



# EMPLOYEE BENEFITS in CONNECTICUT

2006

**Information to assist  
businesses, community  
leaders and workers  
to make more informed  
workplace and  
workforce decisions.**

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## INTRODUCTION

This publication provides private and public business leaders and workers in Connecticut with information specific to the state that before now was largely unavailable. This report outlines employee benefits offered to Connecticut workers by their employers. The *Employee Benefits in Connecticut 2006* report contains distinct information on the type of benefits offered across all private industries, including detailed estimates of the percentage of workers receiving these benefits.

This is the product of a survey sent to a randomly selected, representative sample of employers in all major industry sectors and size ranges. The survey used methodologies derived by the State Benefits Consortium of the national Workforce Information Council, a chartered group of state labor market information directors and representatives of the Bureau of Labor Statistics and the Employment and Training Administration, U.S. Department of Labor. The Consortium's original survey design was developed with assistance of staff of the Bureau of Labor Statistics' National Compensation Survey. Surveys using this method have been conducted in Alaska, Idaho, Kansas, Minnesota, Missouri, Montana, Nebraska, New Hampshire, North Carolina, South Dakota, Washington, West Virginia, and Wyoming.

The survey was mailed to more than 3,500 Connecticut employers in the fall of 2006. It asked employers if they provide the following benefits to full-time and part-time employees: health insurance for employees and dependents, life insurance, disability insurance, retirement benefits, undesignated leave, paid sick leave, vacation leave, and holiday leave. The overall response rate for the survey was 60 percent. These responses were then weighted to represent the universe of private sector firms in Connecticut. The results give reliable estimates of the types of benefits that are offered to workers by Connecticut employers across companies of different sizes and in various industries throughout the state.

The Office of Research would again like to thank all of the employers whose voluntary participation made this publication possible. It is our hope that this information will assist businesses, community leaders and workers to make more informed workplace and workforce decisions.

## SUMMARY FINDINGS AVAILABILITY OF BENEFITS

	Percent of Workers with Access to Benefits		Percent of Companies Offering Benefits	
	<u>Full-time Workers</u>	<u>Part-time Workers</u>	<u>Full-time Workers</u>	<u>Part-time Workers</u>
<b>Medical and Insurance Benefits</b>				
Health	91%	21%	65%	9%
Dental	74%	16%	37%	7%
Vision	49%	11%	25%	4%
Life	72%	13%	38%	5%
Short-term Disability	54%	8%	25%	6%
Long-term Disability	53%	9%	27%	4%
<b>Paid Leave</b>				
Vacation	87%	37%	70%	22%
Holidays	87%	33%	65%	19%
Sick	69%	27%	50%	12%
Consolidated	18%	6%	7%	4%
<b>Other Benefits</b>				
Retirement	79%	37%	48%	19%
Tuition Reimbursement	53%	18%	26%	10%
Child care	11%	8%	2%	1%
Bonuses	47%	25%	26%	14%
Flexible Spending Accounts	51%	24%	19%	7%
Shift Differentials	32%	22%	6%	3%

## PRINCIPLE OBSERVATIONS

Following are findings from the 2006 survey of Connecticut businesses regarding employee benefits, supplemented with information from additional sources.

- ◆ Connecticut workers have greatest access to benefits if they are:
  - Full-time employees
  - Employed by a company with 50 or more employees
  - Working in the following industry sectors:
    - ★ Utilities
    - ★ Manufacturing
    - ★ Management of Companies & Enterprises (corporate/admin offices)
    - ★ Educational Services
  
- ◆ In Connecticut, 91% of private sector, full-time wage earners are offered health benefits. By comparison, 21% of part-time employees are afforded health benefits.
  
- ◆ Next to health benefits, paid leave for vacations (87%) and holidays (87%) are the most common benefits offered to Connecticut full-time employees. A little more than two of every three (69%) get paid sick leave. These also are among the most likely benefits that part-time workers receive, with 37% offered vacation leave, 33% holiday leave, and 27% sick leave.

Consolidated leave (paid leave for any purpose) is available to 18% of all full-time workers. This is most prevalent in the finance and insurance industries where approximately 35% of are offered this type of paid time off.

