SECTION 1: SURVEY RESULTS PART A: ALL COMPANIES

1. How long has your company been in business?

- a. less than 1 year:
- b. 1-4 years:
- c. 5-9 years:
- d. 10-19 years:
- e. 20 or more years:



2. Which of the following best describes your company's primary business?

- a. Agriculture, forestry, fishing
- b. Construction
- c. Food service
- d. Manufacturing
- e. Retail
- f. Services (medical care, personal services, laundry, repair business, legal, business services, computer services, etc.)
- g. Wholesale
- h. Other



3. For calendar year 2000, what was your company's annual gross revenue?

- a. less than \$25,000
- b. \$25,000 \$50,000
- c. \$50,001 \$100,000
- d. \$100,001 \$200,000
- e. \$200,001 \$500,000
- f. \$500,001 \$1 million
- g. \$1,000,001 \$2.5 million
- h. more than \$2.5 million



4. As of December 31, 2000, what was your company's estimated net worth?

- a. less than \$50,000
- b. \$50,000 \$100,000
- c. \$100,001 \$200,000
- d. \$200,001 \$500,000
- e. \$500,001 \$1 million
- f. \$1,000,001 \$2.5 million
- g. \$2,500,001 \$5 million
- h. more than \$5 million



5. Which of the following describes the wages of most of your employees?

- a. minimum wage
- b. hourly, but more than minimum wage
- c. salaried
- d. independent contractors
- e. mix
- f. hourly plus tips



6. How many employees earn less than \$8 an hour?

- a. 1-2
- b. 3-5
- c. 6-10
- d. 11-20 e. 21-30
- f. 31-40
- g. 41-50
- h. none



- 7. Not including the business owner(s), approximately what is the average annual salary (excluding all benefits) for a full-time employee?
 - a. Less than \$10,000
 - b. \$10,000 \$15,000
 - c. \$15,001 \$20,000
 - d. \$20,001 \$25,000
 - e. \$25,001 \$50,000
 - f. \$50,001 \$75,000
 - g. More than \$75,000



- 8. If some of your employees have children who are covered under TexCare Partnership (State Medicaid or Children's Health Insurance Programs), have any of those employees ever indicated to you that they would prefer their children be covered under an employment-based health plan instead of under Medicaid or CHIP?
 - a. I do not know if any of my employees' children are covered under Medicaid or CHIP, and none have indicated that they would prefer to be covered under an employment-based health plan.
 - b. I do know that some employees have children who are covered under Medicaid or CHIP, but I have not had any discussions with my employees about their preference.
 - c. Less than 5 employees have indicated to me that they would prefer to enroll their children in an employment-based health plan rather than Medicaid or CHIP.
 - d. Between 5 and 10 employees have indicated to me that they would prefer to enroll their children in an employment-based health plan rather than Medicaid or CHIP.
 - e. More than 10 employees have indicated to me that they would prefer to enroll their children in an employment-based health plan rather than Medicaid or CHIP.



- 9. Does your company currently offer health insurance coverage to its employees?
 - a. Yes
 - b. No



IF YES, PLEASE SKIP TO PART C: QUESTIONS 41-63. IF NO, PLEASE CONTINUE WITH PART B: QUESTIONS 10-40.

PART B: COMPANIES NOT CURRENTLY OFFERING HEALTH INSURANCE

The following questions (10-40) were answered only by those employers who do not currently offer health insurance (5,013 employers).

- 10. Has your company offered health insurance coverage to its employees within the past 5 calendar years (1997-2001)?
 - a. Yes
 - b. No



- 11. Has your company attempted to purchase health insurance within the past 5 calendar years (1997-2001)?
 - a. Yes
 - b. No



12. Which statement best describes your company's position on purchasing health insurance?

- a. The company will definitely not offer health insurance in the next 3 years.
- b. The company will probably not offer health insurance in the next 3 years.
- c. The company will probably offer health insurance in the next 3 years.
- d. The company will definitely offer health insurance in the next 3 years.



