
California HealthCare Foundation/Mercer Small
Business Health Insurance Survey, 2000

William M. Mercer, Inc.

ICPSR 3383

CALIFORNIA HEALTHCARE FOUNDATION/MERCER SMALL BUSINESS
HEALTH INSURANCE SURVEY, 2000

(ICPSR 3383)

Principal Investigator

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First ICPSR Version

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DATA COLLECTION DESCRIPTION

William M. Mercer, Inc.

CALIFORNIA HEALTHCARE FOUNDATION/MERCER SMALL BUSINESS HEALTH INSURANCE SURVEY, 2000 (ICPSR 3383)

SUMMARY: This study examined employee health plan sponsorship among California businesses that employed between 2 and 50 individuals to determine why some employers offer health insurance plans and some do not. Businesses were divided into two groups: employers that offered health insurance and those that did not offer health insurance. Separate questionnaires were used for the two groups, but many questions in the two surveys were identical so that the two groups of businesses could be compared. Respondents were asked whether health care coverage was available to full-time and/or part-time employees and retirees, and whether domestic partners (same-sex and/or opposite-sex) were eligible as dependents. Employers who offered health care coverage to their employees listed the types of medical plans that they offered, in both 1999 and 2000, and the number of employees enrolled in the plans. The plan types were traditional indemnity, Preferred Provider Organization (PPO), Point-of-Service (POS), and Health Maintenance Organization (HMO). Employers also described employee and employer contributions toward health care premiums, the kinds of freestanding plans (e.g., vision, dental, substance abuse / mental health) they offered, and whether they expected health benefit costs to increase or decrease. Respondents also rated the likelihood of their organization reducing benefits and raising employee contributions. Employers that did not offer their employees health care coverage were asked if they had ever offered coverage, whether they had seriously considered starting to offer health insurance to their employees, whether they had gotten a quote for health insurance, and how likely it was that they would offer health insurance in the next two years. Employers that did not currently offer health insurance were also asked to estimate the cost to their company of health insurance, how much they would be willing to pay for employee health insurance, and whether they would need to reduce wages or benefits to pay for the insurance. All employers were asked whether they had applied for insurance and been turned down, the number of years they had been in business, and whether the Internet had been used as a source of information about health insurance. Respondents described other benefits they offered their employees and answered a number of factual questions about health insurance, such as whether employer contributions to health insurance premiums for employees were tax-deductible. Respondents also gave their opinions on a number of other items, such as whether an HMO could meet the needs of their organization.

Employers were asked whether they were familiar with various means of purchasing and providing health insurance, such as Section 125 plans or purchasing alliances, and, if they provided health insurance, which method they had used. General characteristics of each business were recorded, including number of employees; type of business; the proportion of full-time, part-time, and seasonal/temporary employees; how many employees had been hired and how many had left in the previous 12 months; number of employees at different salary levels; whether the owner of the organization was a woman; and the proportion of employees that were female or members of ethnic minority groups.

UNIVERSE: California employers with 2-50 employees.

SAMPLING: A random sample was drawn from a database of private employers, stratified by employer size (3-9 employees, 10-24 employees, and 25-49 employees), single-site versus multiple-site employers, and location (Los Angeles versus the rest of California). In the case of multi-site establishments, only the parent company was sampled. Employers with either 2 or 50 employees -- one less and one more than the targeted size -- were also eligible.

NOTE: The codebook is provided by ICPSR as a Portable Document Format (PDF) file. The PDF file format was developed by Adobe Systems Incorporated and can be accessed using PDF reader software, such as the Adobe Acrobat Reader. Information on how to obtain a copy of the Acrobat Reader is provided on the ICPSR Web site.

RESTRICTIONS: This data collection may not be used for any purpose other than statistical reporting and analysis. Use of these data to learn the identity of any person or establishment is prohibited. To protect respondent privacy, ZIP codes and detailed industry classifications of responding establishments are restricted from general dissemination. To obtain a file containing these variables, researchers must agree to the terms and conditions of a Restricted Data Use Agreement in accordance with existing ICPSR servicing policies.

EXTENT OF COLLECTION: 1 data file + machine-readable documentation (PDF) + SAS data definition statements + SPSS data definition statements

EXTENT OF PROCESSING: DDEF.ICPSR/ REFORM.DOC/ CONCHK.PR/ MDATA.PR

DATA FORMAT: Logical Record Length with SAS and SPSS data definition statements and SPSS portable file

File Structure: rectangular
Cases: 1,867
Variables: 206
Record Length: 641
Records Per Case: 1

Introduction

Purpose

The broad aim of this research was to better understand why some small California employers (defined as having 2-50 employees) choose to sponsor employee health plans and others do not.

Other purposes include:

- To create demographic profiles of sponsors and non-sponsors
- To explore the attitudes of sponsors and non-sponsors toward purchasing coverage
- To learn about any barriers small employers might face in purchasing coverage
- To test understanding of the small employer health plan market and the cost of coverage
- To describe health plans offered by small employers in terms of cost, plan type, and employee contributions

Methodology

Sampling description

A random sample was drawn from a database of private employers, stratified by employer size (3-9 employees, 10-24 employees, and 25-49 employees), single-site vs. multiple-site employers, and employer location (Los Angeles vs. the rest of California). Only employers listed as employing 3-49 people were selected from the database.