- ◆ Almost three of every four full-time workers are offered life insurance (72%) and dental coverage (74%). About half have vision coverage (49%). Fewer than one in five part-time workers have access to these benefits.
  
- ◆ Slightly over half of all full-time workers in Connecticut are covered by disability insurance, either short-term (54%), long-term (53%) or a combination of both.
  
- ◆ Nearly four of every five (79%) full-time workers in Connecticut are offered some kind of retirement plan. Defined contribution plans, such as 401(k) plans, are more typical than defined benefit plans, such as pension plans. Almost two-thirds (62%) of defined contribution plans are jointly paid by the employer and employee.

## PRINCIPLE OBSERVATIONS (p2)

- ◆ About half (53%) of all full-time workers are offered tuition reimbursement.
- ◆ Child care is generally offered only by larger employers and consequently is available to only one in ten (11%) full-time workers.
- ◆ Health benefit costs were not captured in this survey, but a number of other sources identify the current status and trend in the costs of health benefits. They include:
  - ◆ Medical insurance premiums in New England are comparable to the averages found for single or family coverage in the nation as a whole.
  - ◆ The estimated total annual cost for family coverage in 2004 was \$11,035, with the employee contributing \$2,274 and the employer \$8,761.
  - ◆ Employer-sponsored health premiums rose by 7.7% in 2006, 9.2% in 2005 and 11.2% in 2004, far exceeding overall inflation each year. It was found that health insurance premiums had risen by 68% between 2001 and 2006.
  - ◆ On average, there is about an 80%—20% split in the employer and employee shares of medical insurance premiums.
  - ◆ Nonunion employees' share of their medical insurance for both single and family coverage was more than twice as high as those for union workers.

*Additional information on the cost of health benefits can be found on page 15.*



## PRINCIPLE OBSERVATIONS (p3)

- ◆ From a company perspective, Connecticut businesses are most likely to offer their full-time employees:
  - Paid vacation leave (70%)
  - Paid holiday leave (65%)
  - Health benefits (65%)
  - Sick leave (50%)
  - Retirement benefits (48%)
  
- ◆ The likelihood that a firm will offer benefits, to both full-time and part-time workers, increases as the size of the company increases. This is generally true for the less prevalent benefits, such as dental benefits, vision benefits, life insurance, disability insurance and tuition reimbursement, as well as for the more common benefits offered.
  
- ◆ There are differences in the benefits generally offered within different industry sectors. For example, vision and childcare benefits are among the benefits least likely to be found in the construction sector. In finance and insurance, the availability of childcare to full-time workers (27%) is among the highest of all sectors, while the availability of vacation leave (70%) is among the lowest. The utilities sector generally offers the best package of benefits, while benefits of any type are least likely to be available at establishments involved in accommodation and food services.
  - 91% of full-time workers in private industry in Connecticut are offered health benefits. The industries leading in this area are utilities (100%), manufacturing (98%) and those involved in company/enterprise management (97%). Those industries where health benefits are most likely not available are accommodation and food services (68%) and administrative support and management services (78%).
  - 87% of full-time private industry workers are offered vacation leave. A half-dozen industry sectors lead the way in this area with 95% or more of workers receiving vacation leave, while accommodation and food services (65%) and finance and insurance (70%) lag in offering this leave.
  - 79% of full-time private industry workers in the state are offered retirement benefits. Industry sectors leading in this area are utilities (99%), finance and insurance (96%) and educational services (92%). Sectors where retirement benefits are least likely to be offered are accommodation and food services (32%) and administrative, support and waste management services (48%) and real estate and rental and leasing (62%).
  - Childcare benefits are available to only 11% of full-time workers in Connecticut industries. These benefits are most likely to be found in educational services (50%), finance and insurance (27%) and health care and social assistance (23%).

