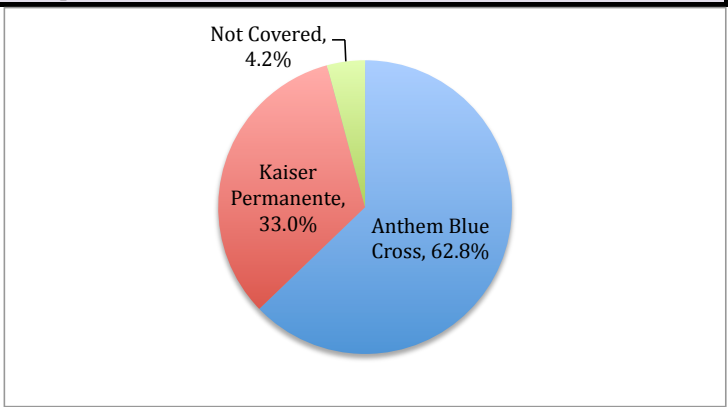


FEA Health & Welfare - Health Survey, January 2013

Page 1: Demographics

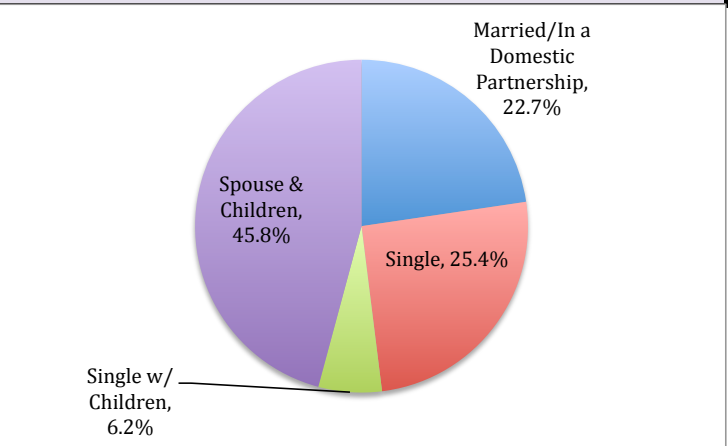
1. I am currently covered by the following insurer under FEA's plan:

Response	Total	% of Total
Anthem Blue Cross	255	62.8%
Kaiser Permanente	134	33.0%
Not Covered	17	4.2%
Total	406	100.0%



2. I am currently:

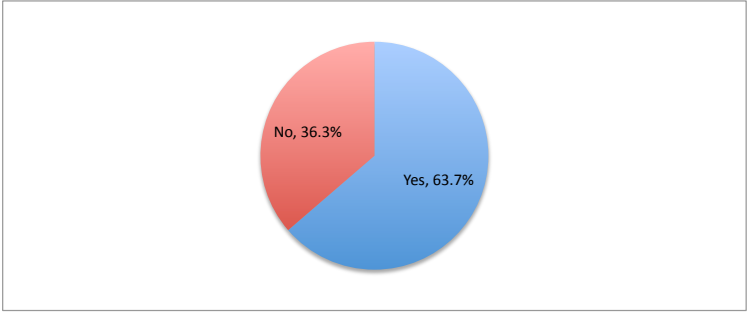
Response	Total	% of Total
Married/In a Domestic Partnership	92	22.7%
Single	103	25.4%
Single w/Children	25	6.2%
Spouse & Children	186	45.8%
Total	406	100.0%



Page 2: Spouse/Domestic Partner

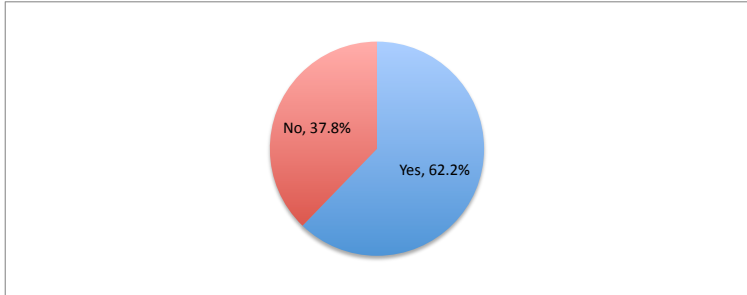
3. My spouse/domestic partner is currently covered under FEA's health care plan.

