

Medical Expenditure Panel Survey
Insurance Component

2021 HEALTH INSURANCE COST STUDY



U.S. DEPARTMENT OF COMMERCE
U.S. CENSUS BUREAU
ACTING AS COLLECTING AGENT FOR
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
AGENCY FOR HEALTHCARE RESEARCH AND QUALITY

TO COMPLETE THIS SURVEY ONLINE

Visit: <https://portal.census.gov>

Authentication Code:

If completing paper form, please RETURN TO:

U.S. Census Bureau
1201 East 10th Street
Jeffersonville, IN 47132-0001 OR Fax to 1-800-447-4613

PLEASE RETURN ENTIRE CONTENTS OF THIS PACKAGE WITHIN

PLEASE DO NOT REMOVE THIS COVER SHEET

29011012



INSTRUCTIONS

1. Please report for the location identified on the cover sheet, unless otherwise specified.
2. Please report data for the year **2021**.
3. Estimates are acceptable.
4. For an explanation of unfamiliar terms, refer to the MEPS-20(D) Health Insurance Cost Study definition sheet included with this package.
5. Unless otherwise specified, respond for ACTIVE employees.
6. Please retain a completed copy of this form for your records.
7. For assistance completing this survey, please log-in to your Census Bureau account at <https://portal.census.gov> and send us a secure message **OR** call at _____, Monday through Friday, 8:30 a.m. to 5:00 p.m. Eastern Time.

Collection of this information is authorized under Section 913 of the Public Health Service Act (Title 42 United States Code, Section 299b-2). Section 9 of Title 13, United States Code (the U.S. Census Bureau Statute), ensures that the information you report to us will be strictly confidential. It may be seen only by individuals sworn to uphold U.S. Census Bureau confidentiality and may be used only for statistical purposes.

Paperwork Reduction Act and Burden Statements

We estimate this survey will take 45 minutes, on average, to complete, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you offered more than two plans, we estimate an extra 11 minutes per additional plan. You may send any comments regarding this burden estimate or any other aspect of the collection of information, including suggestions for reducing burden, to the following address: Director, Center for Financing, Access and Cost Trends, Paperwork Reduction Project 0935-0124, Agency for Healthcare Research and Quality, 5600 Fishers Lane, Mail Stop 07W41A, Rockville, MD 20857. Please **do not** mail questionnaires to this address as it will delay data processing. If the enclosed mailing envelope has been misplaced, please send questionnaire to the address on the front page of this form.



NUMBER OF PLANS

Respond for **ACTIVE** employees only.

1 In 2021, did your organization offer any health insurance plans to its **ACTIVE** employees at this location?

For this survey, a health insurance plan is defined as a plan where hospital and/or physician coverage is made available to employees.

- 001 1 Yes – Continue with **2**
- 2 No – **SKIP to 3**

2 During the 2021 plan year, how many different health insurance plan choices did your organization offer to its **ACTIVE** employees at this location?

Do not count single service plans (optional plans) such as dental or vision.

- Single, employee-plus-one, and family coverage providing the same level of benefits from the same insurance company count as ONE plan.
- High and standard options count as TWO plans.
- An HMO and a PPO from the same insurance company count as TWO plans.

- 003 Health insurance plan choices at this location

PRIOR YEAR OFFERING

3 In 2020, did your organization offer any health insurance plans to its **ACTIVE** employees at this location?

- 741 1 Yes – Offered
- 2 No – Not offered
- 3 Don't know

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Continue with **4**

EMPLOYMENT CHARACTERISTICS

Estimates are acceptable for all employment, eligibility, and enrollment figures.

For Questions 4 through 11b, if the answer is **NONE**, please enter "0".

Include:

- Corporate officers and managers
- Employees on the payroll for this location, including: those who work off-site. those who are leased or contracted TO other organizations.
- Full-time and part-time employees
- Owners
- Temporary and seasonal employees

Exclude:

- Former employees
- Workers leased or contracted FROM other organizations
- Retirees

4 In 2021, what was the total number of employees your organization had at ALL locations for a typical pay period? 034 Employees at all locations

Complete Questions 5a through 22 for the location listed on the cover sheet.