Occasionally, when contacted, a business had gained or lost a number of employees that put the business within 1 employee of the original range of business sizes of the sample (i.e., the business had either 2 or 50 employees). In these cases, that business was retained in the sample, increasing the effective business size criterion to between 2 and 50 employees.

In the case of multi-site establishments, only the ultimate parent company was included in the sample. In this case, the total number of employees of the parent company and all of its subsidiaries had to be between 2 and 50.

Mode of data collection

The study was conducted by phone, using computer-assisted telephone interviewing (CATI), with provisions for interviewing in English and Spanish. When collecting data, interviewers asked to speak to the person responsible for employee benefits.

Response rate

Nearly $\frac{3}{4}$ of the sample (71%) were successfully screened for benefit status and were included in the final data; 11% provided complete interviews.

Weight Description

The base sampling weight is the inverse of the selection probability. In this survey, the selection probability of a unit is the ratio of the number of units selected in a sampling stratum (the sampling nominal sample size) to the number of units in the full sampling stratum. This base sampling weight is the same for all employers in the sample for that sampling stratum, including eligible responding employers (both sponsors and non-sponsors), ineligible employers (such as employers that obtain benefits from other sources or out-of-business employers), and employers that refuse to respond.

Because sponsors and non-sponsors did not have equal probability of selection, additional weights were required. The table below shows how the weights applied in each stratum were derived. Note that the majority of employers in each stratum offer benefits. Because the survey design called for equal numbers of interviews with sponsors and non-sponsors, the sample in most strata had to be several times larger than it would have been if there had been an equal probability of selecting a non-sponsor as a sponsor. The weight for the sponsors is higher than for non-sponsors because the sponsors were sub-sampled.

LOS ANGELES CMSA

	Universe	% Offering benefits	Weight – benefits	Weight – no benefits
SINGLE SITES				
3-9 employees	187843	64%	1109.029	557.993
10-24	38371	79%	266.641	58.629
25-49	12043	86%	87.802	11.847

ULTIMATES**(parent company when enterprise had multiple establishments)**

3-9 employees	2722	87%	471.756	0*
10-24	3555	84%	174.915	67.428
25-49	2654	91%	77.699	9.813

*No respondents in 3-9 category. 10-49 category weighted to represent both groups.

REST OF CALIFORNIA

	Universe	% Offering benefits	Weight - benefits	Weight – no benefits
SINGLE SITES				
3-9 employees	186898	63%	629.915	380.409
10-24	40663	83%	199.709	49.728
25-49	12306	91%	86.381	9.941

ULTIMATES

3-9 employees	3246	81%	218.458	312.083
10-24	4088	88%	116.256	37.262
25-49	2842	96%	67.891	7.899

Variable Guide
2000 Survey of California Employers

FIELD NAME	VARIABLE NAME
-----	-----
Caseid	caseid

Questionnaire Items

A_01 Do you make health care coverage available to some or all full-time employees?

- 1 Yes
- 2 No
- 3 Administered/received through state government
- 4 Administered/received through parent company
- 5 Administered/received through union
- 8 Don't know
- 9 Refused

A_03C Including yourself, how many TOTAL employees does your organization have?

_____ Total Employees (2 to 50)

- 9999997 "Can't separate"
- 9999998 Don't know
- 9999999 Refused

A_03A How many of these are FULL-TIME?

_____ Full-Time Employees (0 to 50)

- 9999997 "Can't separate"
- 9999998 Don't know
- 9999999 Refused

A_03B How many of these are PART TIME?

_____ Part-Time Employees (0 to 50)

- 9999997 "Can't separate"
- 9999998 Don't know
- 9999999 Refused

A_04 Do you make health coverage available to some or all part-time employees?

- 1 Yes, those who work at least a certain number of hours per week
 - A_04H Please specify number of hours per week: _____
 - 98 Don't know
 - 99 Refused
- 2 Yes, those who meet other eligibility requirements
- 3 No
- 8 Don't know
- 9 Refused

A_05 Please tell me the number of active employees who are eligible for health coverage.

A_05C _____ # Total

A_05A _____ # Full-time

A_05B _____ # Part-time

9999997 "Can't separate"
9999998 Don't know
9999999 Refused

A_06 Please tell me the number of active employees who are enrolled in health plan(s).

A_06C _____ # Total

A_06A _____ # Full-time

A_06B _____ # Part-time

9999997 "Can't separate"
9999998 Don't know
9999999 Refused

A_07 Please tell me the number of active employees electing dependent coverage.

A_07C _____ # Total

A_07A _____ # Full-time

A_07B _____ # Part-time

9999997 "Can't separate"
9999998 Don't know
9999999 Refused

A_08 Do eligible dependents include domestic partners? Would you say ...
READ IF NECESSARY: "Domestic partners" does not include couples in common law marriages (as defined by the state)

- 1 Yes, same-sex partners only (that is, couples living together in a monogamous homosexual relationship)
- 2 Yes, opposite-sex partners only (that is, couples living together in a monogamous heterosexual relationship excluding common law marriages)
- 3 Yes, both same-sex and opposite-sex partners
- 4 No, but considering including domestic partners
- 5 No
- 8 Don't know
- 9 Refused

A_15 Do you offer health coverage to any retirees (aside from COBRA requirements)?