Response	Total	% of Total
Yes	177	63.7%
No	101	36.3%
Total	278	100.0%



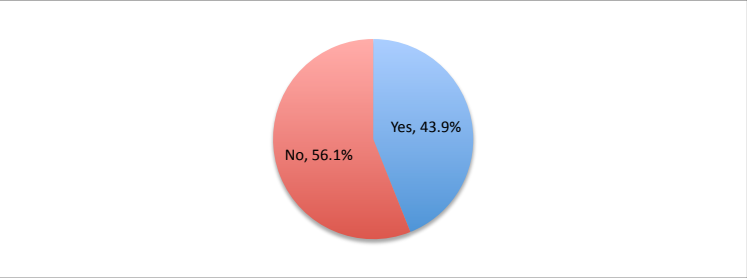
4. My spouse/domestic partner can receive health benefits through his/her employer.

Response	Total	% of Total
Yes	173	62.2%
No	105	37.8%
Total	278	100.0%



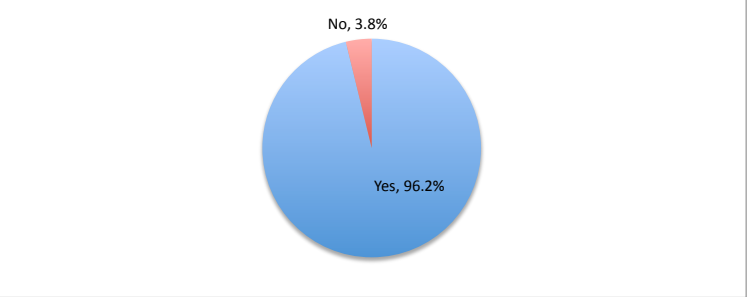
P1. If Spouse/Domestic Partner CAN receive benefits through his/her employer, IS spouse covered under FEA plan?

Response	Total	% of Total
Yes	76	43.9%
No	97	56.1%
Total	173	100.0%



P2. If Spouse/Domestic Partner CANNOT receive benefits through his/her employer, IS spouse covered under FEA plan?

Response	Total	% of Total
Yes	101	96.2%
No	4	3.8%
Total	105	100.0%



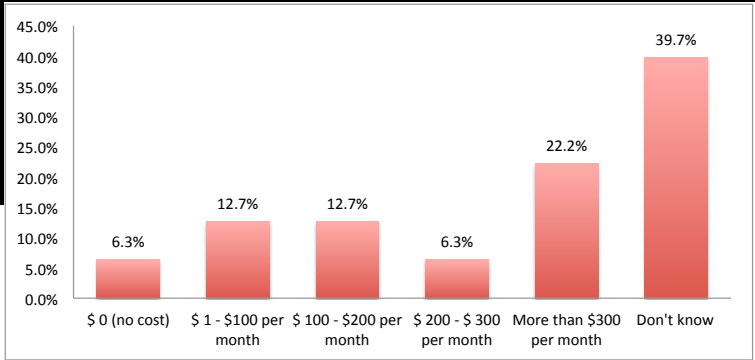
5. What would the monthly contributions be for my non-FEA spouse/domestic partner to purchase health insurance coverage through his/her employer?

Response	Total	% of Total
\$ 0 (no cost)	22	7.9%
\$ 1 - \$100 per month	27	9.7%
\$ 100 - \$200 per month	20	7.2%
\$ 200 - \$ 300 per month	11	4.0%
Coverage not available	80	28.8%
Don't know	80	28.8%
More than \$300 per month	21	7.6%
Spouse is an FEA member	17	6.1%

Total	278	100.0%
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P3. For respondents whose spouse/DP CAN receive benefits from their employer, and whose spouse/DP ARE covered under FEA's plan, how much would it cost to be covered under employer's plan?

Response	Total	% of Total
\$ 0 (no cost)	4	6.3%
\$ 1 - \$100 per month	8	12.7%
\$ 100 - \$200 per month	8	12.7%
\$ 200 - \$ 300 per month	4	6.3%
More than \$300 per month	14	22.2%
Don't know	25	39.7%
Total	63	100.0%

