



Presented by:  
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# **Paramount Unified School District Employee Health & Welfare Survey**

**June 13, 2012**

# Insurance Committee



- Insurance Committee desired to survey district employees regarding current 100% PPO plan
- Sub-committee convened to draft survey
  - TAP representative Nancy Randall
  - CSEA representative Lourdes Aguayo
  - Management/Confidential representative Richard Morgan
  - District staff representatives Michael Conroy & Dee Dee McCarty
- Draft survey presented to Insurance Committee for discussion, refinement, and edits
- Draft survey edited several times based upon input from committee members to develop final version

# Health & Welfare Survey Executive Summary



- Total number of health & welfare benefits-eligible employees 1,133
- Total number of participants in survey\* 1,047 (92%)
  - Employees enrolled with Kaiser 473 (45%)
  - Employees enrolled with Blue Cross PPO 569 (55%)
- Participants in survey by employee classification
  - Classified 294
  - Certificated (non-management) 684
  - Management/Confidential 63
- Total number of employee written comments 197

• \* NOTE: there were 5-6 misread or blank scantron forms for questions 1 & 2



# Survey Question Summary

<b>Question #3</b>	Interested in leaving Kaiser for PPO?	21%
<b>Question #4</b>	Interested in leaving PPO for Kaiser?	11%
<b>Question #5</b>	Satisfied with 100% PPO plan?	97%
<b>Question #6</b>	Willingness to pay higher contribution to keep 100% PPO plan?	70%
<b>Question #7</b>	Interested in changing to an 80% PPO plan with lower contributions than 100% plan?	16%
<b>Question #8</b>	Interested in changing to an 80% PPO plan with annual deductibles and annual out-of-pocket maximums?	11%
<b>Question #9</b>	Interested in dropping 100% PPO plan for lesser 80% plan?	09%
<b>Question #10</b>	Willingness to change to 80% PPO with increased Rx copays?	15%
<b>Question #11</b>	Interested in leaving 100% PPO plan for 80% PPO plan knowing the 100% plan will never be offered again?	12%

# Survey Summary



- Response trends based upon the survey results:
  - Overwhelming satisfaction of District employees with current 100% PPO Blue Cross plan (97% -- #5)
  - Overwhelming desire of District employees to keep current 100% PPO Blue Cross plan (avg 87% -- #7, 8, 9, 10, 11)
  - Willingness of employees to pay higher employee contributions to keep 100% PPO plan (70% -- #6)

# Overview of Survey Comments



- 197 written comments ( < 2% of survey participants)
- General themes:
  - Plan design
    - Kaiser HMO
    - 100% PPO
    - 80/20% PPO
  - Cost
  - Keep current 100% plan
  - Furlough days
  - Opt-out
  - Shared responsibility

# Health & Welfare Survey



*Questions?*