- 1 Yes
- 2 No
- 8 Don't know
- 9 Refused

A_15a Do you offer health coverage to your retirees under age 65 (aside from COBRA requirements)? Which of the following best describes your policy?

- 1 Yes, offer a plan to most retirees under age 65
- 2 Only to current retirees or those hired before a specific year
- 3 Provide a subsidy to retirees to purchase medical coverage on their own (Examples of subsidies include an increased pension benefit or 401k match, or a cash payment)
- 4 No, do not offer a plan or subsidy
- 8 Don't know
- 9 Refused

A_15b Do you offer retiree health coverage to your retirees age 65 and over (aside from COBRA requirements)? Which of the following best describes your policy?

- 1 Yes, offer a plan to most retirees age 65 and over
- 2 Only to current retirees or those hired before a specific year
- 3 Provide a subsidy to retirees to purchase medical coverage on their own (Examples of subsidies include an increased pension benefit or 401k match, or a cash payment)
- 4 No, do not offer a plan or subsidy
- 8 Don't know
- 9 Refused

SECTION 2

Type of Plan Offered/Plan Costs

Next, we'd like to know what type of medical plan you offer to your employees. The four medical plan types are Traditional indemnity plan, Preferred Provider Organization (PPO), Point-of-Service Plan (POS), and Health Maintenance Organization (HMO). Please note I'm asking here about medical plans only, not dental or any other freestanding plans you might offer.

B_01A Offer a traditional indemnity plan?

- 1 Currently offer at one or more locations, and also offered in 1999
- 2 Do not offer
- 3 Offered in 1999, but do not currently offer
- 4 Offer currently, but not in 1999
- 5 Offer in 2000, but DK/REF in 1999
- 6 DK/REF in 2000, but offer in 1999
- 7 Do not offer in 2000, but DK/REF in 1999
- 0 DK/REF in 2000, but do not offer in 1999
- 8 Don't know
- 9 Refused

B_01B Offer a PPO?

- 1 Currently offer at one or more locations, and also offered in 1999
- 2 Do not offer
- 3 Offered in 1999, but do not currently offer
- 4 Offer currently, but not in 1999
- 5 Offer in 2000, but DK/REF in 1999
- 6 DK/REF in 2000, but offer in 1999
- 7 Do not offer in 2000, but DK/REF in 1999
- 0 DK/REF in 2000, but do not offer in 1999
- 8 Don't know
- 9 Refused

B_01C Offer a POS?

- 1 Currently offer at one or more locations, and also offered in 1999
- 2 Do not offer
- 3 Offered in 1999, but do not currently offer
- 4 Offer currently, but not in 1999
- 5 Offer in 2000, but DK/REF in 1999
- 6 DK/REF in 2000, but offer in 1999
- 7 Do not offer in 2000, but DK/REF in 1999
- 0 DK/REF in 2000, but do not offer in 1999
- 8 Don't know
- 9 Refused

B_01D Offer an HMO?

- 1 Currently offer at one or more locations, and also offered in 1999
- 2 Do not offer
- 3 Offered in 1999, but do not currently offer
- 4 Offer currently, but not in 1999
- 5 Offer in 2000, but DK/REF in 1999
- 6 DK/REF in 2000, but offer in 1999
- 7 Do not offer in 2000, but DK/REF in 1999
- 0 DK/REF in 2000, but do not offer in 1999
- 8 Don't know
- 9 Refused

B_01A1 Please tell me the number of active employees, not including retirees, who are currently enrolled in your Traditional Indemnity plan.

_____ # Employees (2 to 50)
9999998 Don't know
9999999 Refused

B_01B1 Please tell me the number of active employees, not including retirees, who are currently enrolled in your PPO plan.

_____ # Employees (2 to 50)
9999998 Don't know
9999999 Refused

B_01C1 Please tell me the number of active employees, not including retirees, who are currently enrolled in your Point-of-Service plan.

_____ # Employees (2 to 50)
9999998 Don't know
9999999 Refused

B_01D1 Please tell me the number of active employees, not including retirees, who are currently enrolled in your HMO plan.

_____ # Employees (2-50)
9999998 Don't know
9999999 Refused

B_01tot Sum of enrolled employees (B_01A1, B_01B1, B_01C1, B_01D1)

_____ # Employees (2-50)
9999998 Don't know
9999999 Refused

B_C3 How do you set employee contributions to your plan(s)? First I'll ask about contributions for employee-only coverage, then for family coverage. For employee-only coverage, would you say...

- 1 The employer pays the full cost of coverage
- 2 The employee pays the full cost
- 3 The employer and employee each pay a fixed percentage of the cost
- 4 The employer pays a defined dollar amount
- 5 The employee pays a defined dollar amount
- 6 Some other way
- 8 Don't know
- 9 Refused

B_C4 For family coverage, would you say...

- 1 The employer pays the full cost of coverage
- 2 The employee pays the full cost
- 3 The employer and employee each pay a fixed percentage of the cost
- 4 The employer pays a defined dollar amount
- 5 The employee pays a defined dollar amount
- 6 Some other way
- 8 Don't know
- 9 Refused

B_C1 Do you offer dental coverage to any employees? Would you say...?

- 1 Yes, preventative care only
- 2 Yes, comprehensive dental benefits
- 3 No
- 8 Don't know
- 9 Refused

B_C2 Do you offer vision coverage (beyond annual exams)?

