



Utah Association of Public Charter Schools
**Employee Benefits
Benchmarking Report**



UTAH ASSOCIATION OF
PUBLIC CHARTER SCHOOLS



**UAPCS Employee Benefits
Benchmarking Report**

Data gathered 2022

www.utahcharters.org

www.hubinternational.com



Employee Benefits Benchmarking Report

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The Business Value of Strategic Benefits Planning

It's a challenge familiar to benefits professionals across industries: how to best provide employee benefits that promote a healthy, productive, and dedicated workforce, all while staying within tight budget constraints. Human resources professionals often have to address this challenge while juggling other constraints, from changing regulatory environments and expanding workloads to shifting talent acquisition and retention trends. As a result of these pressures, HR professionals often turn to short-term solutions instead of the longer-term, more strategic approaches that may better serve their organization and its employees.

HUB International recently commissioned multiple sources to explore current practices around benefits decision-making. The findings indicate that while many human resources professionals understand the benefits of adopting a long-term planning approach to employee benefits, few actually do so. Those long-term plans can help you:

- prioritize cost management strategies
- offer employees tailored benefit plans and communications
- invest in HR and benefits administration technology

51

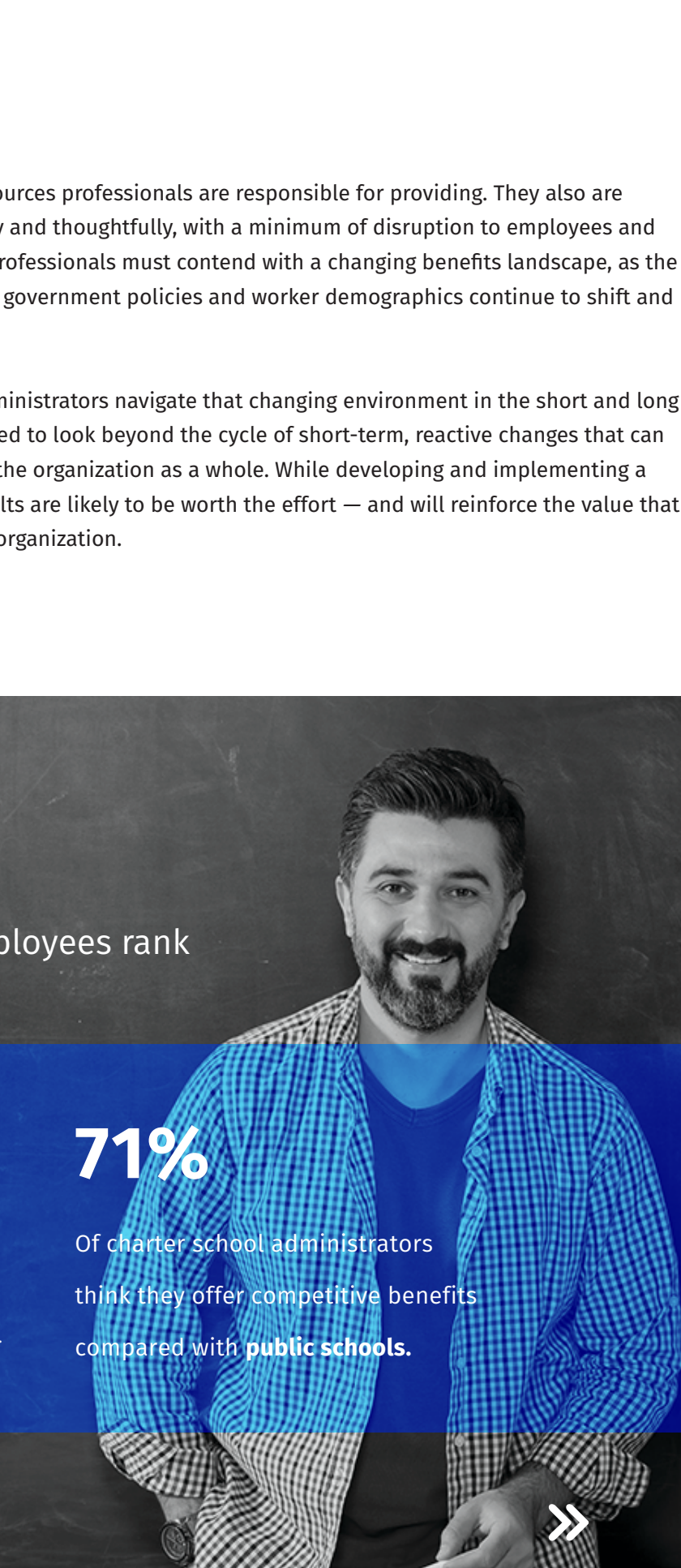
Average number of eligible employees per school.



