



# NEWS RELEASE

## 6th Annual Arizona Employee Benefits Benchmarking Survey Provides Employers Data to Help Attract & Retain Employees

### *Keynote Speaker Joe Mechlinski Shares Strategies to Unlock Workplace Engagement and Inspire Employees*

Scottsdale, AZ, May 30, 2019 – The results of the 6<sup>th</sup> annual Arizona Employee Benefits Benchmarking Survey of mid-size employers (50-5,000 employees), presented today at a seminar held at the Arizona Biltmore, showed that:

- 49 percent of health insurance plans offered by Arizona employers surveyed were lower-cost high deductible plans; 47 percent were traditional preferred provider organization (PPO) type plans.
- In Arizona, traditional preferred provider organization (PPO) copay plan deductibles have increased from \$1500 to \$2500 during the last two years.
- Median deductibles for high deductible health plans (HDHPs) have remained flat at \$3000 for several years.
- Arizona employers have been more aggressive than the national median in managing costs of their employee health plans:
  - 43 percent of Arizona employers surveyed implemented health insurance plan design changes in 2019 to manage costs.
  - 27 percent of these employers increased the employee share of monthly premiums for health insurance in 2019.
- Healthcare inflation for employee health insurance has remained steady in Arizona. After plan design changes, the median cost increase for 2019 was 5 percent.

This benchmarking survey, conducted by Benefit Commerce Group, a Scottsdale-based employee benefits firm, is in its sixth year of data collection. The survey was developed by one of the world's largest and most respected actuarial firms and is in its 17<sup>th</sup> year nationally.

"In these six years, over 900 Arizona employers have participated in this survey," said Scott Wood, Principal and CEO of Benefit Commerce Group, which hosted the Employee Benefits

Benchmarking Results Seminar. “Over 230 people registered for our seminar, many of them Human Resources professionals who are focused on strengthening their benefits programs to attract and retain employees.”

Seminar attendees who participated in the benchmarking survey received individual custom report summaries at the seminar today. They also have the opportunity to access more detailed benchmarking, including data that compares their employee benefits programs to other employers in Arizona and nationally by company size, industry type and geography.

“Particularly in the current low unemployment rate environment, Arizona employers are very much interested in how they can design their employee benefits programs to give them a competitive edge in attracting and retaining quality talent,” Wood said.

“Healthcare is typically the 2nd or 3rd highest cost for most employers. That is why this topic also is critical for Chief Financial Officers and CEOs, as they manage their budgets while engaging their employees in their corporate cultures and business objectives,” Wood added.

*Arizona employers can continue to participate in this survey through November by visiting the [Benefit Commerce Group website page](#).*

### **Joe Mechlinski’s presentation – Shift the Work!**

Keynote speaker at today’s seminar was Joe Mechlinski, a *New York Times* best-selling author and founder of SHIFT, a collective of businesses united by their common mission to revolutionize workforce engagement and transform the world. Joe’s presentation and his latest book, *Shift the Work*, focus on these concepts.

In his presentation, Joe revealed the fatal flaw in our view of work and how science can set us free from the mentality that has left 70% of the American workforce disengaged. Tapping into the power of the head, heart and gut, Joe shared actionable strategies to unlock workplace engagement and inspire employees to find a new level of passion, purpose, and performance at work.

*For more information about the Arizona Employee Benefits Benchmarking Survey or the survey results, contact Benefit Commerce Group at 480-515-5010 or [info@benefitcommerce.com](mailto:info@benefitcommerce.com) or visit our website: [www.benefitcommerce.com](http://www.benefitcommerce.com).*

### **ABOUT Benefit Commerce Group**

Benefit Commerce Group is a progressive and results-driven employee benefits consulting firm. Benefit Commerce is making life easier and better for HR teams and helps companies striving to control one of their highest expense items: employee benefits costs. We provide employers with sustainable strategies to lower health plan costs first-year and long-term. We are not the typical benefits firm, and we are not offering typical cost-shifting techniques. Our strategies yield real savings for both employer and employee and also integrate meaningful consumer-focused employee health and wellness programs. Our technology enhancements also set us apart, as we offer methods to streamline HR functions from enrollment through ongoing

employee communication and administration. Through our proven programs, Benefit Commerce Group has helped our clients receive recognition from the Phoenix Business Journal's "Healthiest Employers" program, the Wellness Council of Arizona and other programs. Clients have received over 160 awards in the past five years. The company conducts the annual Arizona Employee Benefits Benchmarking survey for mid-size employers across the state. The success of our strategies is illustrated by our Inc. 5000 listing each year since 2015, a four-time honoree among the fastest-growing private companies in America. Principals of the firm include Scott Wood, Johnny Angelone and Chris Hogan. For more information on Benefit Commerce Group, call us at 480-515-5010 or visit our website <https://benefitcommerce.com/>.

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