- 1 Yes
- 2 No
- 8 Don't know
- 9 Refused

B_02A Did your organization offer any of the following freestanding plans in 1999? By this we mean benefits that have been carved out of your medical plan and are provided by a separate vendor. Cost for these benefits should not have been included in the medical plan costs you've already given me. With this definition in mind, did you offer:

- B_02A_1 Freestanding dental
- B_02A_2 Prescription drug plan(s)
- B_02A_3 Mental Health/Substance Abuse plan(s)
- B_02A_4 Other freestanding health plans such as freestanding vision or hearing plan(s)
- B_02A_5 None/No freestanding plans
- B_02A_6 Don't know
- B_02A_7 Refused

B_3A Does your organization offer any of the following freestanding plans for 2000? Do you offer...?

- B_03A_1 Freestanding dental
- B_03A_2 Prescription drug plan(s)
- B_03A_3 Mental Health/Substance Abuse plan(s)
- B_03A_4 Other freestanding health plans such as freestanding vision or hearing plan(s)
- B_03A_5 None/No freestanding plans
- B_03A_6 Don't know
- B_03A_7 Refused

B_05 Do you expect your total health benefit cost per employee to increase, decrease, or stay about the same in 2001?

- 1 Increase
 - B_05A SPECIFY % _____ over 2000 (1 to 50)
 - 98 Don't know
 - 99 Refused
- 2 Decrease
 - B_05B SPECIFY % _____ over 2000 (1 to 50)
 - 98 Don't know
 - 99 Refused
- 3 Expect cost to stay about the same
- 8 Don't know
- 9 Refused

PROGRAMMER NOTE:

For the B_6A series—If B_C3=1, then fill a 2 (No) into each plan type that is offered and would normally be asked in this series.

For the B_6B series—If B_C4=1, then fill a 2 (No) into each plan type that is offered and would normally be asked in this series.

(ASK OF EACH TYPE OF PLAN OFFERED:

- ASK TRADITIONAL IF B_1A=1 or 4 or 5;
- ASK PPO IF B_1B=1 or 4 or 5;
- ASK POS IF B_1C=1 or 4 or 5;
- ASK HMO IF B_1D=1 or 4 or 5;
- ASK DENTAL IF (B_C1=2_or B_3A=1))

Now I'm going to ask you about employee contributions for active employees. If you have more than one plan of any plan type, please refer to the largest or most prevalent plan. If you deduct contributions on some other basis, such as weekly, bi-weekly, or annually, please divide the annual contribution by twelve and I will record that amount. First for individual coverage....

(ASK OF EACH TYPE OF PLAN OFFERED)

B_06A Is an employee contribution required for individual coverage with the (PLAN TYPE) plan?

- 1 Yes
- 2 No
- 8 Don't know
- 9 Refused

- B_06AA Traditional Indemnity
- B_06AB PPO
- B_06AC POS
- B_06AD HMO
- B_06AE Dental

(ASK ONLY IF CORRESPONDING PLAN IS YES IN B_6A)

B_06A1 What is the monthly amount of this contribution? If you deduct contributions on some other basis, such as weekly, bi-weekly or annually, please divide the annual contribution by twelve and I will record that amount.

_____ \$ monthly employee contribution (0 to 400)
998 Don't know
999 Refused

B_06A1A	Traditional Indemnity
B_06A1B	PPO
B_06A1C	POS
B_06A1D	HMO
B_06A1E	Dental

(ASK ONLY IF CORRESPONDING PLAN IS YES IN B_6A)

B_06A2 What is the amount paid by employee as percent of premium?

_____ % (0 to 100)
998 Don't know
999 Refused

B_06A2A	Traditional Indemnity
B_06A2B	PPO
B_06A2C	POS
B_06A2D	HMO
B_06A2E	Dental

Now for family coverage...

If you have more than 1 of this type of plan, refer to the largest or most prevalent plan. If you have different rates for different groups of employees, please respond for the largest group of employees. If rates vary depending on the number of family members, please specify rates for employee, spouse, and two children.

B_06B Is an employee contribution required for family coverage with the (PLAN TYPE) plan? If you have more than one of this type of plan, refer to the largest or most prevalent plan. If you have different rates for different groups of employees, please respond for the largest group of employees. If rates vary depending on the number of family members, please specify rates for employee, spouse, and two children.

1 Yes
2 No
8 Don't know
9 Refused

B_06BA	Traditional Indemnity
B_06BB	PPO
B_06BC	POS
B_06BD	HMO
B_06BE	Dental

(ASK ONLY IF CORRESPONDING PLAN IS YES IN B_6B1)

B_6B1 What is the monthly amount of this contribution?

_____ \$ monthly employee contribution

- B_06B1A Traditional Indemnity
- B_06B1B PPO
- B_06B1C POS
- B_06B1D HMO
- 9998 Don't know
- 9999 Refused

- B_06B1E Dental
- 998 Don't know
- 999 Refused

(ASK ONLY IF CORRESPONDING PLAN IS YES IN B_6B1)

B_6B2 What is the amount paid by employee as percent of premium?

_____ % (0 to 100)
998 Don't know
999 Refused

- B_06B2A Traditional Indemnity
- B_06B2B PPO
- B_06B2C POS
- B_06B2D HMO
- B_06B2E Dental

B_7 What percent of employees select employee-only coverage for...
(READ PLAN TYPE)?

