

County Employee Health Insurance Survey

1. What is the name of your current Leon County Health Insurance Carrier?

	Response Percent	Response Count
Capital Health Plan <input checked="" type="checkbox"/>	86.5%	763
Blue Cross/Blue Shield <input type="checkbox"/>	3.9%	34
Opt-Out(coverage outside of Leon County)- Go to Question #22 to continue survey <input type="checkbox"/>	8.4%	74
None (No health insurance coverage)- Go to Question #22 to continue survey <input type="checkbox"/>	1.2%	11
	Comment	50
		answered question
		882
		skipped question
		12

2. What is your present level of coverage?

	Response Percent	Response Count
Employee Only <input type="checkbox"/>	26.3%	213
Employee+1 Dependent <input type="checkbox"/>	25.5%	207
Family <input checked="" type="checkbox"/>	48.2%	391
		answered question
		811
		skipped question
		83

3. How many years have you been employed with Leon County?

		Response Percent	Response Count
Less than 1 year	<input type="checkbox"/>	4.5%	37
2-5 years	<input type="checkbox"/>	22.1%	180
6-10 years	<input type="checkbox"/>	25.0%	204
11-15 years	<input type="checkbox"/>	13.3%	108
15-20 years	<input type="checkbox"/>	15.5%	126
More than 20 years	<input type="checkbox"/>	19.6%	160
<i>answered question</i>			815
<i>skipped question</i>			79

4. What is your current age?

		Response Percent	Response Count
18-24 years	<input type="checkbox"/>	2.4%	20
25-34 years	<input type="checkbox"/>	14.7%	120
35-44 years	<input type="checkbox"/>	25.9%	212
45-54 years	<input type="checkbox"/>	34.4%	281
55 years or older	<input type="checkbox"/>	22.5%	184
<i>answered question</i>			817
<i>skipped question</i>			77

5. Which Constitutional Office do you work for?

	Response Percent	Response Count
Board of County Commissioners <input checked="" type="checkbox"/>	47.1%	378
Clerk of Court <input checked="" type="checkbox"/>	12.2%	98
Sheriff <input checked="" type="checkbox"/>	29.9%	240
Property Appraiser <input type="checkbox"/>	4.0%	32
Tax Collector <input type="checkbox"/>	4.9%	39
Supervisor of Elections <input type="checkbox"/>	2.0%	16
	<i>answered question</i>	803
	<i>skipped question</i>	91

6. Which of the following describes your doctor?

	Response Percent	Response Count
CHP doctor located at either Centerville Rd. or Governors Square CHP clinic <input checked="" type="checkbox"/>	38.4%	309
CHP Private Practice Physician (not at above locations) <input checked="" type="checkbox"/>	57.0%	459
BCBS Private Practice Physician <input type="checkbox"/>	4.6%	37
	<i>answered question</i>	805
	<i>skipped question</i>	89

7. How satisfied are you with the group of doctors available to you under your current plan?

	Response Percent	Response Count
Very Satisfied <input checked="" type="checkbox"/>	81.8%	661
Somewhat satisfied <input checked="" type="checkbox"/>	17.8%	144
Not Satisfied <input type="checkbox"/>	0.4%	3
<i>answered question</i>		808
<i>skipped question</i>		86

8. How important is it to you to stay with your current primary care physician?

	Response Percent	Response Count
Very Important <input checked="" type="checkbox"/>	74.9%	604
Somewhat Important <input checked="" type="checkbox"/>	19.6%	158
Not Important <input type="checkbox"/>	5.5%	44
<i>answered question</i>		806
<i>skipped question</i>		88

9. How important is it to you to see a specialist without a referral?

	Response Percent	Response Count
Very Important <input checked="" type="checkbox"/>	59.6%	480
Somewhat Important <input checked="" type="checkbox"/>	34.9%	281
Not Important <input type="checkbox"/>	5.5%	44
<i>answered question</i>		805
<i>skipped question</i>		89

10: How important is it to you to have access to a wide range of hospitals and doctors outside of the Tallahassee area?

		Response Percent	Response Count
Very Important	<input type="checkbox"/>	51.5%	415
Somewhat Important	<input type="checkbox"/>	39.8%	321
Not Important	<input type="checkbox"/>	8.7%	70
<i>answered question</i>			806
<i>skipped question</i>			88

11: Health insurance costs continue to increase every year. The County currently pays 90% of the total premium. Which one of the following options do you believe to be the best way to address future premium increases?