13. Which statement best describes your company employees' level of interest in health insurance?

- a. Employees are very interested in whether health insurance will be offered.
- b. Employees are somewhat interested in whether health insurance will be offered.
- c. Employees are mildly interested in whether health insurance will be offered.
- d. Employees are not interested in whether health insurance will be offered.





14. Do you feel that not offering health insurance has negatively affected your ability to attract qualified employees?

15. Which statement best describes your company's reason for not offering health insurance? Please select only one.

- a. We have not tried to purchase insurance because we know it is too expensive.
- b. We tried to purchase insurance but it was too expensive.
- c. The majority of employees don't want insurance because they already have coverage under another family member's policy or some other type of coverage (such as Medicare, Medicaid, or the Children's Health Insurance Plan).
- d. We couldn't obtain insurance because one or more of our employees has a pre-existing health condition that makes our group uninsurable.
- e. The majority of employees do not want health insurance because they do not think it is necessary.
- f. The majority of employees prefer higher wages to health insurance.
- g. We are willing to offer coverage, but the majority of employees are not able to afford their share of the premium.
- h. Providing health insurance is too much of an administrative hassle.



Background Note: The following information should assist you in answering Questions 16-18.

When employers offer health insurance, the employer usually pays a percentage of the premium cost and the employee pays the remaining percentage. For example, the employer may pay 75% of the cost and the employee would pay the remaining 25%. The actual percentages may vary depending on the insurer and the employer.

- 16. If your company has received an estimate for health insurance within the past 3 years, please indicate the estimated <u>total</u> monthly premium for all the company's employees combined, including <u>both</u> the employer's and the employee's contribution.
 - a. We haven't received an estimate.
 - b. Less than \$1,000 a month.
 - c. \$1,000 \$2,000 a month.
 - d. \$2,001 \$3,000 a month.

- e. \$3,001 \$4,000 a month.
- f. \$4,001 \$5,000 a month.
- g. \$5,001 \$7,500 a month.
- h. More than \$7,500 a month.



- 17. If your company were to purchase health insurance coverage today, approximately how much money per employee do you believe insurance would cost? Please indicate the total amount of the premium cost including <u>both</u> the company's contribution and the employee's contribution. The estimate should indicate the cost for employee-only coverage (i.e. does not include the cost of coverage for the employee's spouse or children).
 - a. \$0 \$50 per employee per month
 - b. \$51-\$100 per employee per month
 - c. \$101-\$200 per employee per month
 - d. \$201-\$300 per employee per month
- e. \$301-\$400 per employee per month
- f. \$401-\$500 per employee per month
- g. \$501-\$600 per employee per month
- h. More than \$600 per employee per month



- 18. If your company decided to purchase health insurance, approximately what is the maximum amount it would be able to pay for each employee per month? Please indicate only how much <u>the company</u> would be able to pay, not including the employee's contribution.
 - a. The company would not be interested in purchasing health insurance at any cost
 - b. Less than \$50 per employee per month
 - c. \$50 per employee per month
 - d. \$100 per employee per month
 - e. \$150 per employee per month
 - f. \$200 per employee per month
 - g. \$250 per employee per month
 - h. \$300 or more per employee per month



If you were to purchase health insurance for your company's employees, please indicate the importance of each of the benefits listed below (19 - 33) using the following scale:

- a = extremely important b = very important c = somewhat important d = not very important e = not at all important
- 19. Visits to a primary care physician, such as a pediatrician or family doctor, but only when sick