The Benefit of a Strategic Approach

It's not just employee benefits that human resources professionals are responsible for providing. They also are tasked with delivering those benefits efficiently and thoughtfully, with a minimum of disruption to employees and the organization as a whole. What's more, HR professionals must contend with a changing benefits landscape, as the marketplace, benefits programs, organizations, government policies and worker demographics continue to shift and evolve.

Adopting a strategic plan can help benefits administrators navigate that changing environment in the short and long term. What's more, HR executives are encouraged to look beyond the cycle of short-term, reactive changes that can have adverse impacts on both employees and the organization as a whole. While developing and implementing a longer-term vision can be challenging, the results are likely to be worth the effort — and will reinforce the value that human resources and benefits can bring to an organization.



How do you think your employees rank their employee benefits?

89%

Of charter school administrators think they offer competitive benefits compared with other **charter schools**.

71%

Of charter school administrators think they offer competitive benefits compared with **public schools**.



Which network do your employees prefer?

Intermountain Healthcare

53%

MountainStar/U of U/Steward

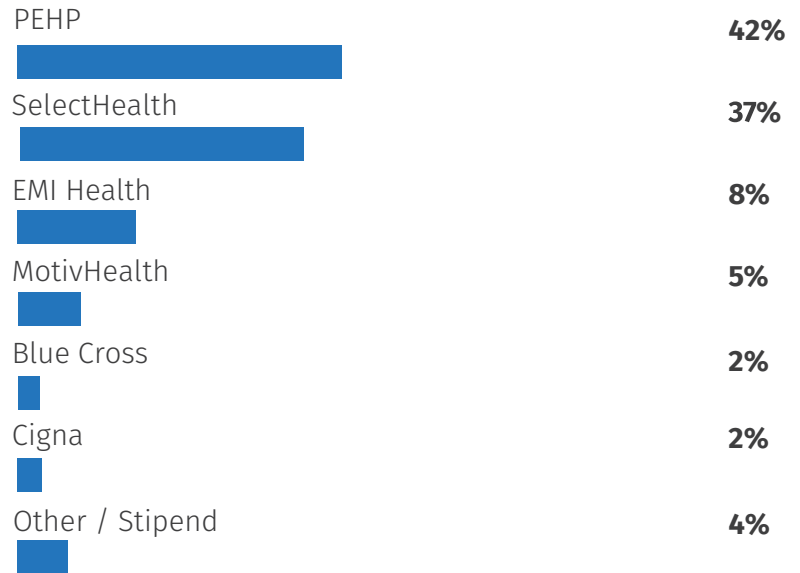
5%

Access to Both

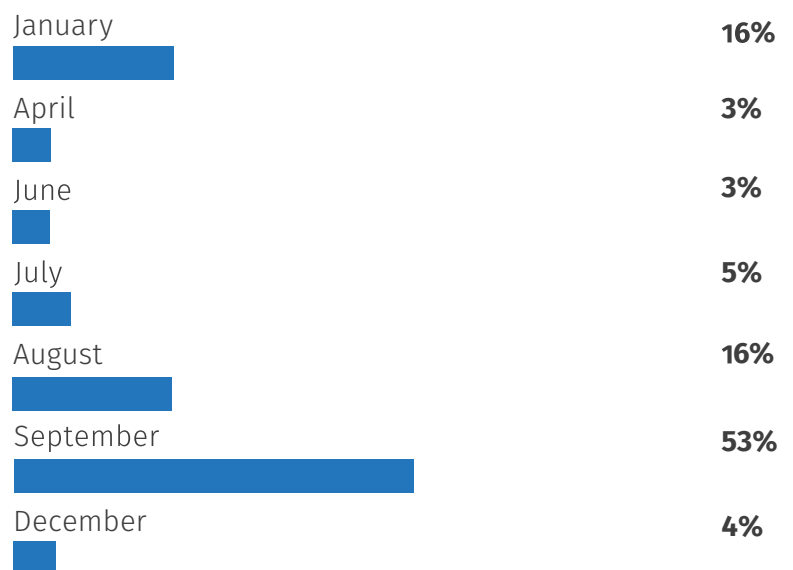
42%

Choosing an insurance carrier can be challenging. It's important to know which hospitals and physicians partner with which health plans.

Who is your current health insurance carrier?



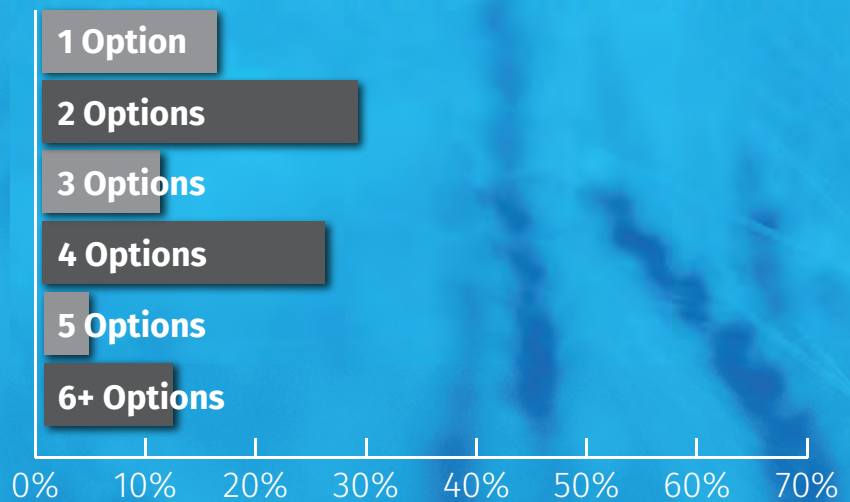
What month do you renew your employee benefits?



Plan Choice

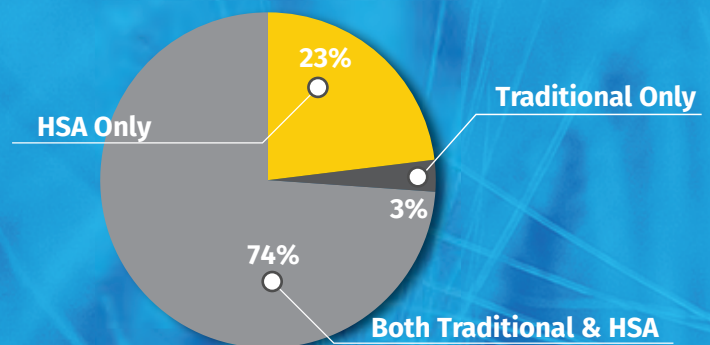


Number of health plan options offered by employers.



Not every plan meets the need of every employee. Providing several plan options gives employees the flexibility to pick a plan that works best for them.

Types of health plans offered by employers.



If applicable, average traditional medical plan deductible offered.

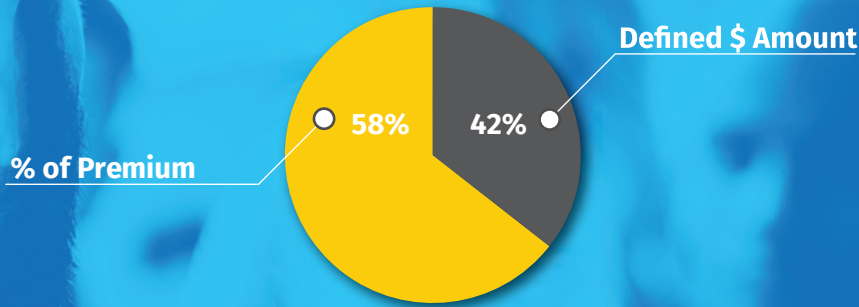


If applicable, average HSA qualified medical plan deductible offered.