		Response Percent	Response Count
Keep my current health insurance benefits (i.e., co-payments, services, etc.) the same as they are now, and increase my bi-weekly premiums.	<input type="checkbox"/>	37.7%	303
Keep my bi-weekly premium the same as it is now, and consider reducing my current health insurance benefits (i.e., pay higher co-payments for prescriptions/services).	<input type="checkbox"/>	11.9%	96
Find a balance between increased bi-weekly premiums and benefit changes.	<input type="checkbox"/>	37.4%	301
Other (please specify)	<input type="checkbox"/>	12.9%	104
<i>answered question</i>			804
<i>skipped question</i>			90

12. Which of the following services would you be willing to pay a higher co-payment for in order to hold down the cost of your bi-weekly premium? Click on all that apply:

	Response Percent	Response Count
Prescriptions: <input type="checkbox"/>	19.7%	147
Office Visits: <input type="checkbox"/>	41.8%	312
Specialty Visits: <input type="checkbox"/>	45.3%	338
Hospitalization: <input type="checkbox"/>	30.0%	224
Therapy: <input type="checkbox"/>	31.1%	232
MRI/CT Scans (Diagnostic): <input type="checkbox"/>	27.9%	208
	<i>answered question</i>	746
	<i>skipped question</i>	148

13. How much of an increase in co-payments for prescription drugs, office and specialty visits would you be willing to pay?

	Response Percent	Response Count
\$5.00: <input type="checkbox"/>	39.0%	314
\$10.00: <input type="checkbox"/>	18.1%	146
\$15.00: <input type="checkbox"/>	4.1%	33
\$20.00: <input type="checkbox"/>	4.0%	32
No Increase: <input type="checkbox"/>	34.9%	281
	<i>answered question</i>	806
	<i>skipped question</i>	88

14. How much of an increase in co-payments for Hospitalization and Diagnostic Testing (MRI/CT Scan, etc.) would you be willing to pay?

	Response Percent	Response Count
\$25.00 <input checked="" type="checkbox"/>	35.6%	288
\$50.00 <input type="checkbox"/>	9.8%	79
\$75.00 <input type="checkbox"/>	0.7%	6
\$100.00 <input type="checkbox"/>	3.8%	31
No Increase <input checked="" type="checkbox"/>	50.1%	405
<i>answered question</i>		809
<i>skipped question</i>		85

15. What employee contribution percentage are you willing to pay towards the total premium cost of health insurance?

	Response Percent	Response Count
10% (current %) <input checked="" type="checkbox"/>	61.3%	487
12.5% <input type="checkbox"/>	16.8%	133
15% <input type="checkbox"/>	10.2%	81
17.5% <input type="checkbox"/>	0.0%	0
20% <input type="checkbox"/>	1.9%	15
Other (please specify) <input type="checkbox"/>	9.8%	78
<i>answered question</i>		794
<i>skipped question</i>		100

16. Some employees have expressed an interest in added or expanded health benefits. Would you consider paying extra for additional or expanded health benefits/services beyond your current healthcare coverage?

	Response Percent	Response Count
Yes <input type="checkbox"/>	31.2%	238
No <input type="checkbox"/>	68.8%	525
Comment		117
<i>answered question</i>		763
<i>skipped question</i>		131

17. What additional benefits/services would you be willing to pay extra for? Click on all benefits that apply:

	Response Percent	Response Count
Treatment for Obesity such as medical procedures and surgery <input type="checkbox"/>	34.2%	177
Smoking Cessation prescription drugs <input type="checkbox"/>	19.0%	98
Coverage for Domestic Partner Benefits <input type="checkbox"/>	19.5%	101
Coverage for Part Time Employee Benefits (Same Eligibility and Employer Contributions as Full-time) <input type="checkbox"/>	21.5%	111
Other (please specify) <input type="checkbox"/>	35.4%	183
<i>answered question</i>		517
<i>skipped question</i>		377

18. In order to improve efficiency and cost, should Leon County contract with only one Insurance Carrier that can offer both HMO and PPO plans to employees?

	Response Percent	Response Count
Yes <input type="checkbox"/>	39.3%	308
No <input type="checkbox"/>	45.2%	354
Other (please specify) <input type="checkbox"/>	15.5%	121
<i>answered question</i>		783
<i>skipped question</i>		111

19. Should Leon County contract with Multiple Insurance Carriers, each offering a different plan design, co-payment, deductible and premium structure for employees to choose from?

	Response Percent	Response Count
Yes <input type="checkbox"/>	56.3%	443
No <input type="checkbox"/>	30.4%	239
Other (please specify) <input type="checkbox"/>	13.3%	105
<i>answered question</i>		787
<i>skipped question</i>		107

20. Would you want Leon County to change from CHP and/or BCBS to a new provider for health insurance coverage, if it meant changing your primary care physician?

	Response Percent	Response Count
Yes <input type="checkbox"/>	8.8%	69
No <input type="checkbox"/>	91.2%	718
Comment		85
<i>answered question</i>		787
<i>skipped question</i>		107

21. Would you want Leon County to change from CHP and/or BCBS to a new provider for health insurance coverage, if you could maintain your primary care physician?