20. Visits to a primary care physician when sick and for annual well-person check-ups



21. Visits to a specialist physician, such as a cardiologist or surgeon



22. In-patient hospital care (for surgery, illness, emergencies, etc.)



23. Maternity care for pregnant women



24. Laboratory services (such as getting blood work or having a biopsy analyzed).



25. Mental health services



26. Prescription drugs



27. X-Rays or MRI's



28. Alcohol or drug abuse treatment



29. Well-child care, including coverage for immunizations and routine check-ups



30. Chiropractic services



31. Preventive screenings (such as mammograms or prostate cancer testing)



32. Vision care (visits to the eye doctor, glasses, contacts)



33. Dental benefits



- 34. In order to make health insurance more affordable, if you had to choose between an insurance policy that provides coverage only for routine health care expenses (such as annual check-ups, minor illnesses and injuries, limited hospital coverage) and a policy that provides coverage only for major catastrophic illnesses (such as cancer, organ transplants, major surgery or major injury), which type of coverage would you prefer? <u>Please select only one.</u>
 - a. Benefits for preventive care, routine illnesses and minor injuries with a benefit level that would pay costs up to \$10,000 per person each year
 - b. Benefits for preventive care, routine illnesses and minor injuries with a benefit level that would pay costs up to \$20,000 per person each year
 - c. Benefits for preventive care, routine illnesses and minor injuries with a benefit level that would pay costs up to \$50,000 per person each year
 - d. Benefits for major catastrophic illnesses that would not cover routine illnesses but would provide coverage for large medical expenses with a benefit level of \$100,000 per person each year
 - e. Benefits for major catastrophic illness that would not cover routine illnesses but would provide coverage for large medical expenses with a benefit level of \$500,000 per person each year
 - f. Benefits for major catastrophic illness that would not cover routine illnesses but would provide coverage for large medical expenses with no benefit level maximum.



In recent years, the Texas Legislature passed several reforms that were intended to make health insurance more affordable and more widely available to small employers. Please indicate whether you are aware of each of the reforms in questions 35-37:

35. Small employers cannot be denied health insurance coverage based on the health status of their employees.



36. Small employers can purchase one of two standard benefit plans (the Basic and Catastrophic health plans) that offer more limited benefits at a lower cost.



37. Small employers can join together to form purchasing alliances for the purpose of buying health insurance.



38. How would you best describe your level of knowledge about issues concerning health insurance purchases?

- a. I am very comfortable discussing and evaluating health insurance purchasing issues.
- b. I am fairly comfortable discussing and evaluating health insurance purchasing issues.
- c. I am fairly uncomfortable discussing and evaluating health insurance purchasing issues.
- d. I am very uncomfortable discussing and evaluating health insurance purchasing issues.
- e. I am so uncomfortable discussing and evaluating health insurance purchasing issues that I try to avoid it.



39. Which statement best describes how you feel about health insurance?

- a. Employers should provide health insurance for their employees if they can afford to do so.
- b. Employers should provide health insurance for their employees and pay at least 75% of the cost of the employees' family members if they can afford to do so.
- c. Employers should provide health insurance for their employees and pay at least 50% of the cost of the employees' family members if they can afford to do so.
- d. Employers should provide health insurance for their employees if they can afford to do so, but they should not be expected to pay for coverage of the employees' family members.
- e. Employers should not feel responsible for providing health insurance for their employees, even if they can afford to do so.



40. Of the following choices, which entity do you think is primarily responsible for assuring people have health insurance?

- a. The federal government
- b. The state government
- c. Local government
- d. Employers
- e. Individuals
- f. None of the above insurance is not important
- g. Other



PLEASE SKIP TO PART D: QUESTIONS 64-80.

The following questions (41-60) were answered only by those companies who do currently offer health insurance.

41. How many years has your company offered health insurance?

- a. Less than one
- b. 1-2 years
- c. 3-5 years
- d. 6-10 years
- e. 11-15 years
- f. More than 15 years



42. Which employees are eligible for the company's health plan?

- a. Only full-time employees (working 36-40 hours per week)
- b. All employees working at least 20 hours per week
- c. All employees working at least 25 hours per week
- d. All employees working at least 30 hours per week
- e. All employees working at least 35 hours per week
- f. Other



43. How many employees at your company are eligible to purchase health insurance through the plan offered by your company?