Record Percentage _____ of enrolled employees
998 Don't know
999 Refused

- B_07A Traditional indemnity (ASK ONLY IF B_1A=1 or 4 or 5)
- B_07B PPO (ASK ONLY IF B_1B=1 or 4 or 5)
- B_07C POS (ASK ONLY IF B_1C=1 or 4 or 5)
- B_07D HMO (ASK ONLY IF B_1D=1 or 4 or 5)
- B_07E Dental (ASK ONLY IF B_3A=1)

B_08 What medical plan choices were available to a typical employee at your organization at open enrollment for 2000? If you have multiple worksites, please answer for your largest worksite only. If you have separate programs for different groups of employees, answer for the largest group only.

Allow response #1 if B_1A= 1 or 4 or 5

B_08_1 Traditional Indemnity Plan

B_08A (SPECIFY NUMBER OFFERED _____ AT THIS WORKSITE)
98 Don't know
99 Refused

Allow response #2 if B_1B = 1 or 4 or 5

B_08_2 PPO

B_08B (SPECIFY NUMBER OFFERED _____ AT THIS WORKSITE)
98 Don't know
99 Refused

Allow response #3 if B_1C = 1 or 4 or 5

B_08_3 POS plan

B_08C (SPECIFY NUMBER OFFERED _____ AT THIS WORKSITE)

98 Don't know

99 Refused

Allow response #4 if B_1D = 1 or 4 or 5

B_08_4 HMO

B_08D (SPECIFY NUMBER OFFERED _____ AT THIS WORKSITE) (1 to 50)

98 Don't know

99 Refused

B_08_5 Don't know

B_08_6 Refused

ASK ONLY IF A_1=2

I_01 Has your organization ever offered health care coverage to its employees?

1 Yes

2 No

8 Don't know

9 Refused

ASK ONLY IF A_1=1

I_02A In what year did your organization begin offering health insurance?

_____ year

9998 Don't know

9999 Refused

ASK ONLY IF A_1=2

I_02BB In what year did your organization last offer health insurance?

_____ year

9998 Don't know

9999 Refused

ASK ALL

I_03 Has your organization ever applied for health insurance for your employees and been turned down?

1 Yes

2 No

8 Don't know

9 Refused

I_03A How long ago was that?

___ # of years Range = 0-50

00 Less than one year

98 Don't know

99 Refused

I_04 How many years has your organization been in business?

___ # of years Range = 0-200
00 Less than one year
998 Don't know
999 Refused

I_05 Have you or others in your organization used the Internet to get information about health insurance for your workers in the past 2 years?

1 Yes
2 No
8 Don't know
9 Refused

I_05A Which of these types of Internet sites have you visited in the past 2 years? Have you visited
(READ LIST) (ENTER ALL THAT APPLY)

I_05_1 Health plan or insurance company site
I_05_2 Insurance agent or broker site
I_05_3 Small business resource site
I_05_4 Other
I_05_5 Don't know
I_05_6 Refused

(ASK I_6 ONLY IF I_5=2,D, or R)

I_06 Does your firm have access to the Internet?

1 Yes
2 No
8 Don't know
9 Refused

I_07 Does your firm currently offer your employees . . . [READ LIST]

1 Yes
2 No
8 Don't know
9 Refused

ASK FOR EACH ITEM

I_07A a. paid time off, including sick days and holidays?
I_07B b. a retirement plan, such as a defined benefit plan, a 401K plan, a cash balance plan, or something else to help workers save for retirement?

ONLY ASK I_07C IF A_1=2

I_07C c. dental benefits?
I_07D d. life insurance?

IF A_1=1, THEN SKIP TO I_11

ASK ONLY IF A_1=2

I_08 In the last two years, has your organization seriously considered starting to offer health insurance to any of your employees?

- 1 Yes
- 2 No
- 8 Don't know
- 9 Refused

ASK ONLY IF A_1=2

I_09 Did your organization contact anyone to get a quote on the cost of health insurance for your employees?

- 1 Yes
- 2 No
- 8 Don't know
- 9 Refused

ASK ONLY IF A_1=2

I_10 Who did you contact to get the quote? Did you go directly to a health insurance company, or to a broker or agent, or to someone else?

(ALLOW ONE RESPONSE)

- 1 Insurance broker or agent
- 2 Health plan or insurance company
- 3 Other
- 8 (DO NOT READ) Don't know
- 9 (DO NOT READ) Refused

ASK ONLY IF A_1=1

I_11 In evaluating health plans for your employees, do you do that internally or do you seek help from an insurance agent or outside consultant?

- 1 Internally
- 2 Seek external help
- 3 Both
- 8 Don't know
- 9 Refused

ASK ONLY IF A_1=1

I_13 How likely are you to do any of the following things over the next two years?

(PROGRAMMER NOTE: EACH ITEM SHOULD APPEAR ON ITS OWN INDIVIDUAL SCREEN. DISPLAY EACH ITEM AND THEN THE TEXT BELOW ON EACH SCREEN)

SAY . . Are you very likely, somewhat likely, or not likely to [inset option] over the next 2 years?

