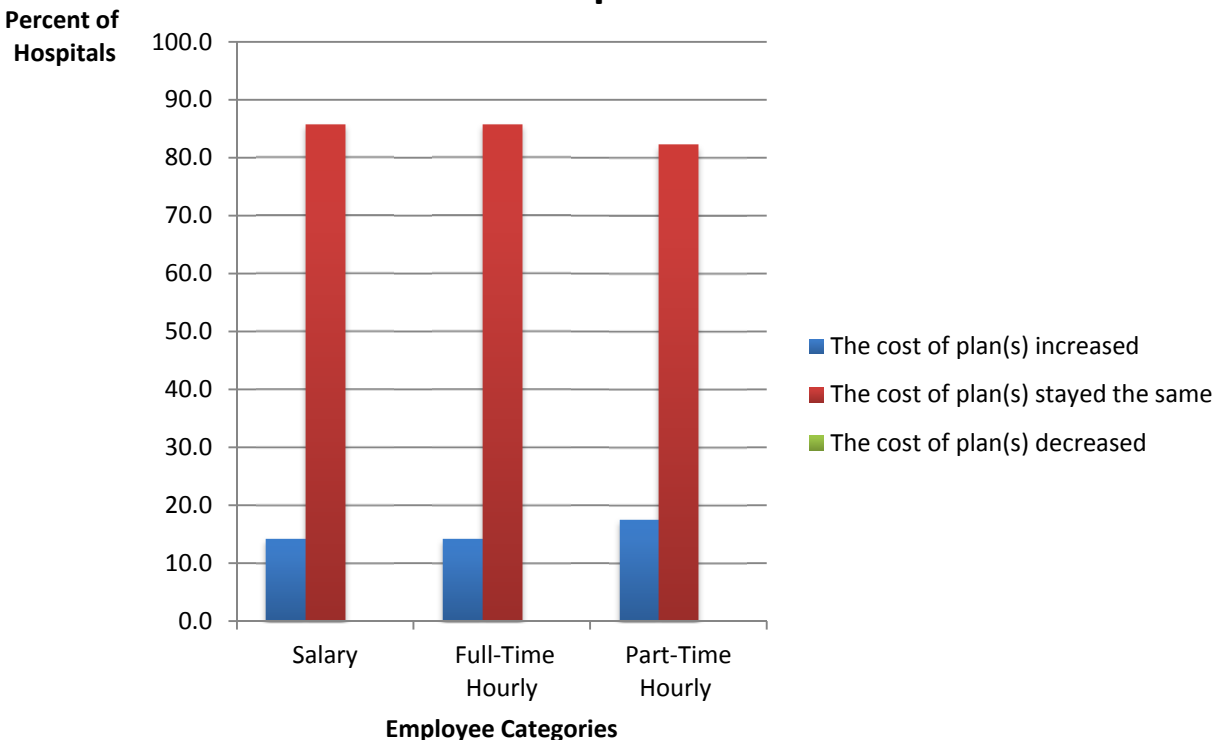


Chart 16d reveals that most of the 21 hospitals responding to this question indicated that “The cost of plan(s) stayed the same” for all three employee groups. Tables 16a, 16b and 16c show retirement benefit cost change by firm size and employee category.

**Table 16a. Retirement cost change by small hospitals**

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
The cost of plan(s) increased	0	0.0	0	0.0	0	0.0
The cost of plan(s) stayed the same	6	100.0	6	100.0	4	100.0
The cost of plan(s) decreased	0	0.0	0	0.0	0	0.0
<b>Responding small hospitals</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>

Note: Small hospitals = 1 to 124 employees. 6 hospitals or 75.5% of the survey responding small hospitals replied to this question.

**Table 16b. Retirement cost change by medium hospitals**

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
The cost of plan(s) increased	1	12.5	1	12.5	1	16.7
The cost of plan(s) stayed the same	7	87.5	7	87.5	5	83.3
The cost of plan(s) decreased	0	0.0	0	0.0	0	0.0
<b>Responding medium hospitals</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>

Note: Medium hospitals = 125 to 374 employees. 8 hospitals or 100.0% of the survey responding small hospitals replied to this question.