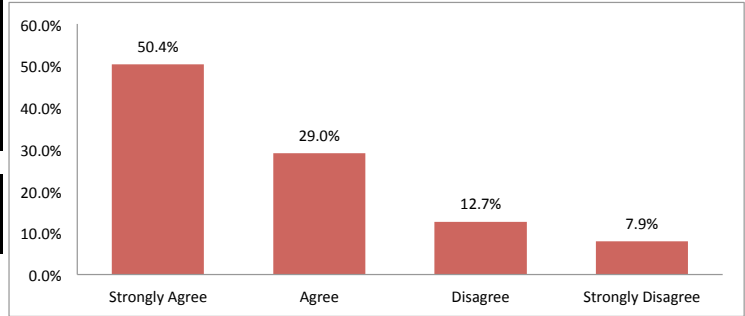


Page 3: Philosophy

6. I support FEA's past health and welfare philosophy of covering all members, throughout the span of their careers, without charging additional contributions for children covered under the plan:

Response	Total	% of Total
Strongly Agree	203	50.4%
Agree	117	29.0%
Disagree	51	12.7%
Strongly Disagree	32	7.9%
Total	403	100.0%

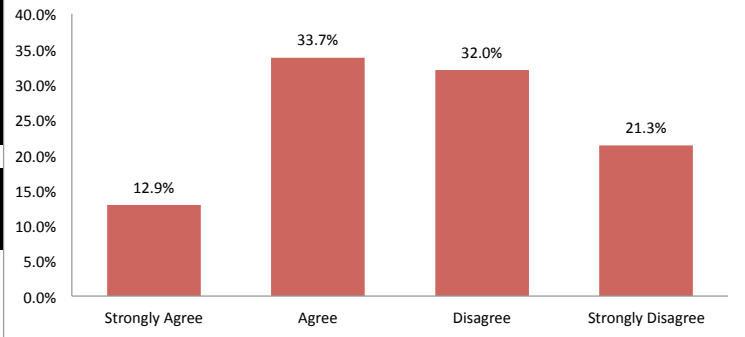
Strongly Agree or Agree	320	79%
Strongly Disagree or Disagree	83	21%
Total	403	100%



7. I support a philosophy of covering all members throughout their career but with a cap on FEA's shared contribution to member health insurance coverage and a menu of plans to choose from (this would likely shift costs onto heavier health care users and onto families covered under FEA's plan):

Response	Total	% of Total
Strongly Agree	52	12.9%
Agree	136	33.7%
Disagree	129	32.0%
Strongly Disagree	86	21.3%
Total	403	100.0%

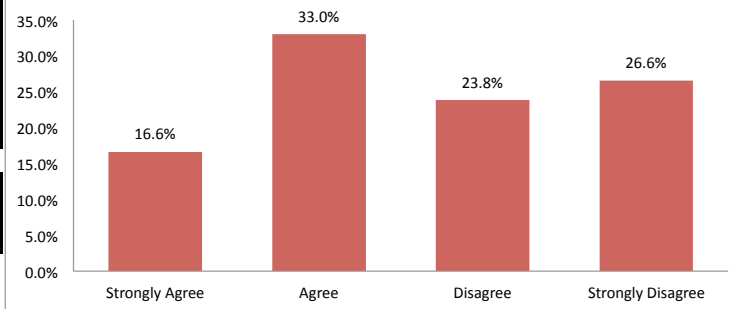
Strongly Agree or Agree	188	46.7%
Strongly Disagree or Disagree	215	53.3%
Total	403	100%



8. I would support FEA charging individual members "tiered rates" for health care (e.g., individual members would pay the lowest rate, members with children would pay a higher rate, members with spouses would pay an even higher rate, and members with spouse + children would pay the highest rate):

Response	Total	% of Total
Strongly Agree	67	16.6%
Agree	133	33.0%
Disagree	96	23.8%
Strongly Disagree	107	26.6%
Total	403	100.0%

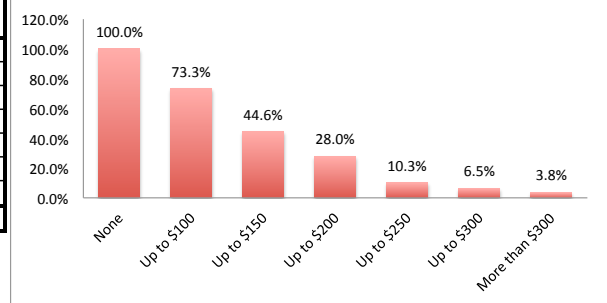
Strongly Agree or Agree	200	49.6%
Strongly Disagree or Disagree	203	50.4%
Total	403	100%