5 a. How many employees were on your organization's payroll AT THIS LOCATION for a typical pay period? 200 All employees at this location

If your organization did not offer health insurance in 2021, **SKIP** to **6a**.

b. How many of these employees were **ELIGIBLE** for at least one health plan through your organization? 201 Eligible employees

c. How many of these employees were **ENROLLED** in any health plan through your organization? 202 Enrolled employees

6 a. For the same TYPICAL pay period, how many of the employees reported in Question 5a worked part-time? 203 Part-time employees

If your organization did not offer health insurance in 2021, **SKIP** to **7**.

b. How many of these part-time employees were **ELIGIBLE** for at least one health plan through your organization? 204 Eligible part-time employees

c. How many of these part-time employees were **ENROLLED** in any health plan through your organization? 205 Enrolled part-time employees

7 How many of the employees reported in Question 5a worked fewer than 30 hours per week? 742 Employees worked fewer than 30 hours

743 No employees worked fewer than 30 hours.

8 Is the information you provided in Questions 5 through 7 for the location listed on the cover sheet OR did you provide information for multiple locations? 550

1 Information for specified location

2 Information for multiple locations

If your organization did not offer health insurance in 2021, **SKIP** to **10a**.

Continue with 9

EMPLOYMENT CHARACTERISTICS - Continued

9 What was the minimum number of hours per week that an employee had to work in order to be eligible for health insurance? 626

Minimum hours worked per week to be eligible

721 No minimum number of hours required.

*Provide information for a TYPICAL pay period in 2021.
Estimates are acceptable.*

10 a. Approximately what percentage of the employees at this location were union members? 018

% Union members

729 No union members

b. Approximately what percentage of the employees at this location were women? 016

% Women employees

c. Approximately what percentage of the employees at this location were 50 years old or older? 017

% Employees 50 years old or older

d. For the employees at this location, approximately what percentage earned:

Less than \$13.50 per hour? 022

Approximately \$28,080 a year or less. % Earned less than \$13.50 per hour

Between \$13.50 and \$32.00 per hour? 023

Approximately \$28,080 to \$66,560 a year. % Earned between \$13.50 and \$32.00 per hour

More than \$32.00 per hour? 024

Approximately \$66,560 a year or more. % Earned more than \$32.00 per hour

1 0 0 %

e. For the employees at this location, approximately how many earned more than \$50.50 per hour? 726

, Number of employees that earned more than \$50.50 per hour

Approximately \$105,040 a year or more

11 a. For the employees at this location, what percentage telework on a regular basis? 796

% Teleworking employees

*For example, once a week, once a pay period, monthly, etc.
Estimates are acceptable. Include all position types.*

b. For the employees at this location, what percentage are able to do their jobs by teleworking if necessary? 797

% Employees able to do their jobs by teleworking

Necessary - Due to pandemic, inclement weather or other circumstances that make it difficult or inadvisable to work in the office.

Estimates are acceptable. Include all position types.

Continue with 12

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EMPLOYMENT CHARACTERISTICS - Continued

- 12** In 2021, did your organization have a net change in the number of active employees in response to the Coronavirus pandemic or related economic conditions at this location?
- 798
- 1 Yes, net increase
 - 2 Yes, net decrease
 - 3 No net change in number of active employees
 - 4 Don't know

FRINGE BENEFITS CHARACTERISTICS

- 13** Did your organization offer the following fringe benefits to its employees at this location?
- If Paid Time Off (PTO) is offered, mark (X) Yes for paid vacation AND paid sick leave.*
- | | | Yes
(1) | No
(2) | Don't
know
(3) |
|-----|--------------------------------------|--------------------------|--------------------------|--------------------------|
| 050 | Paid vacation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 051 | Paid sick leave | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 052 | Life insurance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 053 | Disability insurance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 795 | Critical illness insurance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 054 | Retirement/pension plans | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
- Critical illness insurance is a special form of insurance that pays the policyholder a lump-sum, tax-free payment if they suffer from serious illnesses, including but not limited to cancer, heart attack, kidney failure and stroke.*

TAX-ADVANTAGED BENEFITS

- 14** Did your organization offer any of these tax-advantaged benefits to its employees at this location?
- See the definition sheet MEPS-20(D) included with this package for an explanation of these benefits.*
- | | | Yes
(1) | No
(2) | Don't
know
(3) |
|-----|--|--------------------------|--------------------------|--------------------------|
| 627 | Employee contributions to health insurance made on a pre-tax basis | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 056 | Flexible Spending Accounts (FSA) for healthcare | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 057 | Flexible Benefits Plans
Full cafeteria plans that offer employees a set of benefits from which to choose. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If your organization offered health insurance, continue with 15.
If your organization DID NOT offer health insurance, SKIP to 22.