**Table 16c. Retirement cost change by large hospitals**

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals	Number of Hospitals	Percent of Hospitals
The cost of plan(s) increased	2	28.6	2	28.6	2	28.6
The cost of plan(s) stayed the same	5	71.4	5	71.4	5	71.4
The cost of plan(s) decreased	0	0.0	0	0.0	0	0.0
<b>Responding large hospitals</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>

Note: Large hospitals = 375 employees. 7 hospitals or 87.5% of the survey responding small hospitals replied to this question.

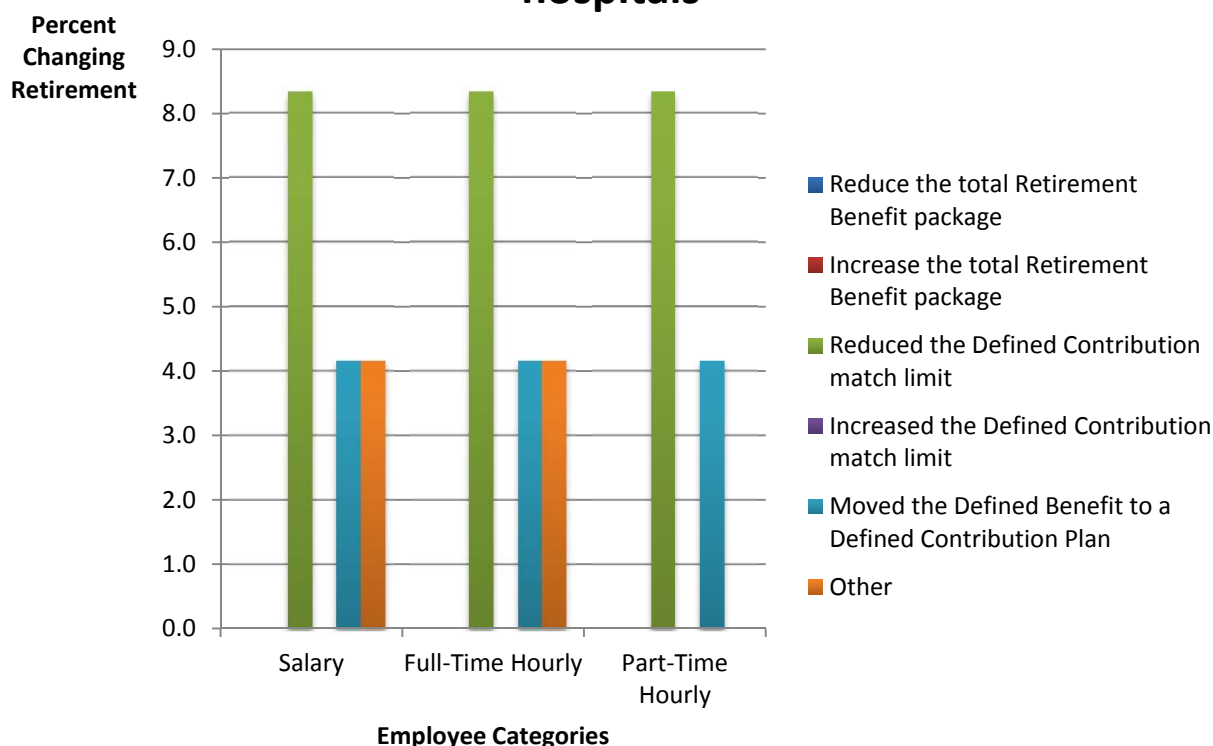
The above three tables explain that a super-majority of hospitals of all firm sizes reported that “The cost of plan(s) stayed the same” for their salary, full-time hourly and part-time hourly employees.

Question 17 addresses retirement plan adjustments made in the last year. The 24 responding hospitals were offered five options and an “Other” choice for descriptions of possible plan



changes. Only four hospitals indicated they changed their retirement plans by responding to this question. Chart 17d shows their responses.

**Chart 17d. Retirement benefit changes by all size hospitals**



Of the four hospitals that changed their retirement plans, two selected “Reduced the Defined Contribution match limit,” one selected “Moved the Defined Benefit to a Defined Contribution Plan,” and one hospital selected the “Other” option. There was not enough response to report the results for Question 17 by firm size.

Survey Question 18 asks: “Have Retirement Benefit cost affected aspects of your business in the last year (last 12 months)?” Table 18a below shows that one medium hospital and three large hospitals responded “Yes” to this question.