Page 4: Plan Costs and Changes

9. I would be willing to tolerate up to the following amount in additional salary encroachment in order to keep our current health benefits exactly as they are (select highest level of salary encroachment you are willing to tolerate): [per 10-month pay period]

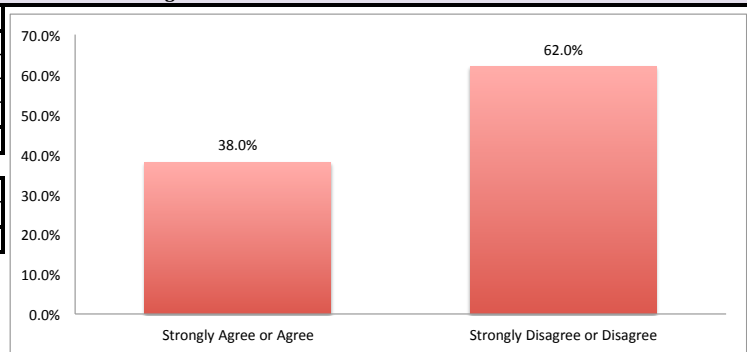
Response	Total	% of Total	% Supporting This Level
None	106	26.7%	100.0%
Up to \$100	114	28.7%	73.3%
Up to \$150	66	16.6%	44.6%
Up to \$200	70	17.6%	28.0%
Up to \$250	15	3.8%	10.3%
Up to \$300	11	2.8%	6.5%
More than \$300	15	3.8%	3.8%
Total	397	100.0%	0.3%



10. I would support adding a \$500 individual/\$1500 family deductible to our plan, which would reduce our group insurance premium (limiting salary encroachment somewhat) and result in greater out-of-pocket costs for members using health care service:

Response	Total	% of Total
Strongly Agree	44	11.1%
Agree	107	27.0%
Disagree	133	33.5%
Strongly Disagree	113	28.5%
Total	397	100.0%

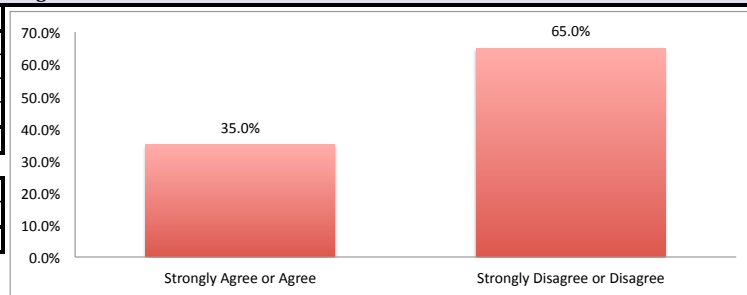
Strongly Agree or Agree	151	38.0%
Strongly Disagree or Disagree	246	62.0%
Total	397	100%



11. I would support adding 10% co-insurance/patient responsibility, with 90% of health care costs covered by the insurance plan, up to an annual maximum patient responsibility of \$2000 for an individual or \$4000 for a family; this would reduce our group premium (limiting salary encroachment somewhat) and result in greater out-of-pocket costs for members using health care:

Response	Total	% of Total
Strongly Agree	27	6.8%
Agree	112	28.2%
Disagree	137	34.5%
Strongly Disagree	121	30.5%
Total	397	100.0%

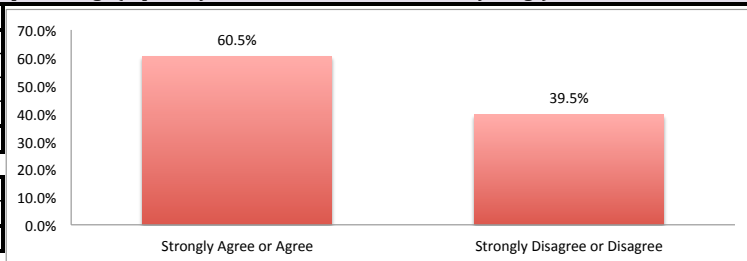
Strongly Agree or Agree	139	35.0%
Strongly Disagree or Disagree	258	65.0%
Total	397	100%



12. I would support increasing prescription drug co-payments on our current health plan from \$10/\$30/\$50 (Generic/Brand Name/Non-Formulary) to \$10/\$50/\$100 (Generic/Brand Name/Non-Formulary); this would reduce our group prescription premium (limiting salary encroachment somewhat) and result in greater out-of-pocket costs for members using prescription drugs (especially brand name and non-formulary drugs):