44. Approximately what percentage of employees are eligible to purchase health insurance but do not?

- a. Less than 10% of eligible employees decline the insurance
- b. Between 10% and 20% of eligible employees decline the insurance
- c. Between 21% and 30% of eligible employees decline the insurance
- d. Between 31% and 40% of eligible employees decline the insurance
- e. Between 41% and 50% of eligible employees decline the insurance
- f. More than 50% of eligible employees decline the insurance



45. Of those employees who do not purchase health insurance, which of the following statements applies most often?

- a. The employee doesn't take the insurance because he/she is covered under a spouse's or parent's plan.
- b. The employee doesn't take the insurance because he/she has coverage under another employer's plan (either through a second job or a retiree plan).
- c. The employee doesn't take the insurance because he/she cannot afford his/her part of the premium.
- d. The employee doesn't take the insurance because he/she does not want it.



For the following types of insurance, please indicate "yes" if your company currently offers the type of plan listed to its employees and "no" if it does not offer the type of plan listed.

46. An HMO plan that does not allow members to go outside the network





- 47. An HMO plan that allows members to go outside the network
 - a. Yes b. No $R_{7.3\%}$ A 19.2% Breakdown A: 1,135 B: 4,351 B: 4,351
- 48. PPO (Preferred provider organization/preferred provider plan)
 - a. Yes
 - b. No



<u>Response</u> Breakdown	
A: 4,165 B: 1,390	

Response Breakdown A: 435 B: 4,866

- 49. Traditional Indemnity Plan
 - a. Yes





- 50. Do your employees contribute to the cost of their own coverage (not including coverage for children or spouse)?
 - NR 3.4% Response Breakdown А A: 2,178 36.8% B: 3,538 В 59.8%

a.

Yes b. No

51. Approximately how much is each employee required to contribute towards his/her own insurance coverage each month (not including coverage for children or spouse)?

- a. Employees do not pay anything for their own coverage
- b. Employees generally pay less than \$50 a month
- Employees generally pay \$50 \$75 a month c.
- Employees generally pay \$76 \$100 a month d.
- Employees generally pay more than \$100 a month e.



- 52. Approximately what percentage of the total cost of insurance does each employee contribute towards the cost of his/her own coverage each month (not including coverage for children or spouse)?
 - a. 0% b. 5%
 - c. 10%
 - d. 15%
 - e. 20%
 - f. 25%
 - g. 30%
 - h. More than 30%



- 53. Does your company pay any portion of the premium for coverage of an employee's spouse?
 - a. Yes
 - b. No



54. Approximately what percentage of the total cost of the spouse's premium does your company pay?

- a. The company does not pay any portion of the spouse's premium
- b. The company pays 10% of the spouse's premium
- c. The company pays 15% of the spouse's premium
- d. The company pays 20% of the spouse's premium
- e. The company pays 25% of the spouse's premium
- f. The company pays 50% of the spouse's premium
- g. The company pays more than half (51-99%) of the spouse's premium
- h. The company pays all of the spouse's premium



55. Does your company pay any portion of the premium for coverage of an employee's children?

- a. Yes
- b. No



56. Approximately what percentage of the total cost of the children's premium does your company pay?

- a. The company does not pay any portion of the children's premium
- b. The company pays 10% of the children's premium
- c. The company pays 15% of the children's premium
- d. The company pays 20% of the children's premium
- e. The company pays 25% of the children's premium
- f. The company pays 50% of the children's premium
- g. The company pays more than half (51-99%) of the children's premium
- h. The company pays all of the children's premium



57. Is your current policy fully insured by an insurance company or an HMO, or is it a self-insured policy in which the business assumes full risk of all health insurance costs?