**Table 18a: Retirement Cost Affect by hospital size**

Question 18. Have Retirement Benefit cost affected aspects of your business in the last year (last 12 months)?			
Hospital Sizes*	Number in Hospitals Size	Number of Responses	Percent of Responses
Small size hospitals	8	0	0.0
Medium size hospitals	8	1	12.5
Large size hospitals	8	3	37.5
<b>All hospital sizes</b>	<b>24</b>	<b>4</b>	<b>16.7</b>

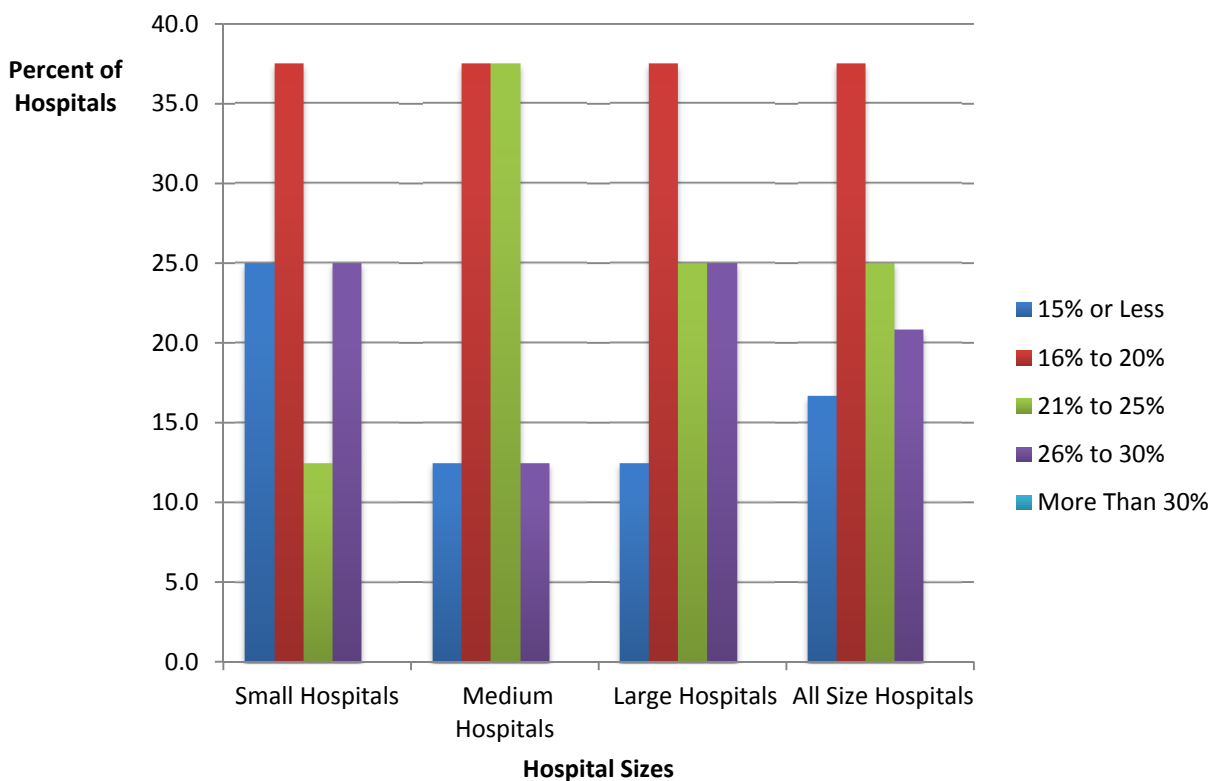
\*Note: Hospital sizes: Small = 1 to 124 employees, Medium = 125 to 373 employees, and Large = 375+ employees.

The fourth and final section explores the overall cost of providing benefits to hospital employees.

## Section 4. Miscellaneous Benefit Questions

Question 19 inquires about the overall cost of providing benefits. Respondents were provided five ranges of cost to indicate benefit cost. All 24 of our surveyed responding hospitals responded to this question. Chart 19 reveals their responses by firm size.

**Chart 19. Total benefit cost by hospital size**



The most frequent response of hospitals of all three sizes was “16% to 20%.”

This concludes the **Special Report: 2014 Oklahoma Hospital Benefits**. Please address questions to:

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