Continue with 15



HEALTH INSURANCE EXCHANGES AND INSURANCE BROKERS

15 Did your organization offer health insurance to active employees through a private exchange (also known as a corporate exchange)?

A private exchange is created by a consulting company, insurance carrier, or other private organization and not by either a federal or state government. Private exchanges often allow employees to choose from several health insurance options offered on the exchange.

- 765
- 1 Yes
 - 2 No
 - 3 Don't know

If your organization has more than 100 employees at all locations, SKIP to 17a. Otherwise, continue with 16.

16 Did your organization use a third party, such as an insurance broker or agent, to help purchase the insurance plan(s)?

- 770
- 1 Yes
 - 2 No
 - 3 Don't know

GENERAL HEALTH COVERAGE CHARACTERISTICS

17 a. Did your organization offer any of the listed optional coverage services at a premium SEPARATE from the comprehensive health plan to the active employees at this location?

Report single service insurance plans only.

Do not include single services covered under a comprehensive health plan.

Long-term care insurance helps cover the cost of institutional and home care required by the chronically ill or disabled.

	Yes (1)	No (2)	Don't know (3)
192 Dental	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
193 Vision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
194 Prescription drugs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
195 Long-term care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
562 <input type="checkbox"/> No optional coverage – SKIP to 18			

b. What was the total amount paid for optional coverage for all active employees during a TYPICAL MONTH at this location?

Include both employer and employee contributions.

720

\$, , .00

Monthly total optional coverage cost

18 Did your organization impose a waiting period before new employees could be covered by health insurance?

- 197
- 1 Yes
 - 2 No
 - 3 Don't know

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Continue with 19

GENERAL HEALTH COVERAGE CHARACTERISTICS - Continued

19 Did your organization provide any financial compensation or incentives to employees if they did not elect to receive health insurance coverage through your organization?

- 723
- 1 Yes
 - 2 No
 - 3 Don't know

20 Were employees' SPOUSES eligible for health insurance coverage through your organization?

- 745
- 5 All spouses eligible, **HIGHER** employee contribution paid if spouse eligible through own employer.
 - 6 All spouses eligible, **SAME** employee contribution.
 - 7 All spouses eligible, don't know employee contribution.
 - 2 Limited spouses eligible, only if not offered by own employer.
 - 3 No spouses eligible.
 - 4 Don't know

21 Did your organization offer health insurance coverage to UNMARRIED domestic partners?

- | | Yes
(1) | No
(2) | Don't
know
(3) |
|--|--------------------------|--------------------------|--------------------------|
| 730 Same sex domestic partners | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 731 Opposite sex domestic partners | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

22 Did your organization offer an Individual Coverage Health Reimbursement Arrangement (ICHRA) or Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)?

*ICHRA/QSEHRA are not traditional HRAs. If only a traditional HRA was offered, select 'No'.
See the definition sheet MEPS-20(D) included with this package for an explanation of these terms.*

- 794
- 1 Yes, offered ICHRA
 - 2 Yes, offered QSEHRA
 - 3 No, did not offer either arrangement
 - 4 Don't know

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Continue with **23**

RETIREE HEALTH COVERAGE CHARACTERISTICS Continued

NEW RETIREES

For Questions 26a through 26c, NEW RETIREES refers only to persons who retired from your organization in 2021. Exclude any retirees that have coverage through COBRA or state continuation-of-benefits laws.

26 a. Did your organization offer health insurance to any NEW RETIREES?

630 1 Yes – Continue with **26b**
 2 No
 3 Don't know

SKIP to the bottom of this page to complete form.

b. Were NEW RETIREES under 65 years of age eligible for health insurance?

631 1 Yes
 2 No
 3 Don't know

c. Were NEW RETIREES age 65 or older eligible for health insurance?

632 1 Yes
 2 No
 3 Don't know

500 Remarks

PERSON COMPLETING THIS QUESTIONNAIRE

Name (Please print) 212

Title (Please print) 213

Area code 215 - Number - Extension 220

MM 214 DD YYYY

Email 217

***** PLEASE NOTE *****

If your organization offered health insurance, please complete the attached MEPS-10(S), Plan Information Questionnaire, for each plan offered (up to four plans). If your organization DID NOT offer health insurance, you have completed the survey.

PLEASE RETAIN A COPY OF THIS FORM FOR YOUR RECORDS

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