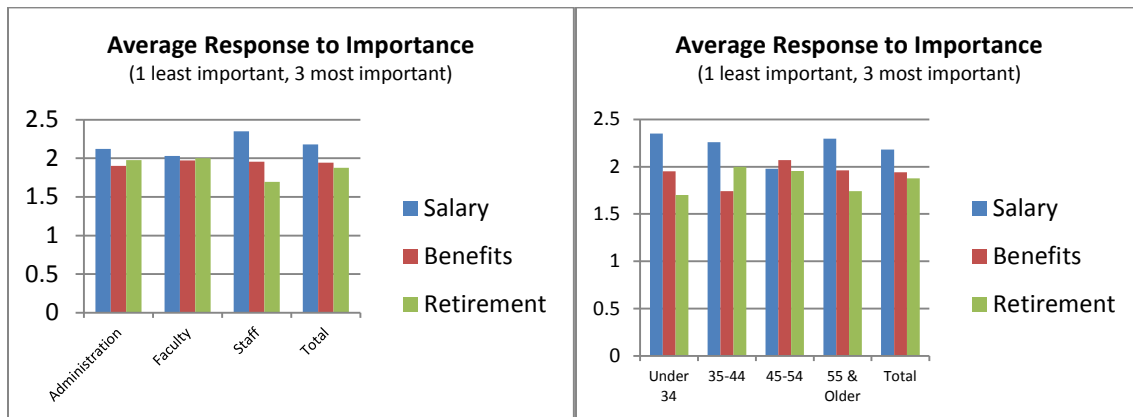


Juniata College: Total Compensation Survey Executive Summary of Results

122 Respondents

20 under age of 34; 31 between ages 35 – 44; 44 between ages 45 – 54; 27 over age 55
41 Administration; 35 Faculty; 46 Staff

Importance of Compensation Components



Redistribution of Compensation from current 71% Salary, 19% Benefits, 10% Retirement:
Average Response of: 70.6% Salary; 17.6% Benefits; 11.2% Retirement

Programming

Percentage responding with either “Extremely Valuable or Valuable” % of Respondents % of Participants
(Respondents = Everyone who responded to the survey; Participants = Respondents who selected options other than “Did not elect to Participate”)

Most and Least Valuable Programs:

• Use of Kennedy Sports & Recreation Center Facilities	74.6%	87.5%
• Biometric Screenings	67.2%	82.0%
• Health Risk Assessment	60.7%	77.1%
• Wellness Rewards	62.3%	76.8%
<hr/>		
• Massage Therapy	28.7%	47.3%
• Prizes	41.8%	53.1%
• Fitness Classes	37.7%	58.2%
• Wellness Grant	39.3%	58.5%

Most and Least Valuable Potential Programs:

• Smoke-Free Campus	86.1%	88.2%
• Tobacco-Free Campus	82.0%	84.0%
<hr/>		
• Health Coaching	52.5%	57.7%
• External Gym Memberships	44.3%	49.5%

Health Insurance & Eligibility

Low cost at time of service vs. Low cost through payroll deductions:	Payroll Deductions @ 55.0%
Single Plan Offering vs. Multiple Plan Offering:	Multiple Plans @ 57.4%
Should Juniata College consider offering an HSA Qualified High Deductible Plan:	No @ 72.1%
Should Juniata College consider offering an HMO:	No @ 73.8%
Inpatient Admission & Outpatient Surgery Copay vs. Deductible:	Inpatient/Outpatient @ 52.5%
Deductible vs. Higher Copayments:	Deductible @ 59.0%
Deductible vs. Coinsurance:	Deductible @ 82.0%
Increased copayments on Medical vs. Prescription Drugs:	Medical @ 55.7%
Prescription Drugs – Copayment or Coinsurance:	Copayment @ 73.0%
Using or willing to use Mail Order for Maintenance Medications:	Yes @ 83.6%
Should Domestic Partners continue to be Eligible:	Yes @ 54.9%
Surcharge or Limit Eligibility if spouse has other employer coverage available:	44.3%
• Surcharge	32.0%
• Limit Eligibility	12.3%
Continue to offer Cash Opt-out to waive medical benefits:	Yes @ 67.2%
Financial Differentiation between Tobacco/Non-Tobacco Users:	Yes* @ 93.8%
Financial Differentiation based on Wellness Program:	Yes* @ 60.7%

What is the most Juniata College should charge for the following services? (Average Below)

	Survey Result	7 other Colleges	National [^]
• Primary Care Physician	\$19.84	\$20	\$24
• Specialist Office Visit	\$27.74	\$35	\$37
• Convenient Care Clinic	\$21.90	\$27	---
• Urgent Care Center	\$27.11	\$40	---
• Emergency Room	\$66.67	\$103	\$152
• Outpatient Surgery	\$81.98	---	\$181
• Inpatient Admission	\$84.92	---	\$308
• Deductible	\$351.59	\$654	\$1,077
• Generic Prescription Drug, Retail	\$16.91	\$17	\$11
• Brand, Formulary Drug, Retail	\$50.90	\$40	\$31
• Brand, Non-Formulary Drug, Retail	\$54.63	\$66	\$54
• Prescription Drug Deductible	\$64.38	\$22	\$231
• Multiplier from Retail (1 month) to Mail Order (3 month supply)	1.43x	2.09x	---

What is the least Juniata College should contribute toward the premium? (Average Results Below)

(Currently 90% for employees and 80% for Spouses & Dependents)

• Employees	82.84%
• Spouses	72.98%
• Dependents	72.43%

*Survey initially required all members select either a financial differentiator based on Tobacco and/or Wellness. Answers maybe inflated due to the lack of a "Neither" option.

[^]Information from Kaiser Family Foundation and PricewaterhouseCoopers Annual Surveys.