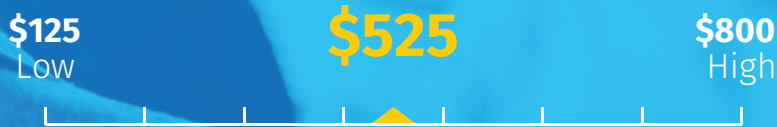


Employer Contribution

Health plan employer contribution based on defined dollar amount versus percentage of premium.



If applicable, average employer contribution defined dollar amount toward employee-only premium.



If applicable, average employer contribution defined dollar amount toward dependant premium.



If applicable, average employer contribution percentage toward employee-only premium.

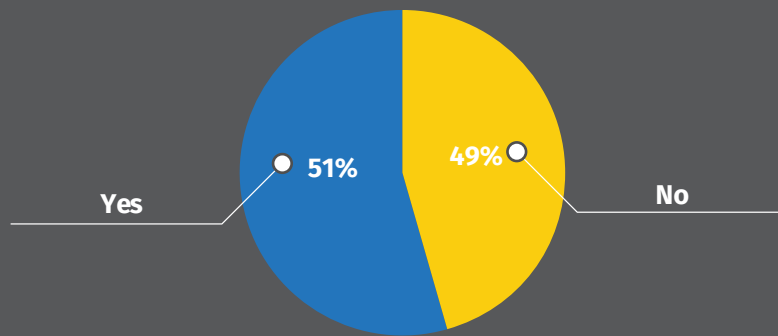


If applicable, average employer contribution percentage toward dependent premium.



Defined contribution packages have increased in popularity in recent years. However, making a switch of this nature can be a challenge depending on your premium structure.

Percentage of employers that offer an HSA employer contribution.



If applicable, average employer contribution toward employee-only HSA.

