

SENIOR LIVING Employee Benefits Benchmarking Report

Employee Owned



Est. 1864



INTRODUCTION

“The Year of Recovery” has been coined by some HR Directors to describe their 2022-2023 strategy. Business leaders are evaluating how to get their employees mentally, emotionally and physically back to work and productive.

Senior Living communities are facing significant challenges attracting and retaining talent in order to provide the desired level of care and service. Facility employee turnover rates are 46.9% with nurse aids at the highest of any department at 83.9%, followed by registered nurses at 66.7%. Wage increases were 2-3.5% in 2021, but are estimated to be much higher in 2022.

In the face of these challenges, finding unique ways to keep employee benefits affordable and competitive is an opportunity to make your Senior Living community stand out.

Scott's Senior Living Speciality Group provides insights into the industry to allow you the ability to make informed decisions. This report provides data and analysis to help guide your employee benefits decisions as you strive to be an employer of choice.



Medical data points are benchmarked in two ways, by National Senior Living and by Regional (VA, NC, SC, TN) Senior Living entities. The benchmarks referenced will be the 50% Median.

Medical PPO plans have remained consistent nationally and regionally the past four years. The most change has come in the pharmacy benefit with an increase in co-pays in 2019 and 2020.

Medical PPO	National - Senior Living	Regional - Senior Living
Deductible	\$2,000	\$2,000
Coinsurance	20%	20%
Max Out of Pocket	\$5,825	\$5,500
Office Visit Co-pay	\$30	\$30
Specialty Co-pay	\$50	\$50
Rx Copays	National - Senior Living	Regional - Senior Living
Generic	\$10	\$10
Formulary	\$45	\$40
Non-Formulary	\$70	\$70
Specialty	\$150	\$178

Regional - Senior Living includes data from VA, NC, SC and TN.

MEDICAL - PPO



Medical Premium PPO	National - Senior Living	Regional - Senior Living
Employee only	\$652	\$611
Employee + Spouse	\$1,377	\$1,302
Employee + Child(ren)	\$1,222	\$1,192
Family	\$1,912	\$1,779

Medical Employee Contributions PPO	National - Senior Living	Regional - Senior Living
Employee only	\$153	\$158
Employee + Spouse	\$638	\$694
Employee + Child(ren)	\$520	\$549
Family	\$909	\$1,034

Medical Employer Contributions PPO	National - Senior Living	Regional - Senior Living
Employee only	75%	70%
Employee + Spouse	50%	45%
Employee + Child(ren)	53%	52%
Family	50%	40%

MEDICAL - PPO

Regional - Senior Living includes data from VA, NC, SC and TN.



Medical High Deductible Health Plans (HDHPs) have had more changes in plan design relative to prior years, with increased deductibles and employer contributions to Health Savings Accounts (HSAs).

Medical HDHP	National - Senior Living	Regional - Senior Living
Deductible	\$3,225	\$3,500
Coinsurance	0%	15%
Max Out of Pocket	\$5,950	\$6,000
HSA Fund - Employee Only	\$770	\$750
HSA Fund - Family	\$1,200	\$1,000

Medical Premium HDHP	National - Senior Living	Regional - Senior Living
Employee only	\$559	\$539
Employee + Spouse	\$1,197	\$1,130
Employee + Child(ren)	\$1,057	\$1,009
Family	\$1,677	\$1,607

MEDICAL - HDHP

Regional - Senior Living includes data from VA, NC, SC and TN.

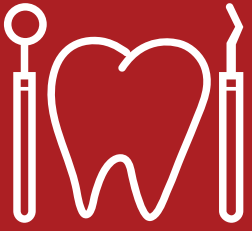


Medical Employee Contributions HDHP	National - Senior Living	Regional - Senior Living
Employee only	\$110	\$110
Employee + Spouse	\$483	\$500
Employee + Child(ren)	\$394	\$394
Family	\$692	\$760

Medical Employer Contributions HDHP	National - Senior Living	Regional - Senior Living
Employee only	80%	80%
Employee + Spouse	56%	53%
Employee + Child(ren)	60%	60%
Family	56%	50%

MEDICAL - HDHP

Regional - Senior Living includes data from VA, NC, SC and TN.



DENTAL

Dental plan designs and cost have been very consistent over the past four years. Covid years did produce a decrease in cost for many companies. Expectations are that dental will return to pre-Covid utilization and cost. Dental PPO plans comprise an overwhelming majority (90%) of all dental plans offered, with 7.3% of plans offered being HMOs.

Dental PPO	National - Senior Living	Regional - Senior Living
Deductible	\$50	\$50
Annual Max	\$1,500	\$1,250
Ortho Max	\$1,000	\$1,000
Preventative	0%	0%
Basic	20%	20%
Major	50%	50%
Orthodontia	50%	50%
Dental Premium PPO	National - Senior Living	Regional - Senior Living
Employee only	\$32	\$29
Employee + Spouse	\$66	\$58
Employee + Child(ren)	\$74	\$64
Family	\$106	\$94

Regional - Senior Living includes data from VA, NC, SC and TN.



DENTAL

Dental Employee Contributions PPO	National - Senior Living	Regional - Senior Living
Employee only	\$16	\$17
Employee + Spouse	\$47	\$42
Employee + Child(ren)	\$51	\$45
Family	\$77	\$73

Dental Employer Contributions PPO	National - Senior Living	Regional - Senior Living
Employee only	50%	46%
Employee + Spouse	29%	23%
Employee + Child(ren)	28%	21%
Family	22%	13%

Regional - Senior Living includes data from VA, NC, SC and TN.

VISION

Vision plans are offered by 92% of employers. Standard benefits for vision include:

- \$10 copay for eye exam every 12 months
- \$130 benefit for frames every 24 months
- \$130 benefit for lenses or contacts every year





Wellness plans are very prevalent in the Senior Living industry. Increased benefits in the Employee Assistance Programs for Mental Health benefits have been the biggest change since 2019.

Wellness Plans	
Employee Assistance Programs	87.9%
Flu Shots	64.5%
Wellness Newsletters	44.7%
Web-based Resources for Healthy Living	41.8%
Smoking Cessation Programs	36.9%
Blood Pressure Screening	34.8%
Telephonic Health Coaching	32.6%
Cholesterol Screening	29.8%
Reasons for Offering Wellness Program	
Don't Offer	39.4%
Improve Health of Employees	35.4%
Part of Health Plan	9.8%
Improve Employee Morale/Productivity	8.3%
Reduce Healthcare Costs	5.5%
Other	1.6%

WELLNESS



LIFE & DISABILITY

Group Life Insurance

- 28% offer flat \$10k-\$25k
- 21% offer flat \$50k-\$100k
- 20% offer flat \$25k-\$50k
- 41% have waiting period between 31-60 days
- 17% have waiting period 16-30 days
- 17% have waiting period 1-15 days

Group Long-Term Disability

- 30% have Max benefit at \$5,000 / month
- 29% have Max benefit at \$5k-\$7.5k / month
- 88% have benefit % at 60%
- 86% have Own Occupation period at 2 years
- 64% have elimination period at 90 days
- 47% have eligibility waiting period at 31-60 days
- 73% have LTD paid for by Employer

Group Short-Term Disability

- 39% have Max benefit at \$1k-\$1.5k / week
- 27% have Max benefit at \$500 - \$999 / week
- 75% have benefit % at 60%
- 39% have elimination period at 15 / 15
- 30% have elimination period at 8 / 8
- 42% have eligibility waiting period at 16-30 days
- 26% have max benefit duration at 13 weeks
- 24% have max benefit duration at 26 weeks
- 68% have STD paid for by Employer