



## **Truckee Tahoe Airport District Supplement to the Benefits Survey**

### **Comparison to Private Sector Benefits Data**

*Presented by the Archer Company*

At the request of the Truckee Tahoe Airport District (TTAD), the Archer Company compared the benefits data compiled in the recent survey of airports and public sector employees in TTAD's competitive market to published private sector benefits data compiled by Business and Legal Reports. The source for private sector data was BLS' 2008 Survey of Employee Benefits, which breaks respondents down by regional location and operational size. For the purposes of the TTAD comparisons, we used the results provided for the category "Far West" (regional data); data from the category "Small Companies" (operational size) was included where appropriate. The results are as follows:

*Where shown below, percentages for the TTAD survey include only those respondents that reported data for the question being addressed.*

**Paid-Time-Off Plans (excluding holidays)**

The following table presents the total number of days offered as paid-time-off by employers in the Far West and Small Companies Categories. For the purposes of this table, paid-time-off includes annual/vacation leave, sick leave, personal days, and bereavement; it does not include paid holidays (covered in a separate table).

Note: The information provided by BLR reports the maximum number of days offered annually, but does not provide information regarding increments based on longevity. The TTAD survey did not distinguish between exempt and non-exempt employees.

- Although TTAD offers a conservative paid-time-off plan compared to other governmental organizations, it is more generous than the private sector.

Table 1. *Number of Days of Paid Annual Leave Offered by Employers (as a percentage of responses)*

Number of Days	Exempt Employees				Non-Exempt Employees			
	TTAD	TTAD Survey	Far West	Small Comp.	TTAD	TTAD Survey	Far West	Small Comp.
40 or More		21%	NR	NR		21%	NR	NR
35-39		43%	NR	NR		43%	NR	NR
30-34	X (32)	29%	NR	NR	X (32)	29%	NR	NR
25-29 (25 or more)			14%	13%			14%	11%
20-24		7%	16%	17%		7%	16%	16%
11-19			37%	35%			37%	35%
6-10			19%	17%			19%	18%
1-5			14%	19%			14%	20%

### **Paid Holidays**

- The most common six holidays offered by 97% or more of all private companies in the BLR data are New Years Day, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving Day, and Christmas.
- The next three most popular are Martin Luther King Day (31%), President's Day (55%), and the Friday after Thanksgiving (72%).
- The number of paid holidays offered by TTAD is comparable to that of the other governmental agencies in the TTAD survey; however, responses from the TTAD survey are generally more generous than those offered by the private employers represented by the BLR data.

Table 2. *Number of Paid Holidays Offered by Employers (as a percentage of responses)*

Number of Days	Exempt Employees				Non-Exempt Employees			
	TTAD	TTAD Survey	Far West	Small Comp.	TTAD	TTAD Survey	Far West	Small Comp.
13		17%	0%	0%		17%	0%	0%
12		25%	2%	2%		25%	2%	2%
11	X	33%	6%	5%	X	42%	6%	5%
10		17%	13%	10%		8%	13%	10%
9		8%	18%	15%		8%	18%	16%
8		0%	22%	25%		0%	22%	24%
0-7		0%	39%	43%		0%	39%	43%

### Medical Insurance Premiums

Table 3. *Percentage of Health Insurance Premiums Paid by the Employer (as a percentage of responses) for Single Employee Coverage (Cumulative)*

Percentage of Premiums Paid for Single Employee Coverage	TTAD	TTAD Survey	Far West	Small Companies
Employer pays 100%		69%	32%	25%
Employer pays at least 80%	X (93%)	92%	61%	52%
Employer pays at least 50%		100%	86%	83%
Employer pays no portion		NA	6%	7%

Table 4. *Percentage of Health Insurance Premiums Paid by the Employer (as a percentage of responses) for Family Coverage (Cumulative)*

Percentage of Premiums Paid for Family Coverage	TTAD	TTAD Survey	Far West	Small Companies
Employer pays 100%		6%	41%	32%
Employer pays at least 80%	X (93%)	77%	68%	59%
Employer pays at least 50%		100%	89%	86%
Employer pays no portion		NA	4%	4%

Table 5. *Health Plan Deductibles for Single Employee Coverage (as a percentage of responses)*

Amount of Deductible for Single Employee Coverage	TTAD	TTAD Survey	Far West	Small Companies
\$2,000 or More	X (\$2,500)	TTAD		
\$1,000 – \$1,999		40%	31%	38%
\$500 – \$999		60%	19%	23%
\$100 - \$499		NA	33%	22%
Less than \$100		NA	17%	17%

Table 6. *Health Plan Deductibles for Family Coverage (as a percentage of responses)*

Amount of Deductible for Family Coverage	TTAD	TTAD Survey	Far West	Small Companies
\$2,000 or More	X (\$5,000)	40%		
\$1,000 – \$1,999		60%	38%	47%
\$500 – \$999		NA	20%	22%
\$100 - \$499		NA	24%	15%
Less than \$100		NA	18%	16%

### Health Savings Accounts

TTAD provides a \$200 monthly contribution into a health savings account. Listed below are employer annual contributions per employee displayed as percentages. TTAD's annual contribution of \$2,400 is on the generous side of the survey organizations. However, almost 30 percent of the organizations provide a higher contribution.

Table 7. *Contributions to Employee HAS by Employers (as a percentage of responses)*

Amount of Contribution	Single Employee			Family		
	TTAD	Far West	Small Comp.	TTAD	Far West	Small Comp.
\$3,000 or More		16%	13%		27%	24%
\$2,500 - \$2,999		7%	5%		10%	8%
\$2,000 - \$2,499	X (\$2,400)	9%	7%	X (\$2,400)	8%	11%
\$1,500 - \$1,999		18%	13%		8%	8%
\$1,000 - \$1,499		11%	20%		10%	15%
Less Than \$1,000		39%	42%		37%	34%

### Flexible Spending Accounts (FSA)

- 43% of Far West respondents offer an FSA to Exempt Employees (41% for Small Companies)
- 42% of Far West respondents offer an FSA to Non-exempt Employees (39% for Small Comp.)