RANDOMIZE ORDER:

I_13A A Reduce benefits levels
I_13B B Require employees to pay a larger portion of health insurance premiums

- 1 Very likely
- 2 Somewhat likely
- 3 Not likely
- 8 Don't know
- 9 Refused

I_14 Here are some things that might or might not happen in your organization over the next couple of years. As I read them, please tell me if you think this is very likely, somewhat likely, or not likely to happen over the next 2 years or so.

- 1 Very likely
- 2 Somewhat likely
- 3 Not likely
- 8 Don't know
- 9 Refused

READ STATEMENT, THEN SAY . . Is that very likely, somewhat likely, or not likely to happen in the next 2 years?

RANDOMIZE ORDER

- I_14A A. Your business revenues will grow by 10% or more per year
- I_14B B. The cost of health care coverage in the general marketplace will increase by 10% or more each year

ASK C1 IF A_1=1; STORE IN SAME DATA LOCATION AS C2.

- I_14C C1. You start having increasing difficulty hiring and keeping good employees because they want better health care benefits

ASK C2 IF A_1=2; STORE IN SAME DATA LOCATION AS C1.

- I_14C C2. You start having increasing difficulty hiring and keeping good employees because you don't offer health insurance
- I_14D D. You will have more money to spend on employee compensation and benefits

ASK ONLY IF A_1=2

I_12 How would you rate the likelihood that your organization will begin to offer health insurance to your employees during the next two years? Are you...

- 1 Very likely to do so
- 2 Somewhat likely to do so
- 3 Not likely to do so
- 8 Don't know
- 9 Refused

ASK ONLY IF A_1=2

I_15 Now, let's suppose certain things were to happen to your organization or in the health care market. For example, what if [READ FIRST ITEM, THEN SAY]. If this were to happen, would you be much more likely to begin offering health insurance, somewhat more likely, or no more likely?

- 1 Much more likely
- 2 Somewhat more likely
- 3 No more likely
- 8 Don't know
- 9 Refused

RANDOMIZE

- I_15A A. Your business revenues grew by 10% or more per year
- I_15B B. The government offered a tax credit of 25% of the health insurance premiums
- I_15C C. You started having increasing difficulty hiring and keeping good employees because you don't offer health insurance
- I_15D D. There was a guarantee that you would not be turned down for insurance if you applied
- I_15E E. The process of purchasing health insurance became much simpler

ASK ONLY IF A_1=2

I_16 Next, I'd like you to think about the cost to your company of offering a basic health insurance plan. About how much do you think a typical health plan would charge to cover one employee with employee-only health insurance coverage for one year? Think about the entire amount, both what the employer would pay and the employee would contribute.

INTERVIEWER NOTE: READ LIST IF NECESSARY (RANGES SHOULD BE AVAILABLE IN \$ PER MONTH FOR RESPONDENTS WHO ASK). RANGES ARE ALSO LISTED AS MONTHLY FOR THE RESPONDENT, IF NEEDED.

- 1 Less than \$500 (Monthly: Less than \$42)
- 2 \$500 up to \$999 (Monthly: \$42 to \$83)
- 3 \$1,000 up to \$1,499 (Monthly: \$84 to \$125)
- 4 \$1,500 up to \$1,999 (Monthly: \$126 to \$167)
- 5 \$2,000 up to \$2,499 (Monthly: \$168 to \$208)
- 6 \$2,500 up to \$2,999 (Monthly: \$209 to \$250)
- 7 \$3,000 up to \$3,999 (Monthly: \$251 to \$333)
- 8 \$4,000 up to \$4,999 (Monthly: \$334 to \$417)
- 9 \$5,000 or more (Monthly: \$418 or more)
- 98 Don't know
- 99 Refused

ASK ONLY IF A_1=2

I_17 What is the most, if anything, your firm would be willing to pay to cover each full-time employee for one year?

- 1 Nothing
- 2 Dollar amount per employee, per year
- I_17A (SPECIFY: \$1 to \$10,000__)
 - 99998 Don't know
 - 99999 Refused
- 8 Don't know
- 9 Refused

ASK ONLY IF A_1=2

I_18 If you were to start spending that amount on insurance, would you be increasing the amount you currently spend on employee benefits and compensation, or would you reduce employee wages or other benefits?

INTERVIEWER NOTE: If respondent says "Don't know," prompt again and say, "even if you are not sure, which do you think you would be more likely to do?"

- 1 Increase total spending on benefits and compensation
- 2 Reduce wages or other benefits
- 8 Don't know
- 9 Refused

ASK ALL

I_19 Here are some statements about health insurance. Please tell me if you think this is true or false, or you don't know.

- 1 True
- 2 False
- 8 (DO NOT READ) Don't know
- 9 (DO NOT READ) Refused

READ STATEMENT, THEN SAY: Is that true, false, or you don't know?

RANDOMIZE ORDER

- I_19A A. If my firm applies for health insurance, we cannot be turned down.
- I_19B B. If one of our workers becomes very ill and requires costly treatment, the insurance company or health plan can increase our premiums without limit.
- I_19C C. Firms with sicker workers can be charged up to twice as much as firms with healthier workers.
- I_19D D. Employer contributions to health insurance premiums for employees are 100% tax deductible as a business expense.

ASK ALL

I_20 The next few statements are a little different. As I read each one, please listen carefully and then tell me whether you agree or disagree and whether you do so strongly or just somewhat.