Response	Total	% of Total
Strongly Agree	70	17.6%
Agree	170	42.8%
Disagree	88	22.2%
Strongly Disagree	69	17.4%
Total	397	100.0%

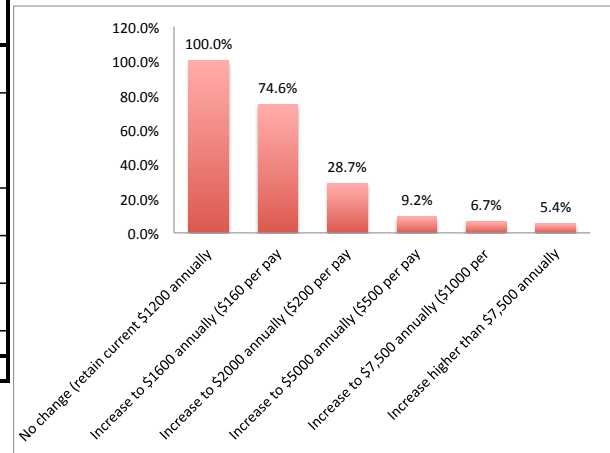
Strongly Agree or Agree	240	60.5%
Strongly Disagree or Disagree	157	39.5%
Total	397	100%



Page 5: Contributions

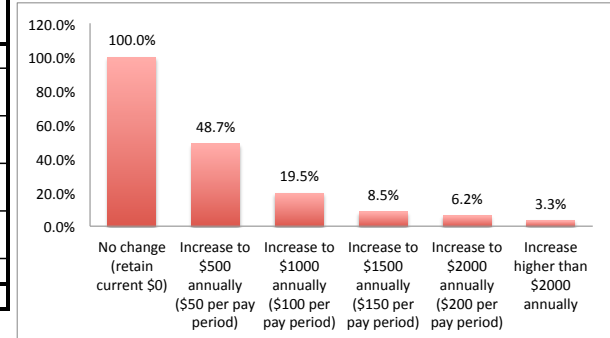
13. I would support adjusting the required contribution for covering a spouse on the plan; this would shift costs onto members with spouses covered on our plan, potentially reduce costs for members who do not have spouses covered under the plan, and some spouses might elect to leave our coverage group (select highest level of spouse contribution you would support):

Response	Total	% of Total	% Supporting This Level
No change (retain current \$1200 annually or \$120 per pay period)	99	25.4%	100.0%
Increase to \$1600 annually (\$160 per pay period; according to our health broker, this rate would be comparable with other employers)	179	45.9%	74.6%
Increase to \$2000 annually (\$200 per pay period)	76	19.5%	28.7%
Increase to \$5000 annually (\$500 per pay period)	10	2.6%	9.2%
Increase to \$7,500 annually (\$1000 per pay period)	5	1.3%	6.7%
Increase higher than \$7,500 annually	21	5.4%	5.4%
Total	390	100.0%	n/a



14. I would support adding a required contribution for covering children on the plan; this would shift costs onto members with children covered on our plan and potentially reduce costs for members who do not have children covered under the plan (select highest level of child contribution you would support):

Response	Total	% of Total	% Supporting This Level
No change (retain current \$0)	200	51.3%	100.0%
Increase to \$500 annually (\$50 per pay period)	114	29.2%	48.7%
Increase to \$1000 annually (\$100 per pay period)	43	11.0%	19.5%
Increase to \$1500 annually (\$150 per pay period)	9	2.3%	8.5%
Increase to \$2000 annually (\$200 per pay period)	11	2.8%	6.2%
Increase higher than \$2000 annually	13	3.3%	3.3%
Total	390	100.0%	n/a



15. I would support adding a required contribution for retirees on the plan; this would shift costs onto retirees covered on our plan and potentially reduce costs for active members (select highest level of retiree contribution you would support):

Response	Total	% of Total	% Supporting This Level
No change (retain current \$0)	173	44.4%	100.0%
Increase to \$500 annually (\$50 per pay period)	121	31.0%	55.6%
Increase to \$1000 annually (\$100 per pay period)	46	11.8%	24.6%
Increase to \$1500 annually (\$150 per pay period)	12	3.1%	12.8%
Increase to \$2000 annually (\$200 per pay period)	27	6.9%	9.7%
Increase higher than \$2000 annually	11	2.8%	2.8%
Total	390	100.0%	n/a