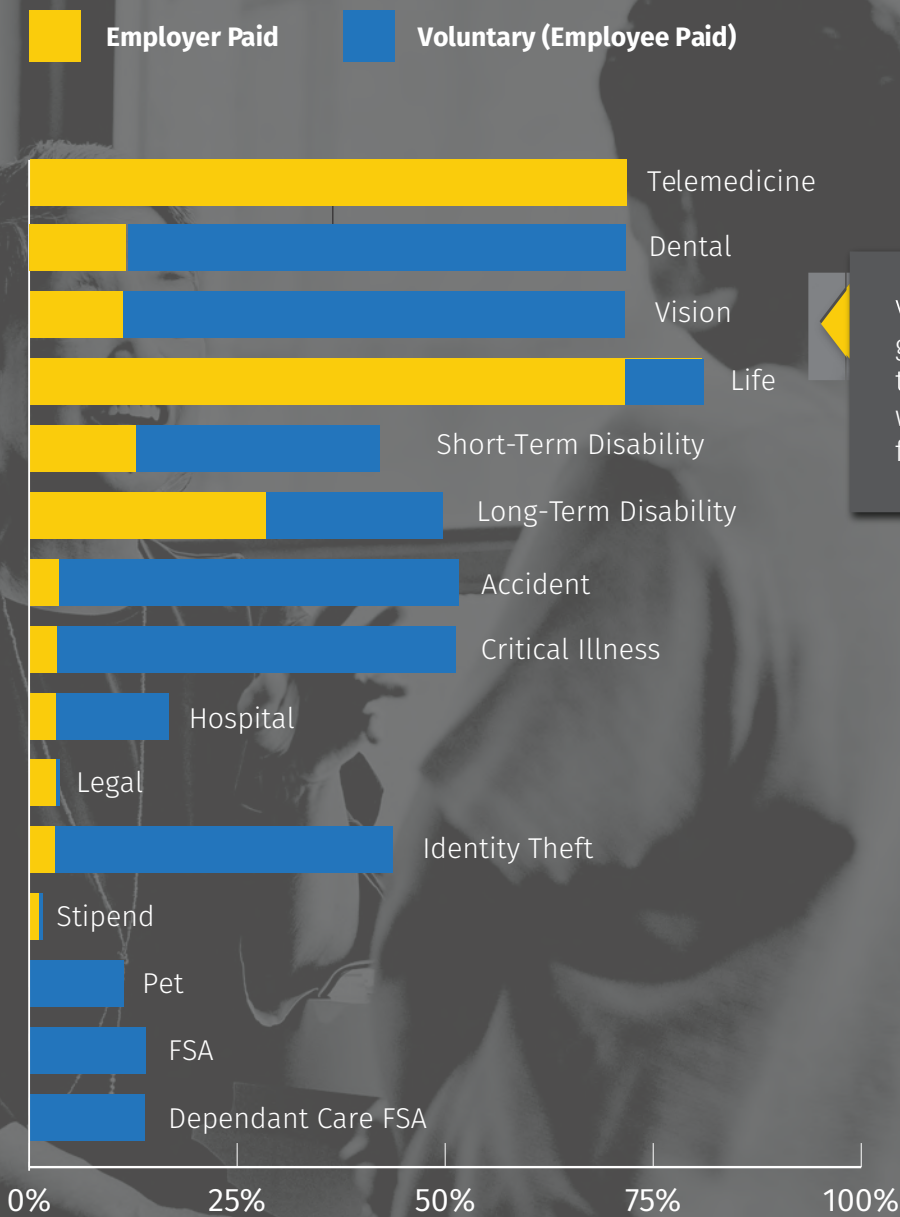


If applicable, average employer contribution toward dependent HSA.



Ancillary Benefits

Percentage of schools that offer ancillary lines of coverage, broken down by employer paid versus voluntary (employee paid).



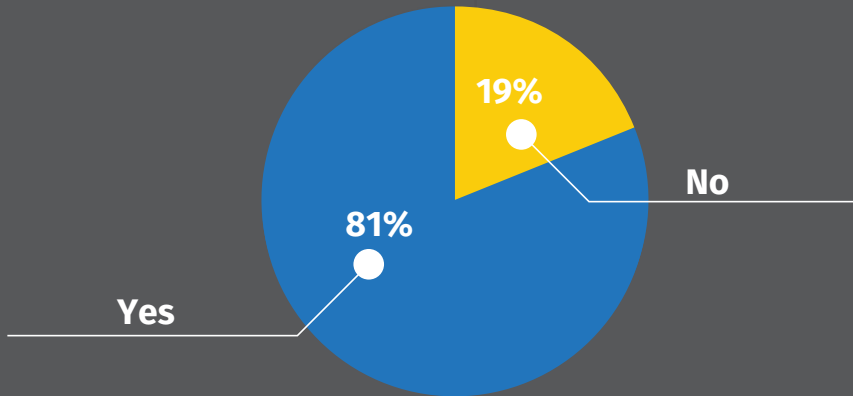
Voluntary benefits are a great way to add value to your benefit pac without increasing costs for the school.