- a. Fully insured by an insurance company or HMO
- b. Self-insured by the business with no stop loss coverage (also called reinsurance)
- c. Self-insured by the business with stop loss/reinsurance coverage
- d. I don't know



Response		
Breakdown		
A: 4,953		
B: 28		
C: 113		
D: 607		

58. On average, about how often do you change insurance carriers?

- a. Every year
- b. Every two years
- c. Every three years
- d. Every four years
- e. Every five years
- f. The company has not changed carriers within the past five years



59. Approximately how much has the cost of your health insurance plan increased since 1999?

- a. Does not apply we have offered health insurance coverage for less than three years
- b. Less than 10%
- c. 10% 25%
- d. 26% 50%
- e. 51% 75%
- f. 76% 100%
- g. 101% 150%
- h. More than 150%



60. How likely is your company to discontinue providing health insurance within the next 5 years?

- a. Almost certain to discontinue
- b. Very likely to discontinue
- c. Somewhat likely to discontinue
- d. Very unlikely to discontinue
- e. Absolutely not likely the company will continue providing health insurance.



61. Since CHIP was implemented in 1999, have you seen a decline in the number of employees who cover their children under the health insurance plan offered by your business?

- a. I have not noticed any decrease in the number of employees who cover their children under our health plan.
- b. I have noticed a decrease in the number of employees who cover their children, and I am sure it is because these children are now enrolled in CHIP.
- c. I have noticed a decrease in the number of employees who cover their children, and I think it is because they are now enrolled in CHIP but do not know that for certain.
- d. I have noticed a decrease in the number of employees who cover their children, but I know that these children are **not** enrolled in CHIP.
- e. I have noticed a decrease in the number of employees who cover their children, but I do not know whether these children are now covered under CHIP.





62. How many of your employees are currently insured under your company's health plan? (bubble in twodigit number)

63. Including employees, spouses and children, what is the total number of people currently insured under your company's health plan? (bubble in three-digit number)



PLEASE CONTINUE WITH PART D: QUESTIONS 64-80.

ALL RESPONDENTS, PLEASE PROVIDE THE FOLLOWING INFORMATION. THIS DATA IS EXTREMELY IMPORTANT FOR THE PURPOSE OF OUR SURVEY.

As part of our study, we are looking at a variety of proposals for expanding health insurance in Texas. For each of the options listed below (numbers 64-74), please indicate your level of support as follows:

- a = strongly support b = generally support
- b = generally supportc = generally oppose
- d = strongly oppose
- **64.** Allowing small businesses to join with other small businesses for the purpose of purchasing health insurance at rates similar to those experienced by large employers (known as "purchasing alliances")



65. Allowing small businesses to purchase insurance through a large existing health insurance plan, such as the Texas state employees' health plan or the health plan for federal government employees



66. Reducing the mandated benefits insurers must include in their policies (such as coverage of immunizations, mammograms, chiropractic care, chemical/drug abuse, etc.) as long as insurers are also required to reduce their premium costs



67. Reducing the mandated benefits insurers must include in their policies but not requiring a reduction in premium



68. Providing a financial incentive to encourage small employers to provide health insurance for their employees



69. Allowing children who are not eligible for the state's CHIP program to "buy-in" to the program by paying the required premium



70. Expanding the state's CHIP program to include the parents of children who are already enrolled in CHIP



71. Expanding the state's CHIP program to include more children



72. Providing a government subsidy to lower-income employees to help them pay their share of the cost of health insurance



73. Expanding the state's Medicaid program to include the low-income parents of children who are already enrolled in Medicaid



74. Expanding the state's Medicaid program to include more children



Please bubble in the two-digit number box provided for Questions 75-80.

75. Including the owner(s), how many employees work for your company?



76. How many employees work full-time (36-40 hours per week)?



77. How many employees work part-time?



78. How many employees are contract employers?



Response Breakdown			
Category	Responses		
0	8,847		
1-5	1,290		
6-10	107		
11-20	79		
21-30	28		
31-40	7		
41-50	6		

79. How many employees are female?



80. How many employees are male?





75-80 Employee Breakdown by Group