- 1 Strongly agree
- 2 Agree somewhat
- 3 Disagree somewhat
- 4 Strongly disagree
- 8 Don't know
- 9 Refused

READ STATEMENT, THEN SAY: Do you agree or disagree? PROBE: Do you (agree) (disagree) strongly or somewhat?

RANDOMIZE ORDER

ASK A1 IF A_1=1; STORE IN SAME DATA LOCATION AS A2.

I_20A a1. To meet our needs, our benefit program must include more than just an HMO.

ASK A2 IF A_1=2; STORE IN SAME DATA LOCATION AS A1.

I_20A a2 To meet our needs, our benefit program would have to include more than just an HMO.

I_20B b. It is easy to find a health plan that meets my firm's needs.

ASK C1 IF A_1=1; STORE IN SAME DATA LOCATION AS C2.

I_20C c1. It is better for us to offer some kind of health insurance, even if the benefits are limited.

ASK C2 IF A_1=2; STORE IN SAME DATA LOCATION AS C1.

I_20C c2. It would be better for us to offer some kind of health insurance, even if the benefits are limited.

I_20D d. Our workers value higher wages more than they value health insurance.

I_20E e. Most of the companies with whom we compete for employees offer health insurance.

ASK F1 IF A_1=1; STORE IN SAME DATA LOCATION AS F2.

I_20F f1. Offering insurance makes it a lot easier for us to hire and keep good employees.

ASK F2 IF A_1=2; STORE IN SAME DATA LOCATION AS F1.

I_20F f2. Offering health insurance would make it a lot easier for us to hire and keep good employees.

ASK G1 IF A_1=1; STORE IN SAME DATA LOCATION AS G2.

I_20G g1. Offering health insurance helps reduce the number of sick days our employees take.

ASK G2 IF A_1=2; STORE IN SAME DATA LOCATION AS G1.

I_20G g2. Offering health insurance would help reduce the number of sick days our employees take.

ASK ALL

I'm going to describe some ways of purchasing and providing health insurance that are available to employers. Please tell me if you have ever seen, heard or read anything about them.

I_21A The first one is plans that allow employees to pay their health insurance premium with pre-tax dollars. These are called section 125 plans and are also known as premium-only plans, premium conversion plans, and cafeteria plans. Have you ever seen, heard, or read anything about these plans?

- 1 Yes
- 2 No
- 8 Don't know
- 9 Refused

ASK ONLY IF A_1=1

I_21B Do you currently offer a section 125 plan to allow your employees to pay their health insurance premium with pre-tax dollars?

- 1 Yes
- 2 No, but are considering it
- 3 No
- 8 Don't know
- 9 Refused

I_21C Next, a medical savings account. This is a tax-free savings account accompanied by a high-deductible health insurance plan. Have you ever seen, heard, or read anything about medical savings accounts?

- 1 Yes
- 2 No
- 8 Don't know
- 9 Refused

ASK ONLY IF A_1=1

I_21D Do you currently offer a medical savings account to your employees?

- 1 Yes
- 2 No, but are considering it
- 3 No
- 8 Don't know
- 9 Refused

I_21E The last one is purchasing alliances. These alliances negotiate contracts with many different health plans on behalf of small employers, and employers who join them can offer employees a choice of plans. Some purchasing alliances are the HIPC (pronounced "hippick"), PacAdvantage, and California Choice.

Have you ever seen, heard, or read anything about purchasing alliances?

INTERVIEWER NOTE: HIPC=Health Insurance Purchasing Coalition

- 1 Yes
- 2 No
- 8 Don't know
- 9 Refused

ASK ONLY IF A_1=1

I_21F Do you currently obtain health insurance for your employees through a purchasing alliance?

- 1 Yes
- 2 No, but are considering it
- 3 No
- 8 Don't know
- 9 Refused

ASK ONLY IF A_1=1

I_22 Which purchasing alliance do you use? (ENTER ALL THAT APPLY)

- I_22_1 PacAdvantage, which was also known as HIPC, the Health Plan of California
- I_22_2 California Choice/HIPC
- I_22_3 Other
- I_22_4 Don't know
- I_22_5 Refused (specify)

Now I'm going to ask a few questions about your organization and we'll be finished.

I_23 What percentage of your total wage costs over the past year were for temporary or seasonal workers?

_____ % (0 – 100)

998 Don't know

999 Refused

I_24 (IF I_23 = 0%, DON'T READ, Not counting any seasonal or temporary workers,) how many of your permanent employees have left the organization in the last 12 months?

_____ # of employees

98 Don't know

99 Refused

I_25 (IF I_23 = 0%, DON'T READ, Not counting any seasonal or temporary workers,) how many employees were hired in the last 12 months?

_____ # of employees

98 Don't know

99 Refused

I_26 How many of your [INSERT RESPONSE FROM A_3C, TOTAL EMPLOYEES] employees are . . .

_____ # of employees

98 Don't know

99 Refused

- I_26A A. under age 25?
- I_26B B. between 25 and 54?
- I_26C C. age 55 or over?

MUST ADD TO TOTAL EMPLOYEES (A_3C)

I_27A How many of your [INSERT RESPONSE FROM A_3C, TOTAL EMPLOYEES] employees are female?

Specific percentage of employees that are female (SPECIFY: 0 to 100 _____)

998 Don't know

999 Refused

I_27B How many of your [INSERT RESPONSE FROM A_3C, TOTAL EMPLOYEES] employees are Latino or Hispanic?