	Response Percent	Response Count
Yes <input type="checkbox"/>	28.1%	211
No <input type="checkbox"/>	71.9%	541
	Comment	138
	answered question	752
	skipped question	142

22. If Leon County were to offer an On-Site Medical Clinic for basic primary care services, free of charge to employees, would you utilize the services?

	Response Percent	Response Count
Yes <input type="checkbox"/>	58.0%	510
No <input type="checkbox"/>	27.7%	244
Other <input type="checkbox"/>	14.3%	126
	answered question	880
	skipped question	14

23. In an effort to reduce cost, would you like to see Leon County enter into a Joint Health Insurance Program with the City of Tallahassee and the Leon County School Board?

	Response Percent	Response Count
Yes <input type="checkbox"/>	41.5%	362
No <input type="checkbox"/>	35.9%	313
Other (please specify) <input type="checkbox"/>	22.7%	198
	answered question	873
	skipped question	21

24. Legislation is currently being introduced that would allow large County governments to participate in the State of Florida Health Insurance Program as a participating employer. Leon County would be governed by any requirements (plan design, eligibility, costs, etc.) that the State has established for its employees. If this legislation passes, would you like to see Leon County as a participating employer in the State of Florida Health Insurance Program?

		Response Percent	Response Count
Yes	<input type="checkbox"/>	22.9%	199
No	<input type="checkbox"/>	55.3%	480
Other (please specify)	<input type="checkbox"/>	21.8%	189
<i>answered question</i>			868
<i>skipped question</i>			26

25. Please note any additional comments or recommendations you may have regarding the County's Health Insurance Program.

	Response Count
	268
<i>answered question</i>	268
<i>skipped question</i>	626

SUMMARY OF COMMENTS MADE BY EMPLOYEES ON THE Page 12 of 12
HEALTH INSURANCE SURVEY

- Many employees had very positive comments on how much they liked CHP. Comments ranged from “Excellent coverage” “I absolutely LOVE my coverage with CHP.” “CHP is excellent.”
- Other comments reflected not raising the cost of coverage without a pay increase: “Considering the average salary of employees and the lack of a raise last year, the county needs to continue to keep premiums and benefits the same. “ “You can’t give us a small raise each year and then take the raise back by charging us more for insurance.” “A COLA should mean more take home money so we can keep up with the cost of living.” “Keep my current health insurance benefits as they are now and give me a raise to cover the cost.” “If you keep raising our insurance costs, you need to provide raises. We are paying too much now.”
- When asked the question on whether you would consider paying extra for additional/expanded health benefits, many employees commented that they did not want any additional benefits added that would add to their cost or that it depends on what the additional benefit coverage is .
- Some employees commented that additional benefits to consider adding are: other elective surgeries, alternative treatment such as medical massage, acupuncture, hydrotherapy, coverage for adult disabled child, dental procedures, LASIK procedures, National Cancer Treatment Centers, expanded fertility testing, some cosmetic surgeries, assistance for retirees.
- Many employees had made similar comments on the following areas:
 - ❖ Employees were unsure as to whether Leon County should contract with just one insurance company that can offer both an HMO and PPO plan.
 - ❖ Employees do not want to change from CHP.
 - ❖ Employees were unsure whether Leon County should contract with multiple carriers each offering a different plan design and premium structure. There were also comments about looking at multiple carriers if it keeps cost down, coverage is the same or better, improves choice, premiums are lower, and if CHP remains one of the options.
 - ❖ Employees do not want to change from CHP if it meant changing their primary care physician. Likewise, many employees still commented that they would not want to change from CHP even if they could maintain their physician
- Comments provided on whether employees would utilize an On-Site Medical Clinic depended on the services provided at the clinic.
- Many of the comments provided by employees on a Joint City/School Board Health Insurance indicated that employees were unsure whether Leon County should pursue this or this might be an option if employees can keep their current benefit levels at a reduced cost.
- Many employees commented that they would not want to participate in the state plan: “I do not wish to see the county align themselves with the state or city for health insurance because it does not appear that either of them do a good job of managing themselves. The county should manage the health insurance for the county employee’s.” “My understanding is that the State has a lousy plan compared to what we have...more expensive, less options and fewer coverage” “State legislature has consistently demonstrated over the last decade that it does not care about its employees.
- General comments received on the survey included: “Leon County has one of the best plans available anywhere and I think it would be sad to compromise that because of the current trends taking place across the country.” “We have the perfect plan now with CHP and our current costs. Keep up the good work!” “Leon County has the best health care coverage for its employees of any governmental agency in the area. I would not want to see it compromised.” “Please do not ever get rid of Capital Health Plan. I have nothing but wonderful service with this company.”