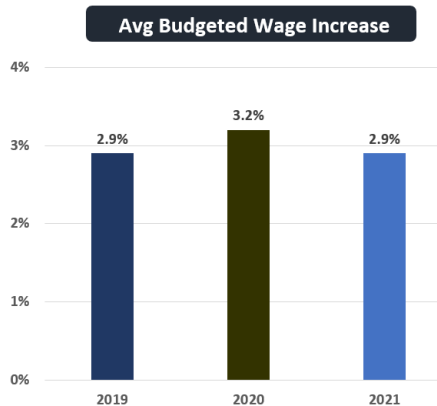
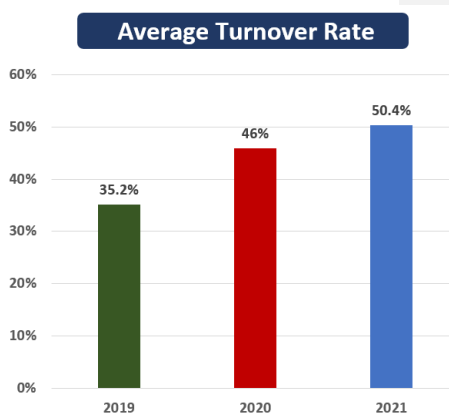


2021 LeadingAge Ohio Salary/Benefits Survey Findings

It's no secret that 2020 was a challenging year for organizations throughout the country, but even more challenging for Non-profit providers throughout the state of Ohio. As the health and safety of residents and employees became the top priority for LeadingAge Ohio members, what impact has the pandemic had on the health of your facilities' salary and benefits programs over the past year?

TURNOVER

The challenge of attracting and retaining employees continues to be a burden for members that participated in the survey. Overall facility turnover rates have risen to over 50%, as compared to previous years. Working conditions/environment, high competition with local labor markets, generational workforce differences and financial stress and well-being, are all factors that contribute to the increasing turnover rates at organizations throughout the state. Turnover rates for STNA's were the highest among positions reported (64%) with Dietary being the next highest rate at 52%. While these numbers are averages, several facilities reported turnover rates of 100% for certain positions.



WAGE INCREASES

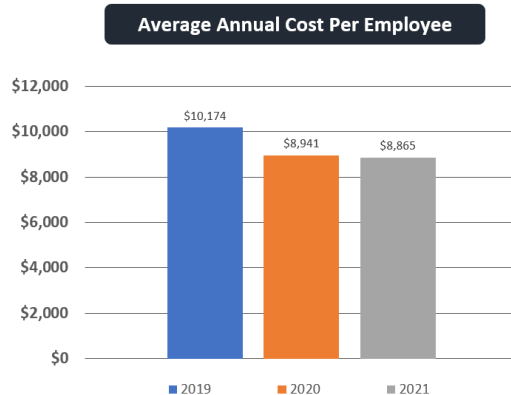
For the past several years, budgeted wage increases have remained nearly identical for LeadingAge Ohio members across the state. The highest increase reported in the 2021 survey was 7.5%, with many organizations only offering a 1% increase. This topic remains on the forefront of everyone's mind as the minimum wage rate in Ohio continues to be a topic of discussion. While budgets remain tight for members throughout the state, the impact of financial stress on essential workers has a trickle-down effect on the bottom line of your organization.

EMPLOYEE BENEFITS

The uptick in self-funded employer health plans continues to be the norm for LeadingAge Ohio members. As reported in the 2021 survey, 85% of organizations have chosen a self-funded health plan over a traditional fully insured program. We have seen the rise in these types of plans increase over the past 3 years, as more employers are proactively trying to take control of their health care costs.

Commented [KB1]: Is this referencing a prior survey? Or is this a finding of the 2021 survey. If so, let's say "The 2021 survey reflects that 85% ..."

While average annual health plan renewal premiums dipped from 7.1% to 3.7%, there was a wide spectrum of rates reported by members, ranging from -8% to an increase of 20%. A gradual decrease in the average annual cost per employee continues its pace over the past several years, with \$8,865 being the average annual cost per employee reported in this year's survey. Employer wellness programs have been adopted by 62% of participants in the survey, to help mitigate some of the costs associated with high claims in the health plan. Health risk assessments and on-site Biometric screenings were the two most popular strategies implemented by survey participants in 2021.



Traditional PPO plans continue to be the plan of choice for members across the state with 85% of participants implementing PPO's. The majority of LeadingAge Ohio members continue to offer more than one medical plan to their employees. This trend continues to rise as 91% of respondents stated they offer more than one plan.

WHAT DID WE FIND?

As you probably already know, employee turnover, lack of budgeted funds and continued rising healthcare costs are the most pressing challenges for Non-profit providers throughout the state. Workforce recruitment and retention will be key to member success as we navigate our way through the pandemic and beyond. Now more than ever, organization's will need to spend their money wisely and proper benchmarking of salary and benefit programs will be essential in knowing how to do this. Throughout the past year, we have also seen a resurgence of employee satisfaction surveys, in order to gauge the pulse of your employees and what is important to them. The old saying, "you can't manage what you can't measure," certainly applies here. A long term, strategic approach to cost-containment requires accurate market information. In the end, what you don't know, CAN hurt you.

LeadingAge Ohio continues to be on the forefront of benchmarking pertinent data for organizations. We encourage all members to participate in these efforts to support you with the highest quality resources, education, and advocacy.

ABOUT US

L.R. Webber provides LeadingAge Ohio members with reliable, efficient and competitive employee benefits programs. We assist your organization with the design, implementation, enrollment and servicing of your employee benefits program. Our services are designed to provide employee claims and coverage support while reducing the administration and cost burdens on your human resource department. L.R. Webber specializes in the Healthcare and Financial Services industry fields. Our long-standing history in these sectors, along with strong relationships with carriers and other industry partners, has enabled us to successfully design employee benefits programs for each specific state association we work with. Over the past forty-five years, we have learned that our most successful client partnerships focus on the dynamic implementation of a long-term strategic plan and span many years.

We are committed to ensuring our clients consistently communicate, and reinforce through action, their values, goals and vision. Above all, we have learned consistency, driven by deeply held values and purpose, empowers a culture of engagement, integrity, accountability and greater contribution.