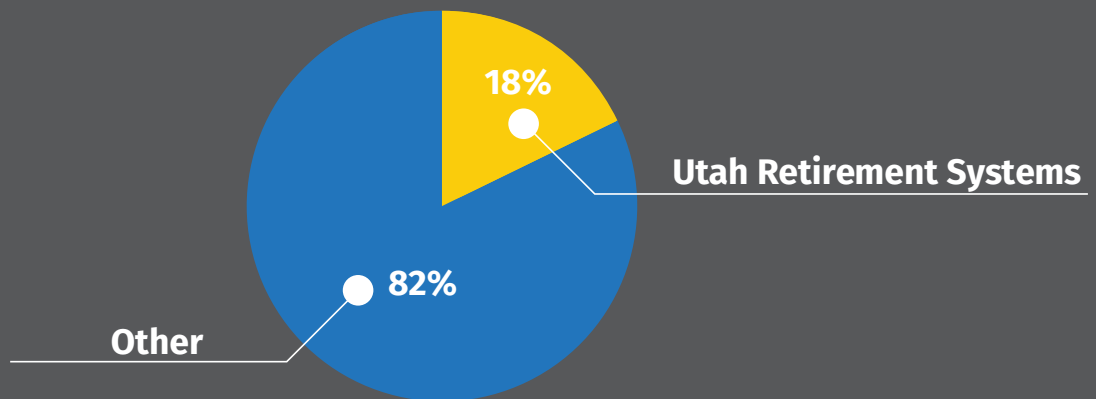
Retirement Plans



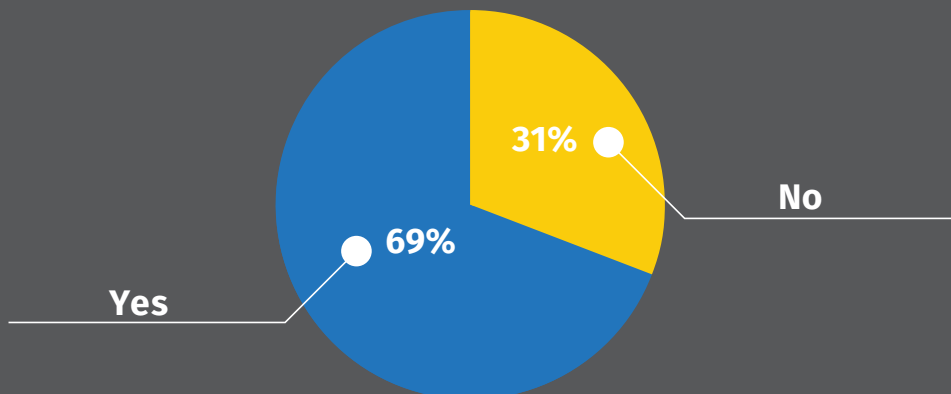
Percentage of employers that offer a retirement plan.



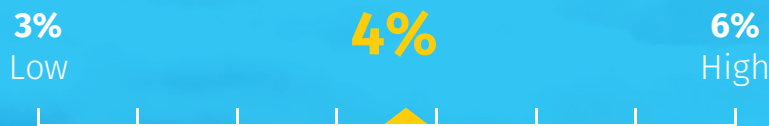
Retirement plan provider breakdown.



Percentage of retirement plans that offer employee match.



If applicable, the average employer match for retirement plans.



On average, most respondents provided a dollar for dollar match to their employees.

If applicable, percentage of employers that offer a non-elective contribution (gift).



If applicable, average non-elective contribution offered by employers.



Percentage of employers that offer a vesting schedule associated with their retirement plan.



CHARTERS United

A New Class of Employee Benefits

What is Charters United?

Charters United is an employee benefits offering comprised of UAPCS member schools who join together for greater transparency and pro-active wellness initiatives not available on their own. This exclusive program was developed to help UAPCS members manage rising premium costs through conscious dedication to the health and well-being of their employees.

Why Charters United?

GREATER **CHOICE**

Our program provides the ability to offer multiple plans to your employees in an all-in-one platform. Additionally, with greater flexibility at the employee level, individuals are able to choose the provider and hospital of their choice.

GREATER **CONVENIENCE**

As a member of Charters United, you'll have access to online enrollment and a paperless onboarding process, increasing efficiency, reducing errors, and enhancing compliance records. This proprietary web-based HR platform also gives you the ability to run reports, view or update employee data, and manage all aspects of your benefits program.

GREATER **PRODUCTIVITY**

We harness technology to alleviate the administrative burden of compliance, improving productivity for both you and your employees. Telemedicine-- an innovative approach to healthcare and benefits-- is part of a broad array of available wellness initiatives designed to encourage healthier, happier employees. In addition to improving the health and well-being of your employees, these wellness initiatives reduce claim costs and decrease out-of-pocket expenses to your employees and increase overall productivity.



Benefits Offered

Health
Dental
Vision
Life
Disability
Telemedicine
Identity Theft/Legal
Employee Assistance Program
Voluntary and Worksite

Included Services

Online Enrollment
Customized Benefit Enrollment Guides
Employer/Employee Web Portal
HR360 Subscription
Dedicated Relationship Manager
ACA Reporting and Compliance Assistance

Become a Charters United member today!
Reach out to us at UAPCS or HUB International:



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