



2017 Annual Benefits Survey

A Unique Opportunity to Understand Employer-Provided Health Care Benefits

The Minnesota Health Action Group Employer Benefits Survey provides comprehensive health plan benefit benchmarks from Minnesota employers. Now in its seventh year, this unique Survey offers invaluable strategic and tactical plan design details, along with insight into health plan vendors, prescription drug trends (with an emphasis on specialty pharmacy), wellness programs, market innovations, and more. The **confidential and free** Survey reflects the input of Action Group members and digs deep into what is and isn't working for Minnesota employers.

“The Survey results are of great value as we develop our benefit strategy each year. We learn of varied approaches in benefit design from our peers. The group discussion where findings are reviewed provides insights to changes in the local health care market.”

Sherry Frederick, Senior Benefit Manager, Park Nicollet Health Services

Survey Topics

The Survey covers:

- Health benefit planning and goals
- Medical plan costs and contribution rates
- Local health plans
- Prescription drug coverage and costs
- Wellness and health improvement solutions
- Wellness incentives
- Other innovations & services – strategies and tactics
- Retiree medical benefits
- 2017 Hot topics – ACA and mental health benefits

NEW for 2017!

- **To provide further insights:** Additional public purchaser data cuts will be included as part of the comprehensive survey reporting for participants, along with a public purchaser survey summary (in addition to the current “all purchaser” summary)*
- **To enable year-round collaboration:** An online confidential “community,” moderated by The Action Group, will allow survey participants to ask/respond to questions and discuss timely topics (such as: Does anyone use this vendor? Is anyone considering this design change? Has anyone effectively addressed this challenge?)

**Minnesota Health Action Group
Annual Employer Benefits Survey Overview**
Discovering Together What None of Us Can Discover Alone

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Top-line Survey Highlights

- 1 The average health care cost trend (total, including employer and employee share) increased to 4.2%, which is comparable to the national average of 4.0%.
- 2 High-cost specialty drugs continue to be a primary driver of increasing benefit costs, with a trend rate of 30% for the second year in a row.
- 3 Disease management and telemedicine are the two most common programs used to mitigate costs and improve health outcomes (although employers say neither is very effective).
- 4 For the third year running, employees rate consumer education as the #1 tactic they will use to better control health care trends.
- 5 About 26% of employers say they plan to change health care vendors in the coming year.

About the 2016 Employer Benefits Survey

- 39 employer participants with 175,000 employees in Minnesota.
- Nearly 220,000 Minnesota employees represented in the Survey results.

A comprehensive report of findings and detailed answers is available to organizations that participated in the Survey. The Survey is open to members and non-members, both public and private. Employers willing to consent to 2017 survey participation will receive a complimentary copy of the full 2016 survey results. Interested employers may contact our assessment specialist: mhealth@mnahg.com

The most commonly used services have some of the lowest ratings

Rank	Program	Commonly Using	Effectiveness (1-5)	2015 Use Rank
1	Disease Management	28	2.8	1
2	Telemedicine/Virtual Care (directly with Provider)	28	2.7	2
3	Health Clinics	27	3.0	4
4	Centers of Excellence	22	3.1	3
5	Mobile Devices/Applications	20	3.1	5

“The Survey results are of great value as we develop our benefit strategy each year. We always learn many new things from our peers, and I especially look forward to the results meeting where we discuss the findings in detail with other participants.”
-Sherry Frederick, Senior Benefit Manager, Park Nicollet Health Services

KEY DATES:

- February 6-24: Survey is open!
- March 30: Exclusive Survey results meeting

Why Participate in the Survey?

1. To **provide value to your organization and employees**. The comprehensive Survey report will provide benchmarks and trends to support strategic and tactical benefit plan management.
2. To **obtain unique insights, not available elsewhere**. The Survey goes beyond prevalence, uncovering what is and isn't working, and provides insights on vendor performance.
3. To **benefit from professional development and networking opportunities in an independent, confidential setting**. Survey participants will be able to participate in the exclusive Survey results meeting and engage in the 2017 private online community—enabling them to share and learn in a trusted network setting, free from conflicts of interest.

Questions and Answers about the Survey

Q: Is there any cost to participate?

A: No. Participation is free.

Q: Do I have to be a member of The Action Group to participate?

A: No. Participation is open to all employers in Minnesota.

Q: Is there a minimum (or maximum) employer size to participate in the survey?

A: No. Employers of all sizes are welcome to participate.

Q: How do I participate?

A: Prior year participants will automatically receive an invitation to participate in the Survey. All employers can access the survey participation link at www.mnhealthactiongroup.org from February 6-24.

Q: How long does it take to complete the Survey?

A: It takes approximately 45-60 minutes to complete the Survey the first time. In subsequent years, your prior year responses will be automatically provided, so completion is faster and easier.

Q: Will my responses be confidential?

A: Absolutely. We will not disclose your responses. Only aggregate results will be reported.

Q: What reporting will I receive?

A: All Survey participants will receive a free, comprehensive report of Survey results, available on March 30.

Q: How will the online private “community” work?

A: We will use a private group on LinkedIn. Only Survey participants will be invited to join. If you are a member of LinkedIn, you will not need a separate password to access the group. You can post and respond to questions, and only other invited participants will be able to see your posts. The Action Group will moderate the community, initiating discussions and offering insights.

Please contact Deb Krause (dkrause@mnhealthactiongroup.org) if you have other questions.

About the Minnesota Health Action Group

The Minnesota Health Action Group is a coalition of public and private purchasers whose sole purpose is to represent the collective voice of those who write the checks for health care in Minnesota. Action Group members collaborate with community stakeholders to drive innovations that support high quality health care, create engaged consumers, and ensure the economic vitality of all Minnesota communities. Based in Bloomington, Minn., the Minnesota Health Action Group was formed in 1988 as the Buyers Health Care Action Group. To learn more, visit www.mnhealthactiongroup.org. Follow us on [LinkedIn](#) and Twitter: [@actiongroupmn](#)

* Requires a minimum of 20 public sector participants to allow confidential reporting.