Specific percentage of employees that are Latino or Hispanic (SPECIFY: 0 to 100____)

998 Don't know

999 Refused

I_27C How many of your [INSERT RESPONSE FROM A_3C, TOTAL EMPLOYEES] employees are White?

Specific percentage of employees that are White (SPECIFY: 0 to 100____)

998 Don't know

999 Refused

I_28 How many of your [INSERT RESPONSE FROM A_3C, TOTAL EMPLOYEES] employees work in California?

Specific percentage of employees that work in California (SPECIFY: 0 to 100____)

998 Don't know

999 Refused

I_30 How many of your [INSERT RESPONSE FROM A_3A, FULL-TIME EMPLOYEES] full-time employees earn the following annual salaries? Please be sure to include yourself.

(PROGRAMMER NOTE: numbers must add to total FULLTIME employees)

_____ # of full time employees

98 Don't know

99 Refused

I_30A less than \$20,000

I_30B \$20,000 to less than \$50,000

I_30C \$50,000 to less than \$75,000

I_30D \$75,000 or more

I_31 Does the owner of this organization have health insurance?

1 Yes

2 No

8 Don't know

9 Refused

I_32 Is the owner of this organization a member of any of these minorities: Latino, African American, Asian, or some other ethnic minority? (ENTER ALL THAT APPLY)

I_32_1 Latino/Hispanic

I_32_2 African American

I_32_3 Asian

I_32_4 Other ethnic minority: (specify)_____

I_32_5 Not a member of a minority group

I_32_6 Don't know

I_32_7 Refused

I_33 Is the owner of this organization a woman?

1 Yes

2 No

8 Don't know

9 Refused

A_17A Please indicate your primary type of business. Is it...?

(READ LIST. ENTER ONE RESPONSE ONLY.)

- 01 Manufacturing
- 02 Wholesale/Retail trade
- 03 Services
- 04 Transportation/Communication/Utilities
- 05 Health Care
- 06 Financial Services
- 07 Government
- 08 Something else
- 98 Don't know
- 99 Refused

A_17B Is that...? *

* **NOTE: To protect respondents' anonymity, responses to this item have been recoded. A restricted dataset with the original data for this variable can be obtained from ICPSR.**

(READ LIST. ENTER ONE RESPONSE.)

- 01 Electronics and Precision Instruments
- 02 Building Products
- 03 Transportation and Aerospace Equipment
- 04 Computer and Office Equipment
- 05 Machinery and Heavy Equipment
- 06 Fabricated Metal Products
- 07 Chemicals
- 08 Pharmaceutical
- 09 Paper and Allied Products
- 10 Apparel and Textiles
- 11 Food/Beverage Products
- 12 Printing and Publishing
- 13 Consumer Products (Including Household Goods, Cosmetics, Tobacco Products, Jewelry)
- 14 Mining/Construction (Including Metals)
- 15 Energy/Petroleum
- 16 Wholesale Trade
- 17 Retail Trade
- 18 Advertising
- 19 Consulting
- 20 Engineering
- 21 Legal Services
- 22 Software/Data Processing
- 23 Other Technical/Professional Services
- 24 Colleges and Universities (Public and Private)
- 25 School Boards and Other Institutions
- 26 Food Services/Lodging
- 27 Entertainment/Recreation
- 28 Transportation Services
- 29 Telecommunications
- 30 Broadcasting
- 31 Utilities
- 32 Hospitals
- 33 Health Services (Excluding Hospitals)
- 34 Banks
- 35 Investment Services
- 36 Insurance (Including Insurance Brokers)
- 37 Real Estate
- 38 Other Financial Services
- 39 State
- 40 County
- 41 City
- 42 Diversified Companies
- 43 Farms/Farm Services
- 44 Non-Profit Organizations
- 45 Other (SPECIFY)
- 98 Don't know
- 99 Refused

I_34 RECORD: Gender of respondent:

- 1 Male
- 2 Female

FIELD NAME -----	VARIABLE NAME -----
State	state
Zip Code *	zip
Tab Code	tabcode
Sample Flag	sampflag
1 = 3 to 9	
2 = 10 to 24	
3 = 25 to 49	
Data Flag	dataflag
1 = 2 to 9	
2 = 10 to 24	
3 = 25 to 50	
Weight	weight
Type of Complete	typecomp
1 = Complete	
3 = Breakoff	
1999 Indemnity plan cost per employee	tip9apnd
2000 Indemnity plan cost per employee	tip0apnd
1999 PPO plan cost per employee	ppo9apnd
2000 PPO plan cost per employee	ppo0apnd
1999 POS plan cost per employee	pos9apnd
2000 POS plan cost per employee	pos0apnd
1999 HMO plan cost per employee	hmo9apnd
2000 HMO plan cost per employee	hmo0apnd
1999 Total cost per employee	tot9ap
2000 Total cost per employee	tot0ap
1999 Dental plan cost per employee	dnt9ap
2000 Dental plan cost per employee	dnt0ap
1999 Medical plan cost per active employee	med9ap
2000 Medical plan cost per active employee	med0ap
Primary plan offered to employees	primplan
Filter for totap<1000	filter_
FIPS County Code	fipscty
FIPS MSA Code	fipsmsa

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