*Additional information on the benefits offered within the different Connecticut industry sectors can be found on page 11.*



## BENEFIT PROFILE: COMPANIES

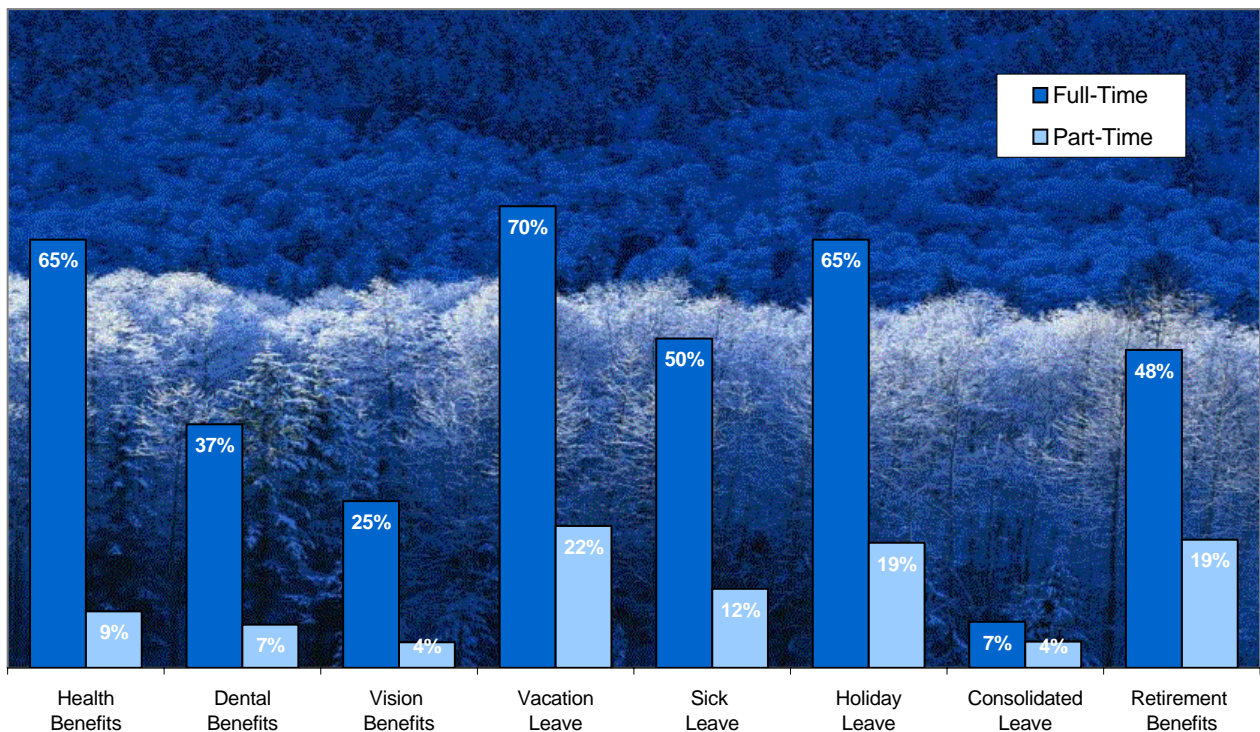
The most common benefits offered by Connecticut employers are health insurance, vacation leave, holiday leave and sick leave. Outcomes from the survey show that 65% of Connecticut businesses offered health benefits to their full-time workers. Dental benefits were offered by 37% of the state's employers while a quarter of them offered vision benefits to their full-time workforce.

Among the types of paid leave, 70% of employers offered vacation leave, 65% offered holiday leave, half offered sick leave and 7% offered consolidated leave to their full-time workers (consolidated leave may be in place of or in addition to other paid leave). Full-time workers are afforded retirement benefits by 48% of the companies in Connecticut.

According to the survey, part-time workers in Connecticut do not fare as well as their full-time counterparts. Part-time workers are defined as workers employed on a temporary or regular basis for a workweek shorter than the scheduled workweek for full-time employees. The benefit that part-timers receive the most is vacation leave. About 22% of employers offered vacation leave to their part-time workforce while 19% offered holiday leave. Sick leave is granted by 12% of Connecticut's businesses while 4% granted consolidated leave to their part-time workers.

Only 9% of the state's employers offer health benefits to their part-time employees. Dental and vision benefits are afforded to part-time workers by 7% and 4% of Connecticut's companies, respectively. Retirement benefits are offered to part-time workers by nearly 20% of the employers in Connecticut.

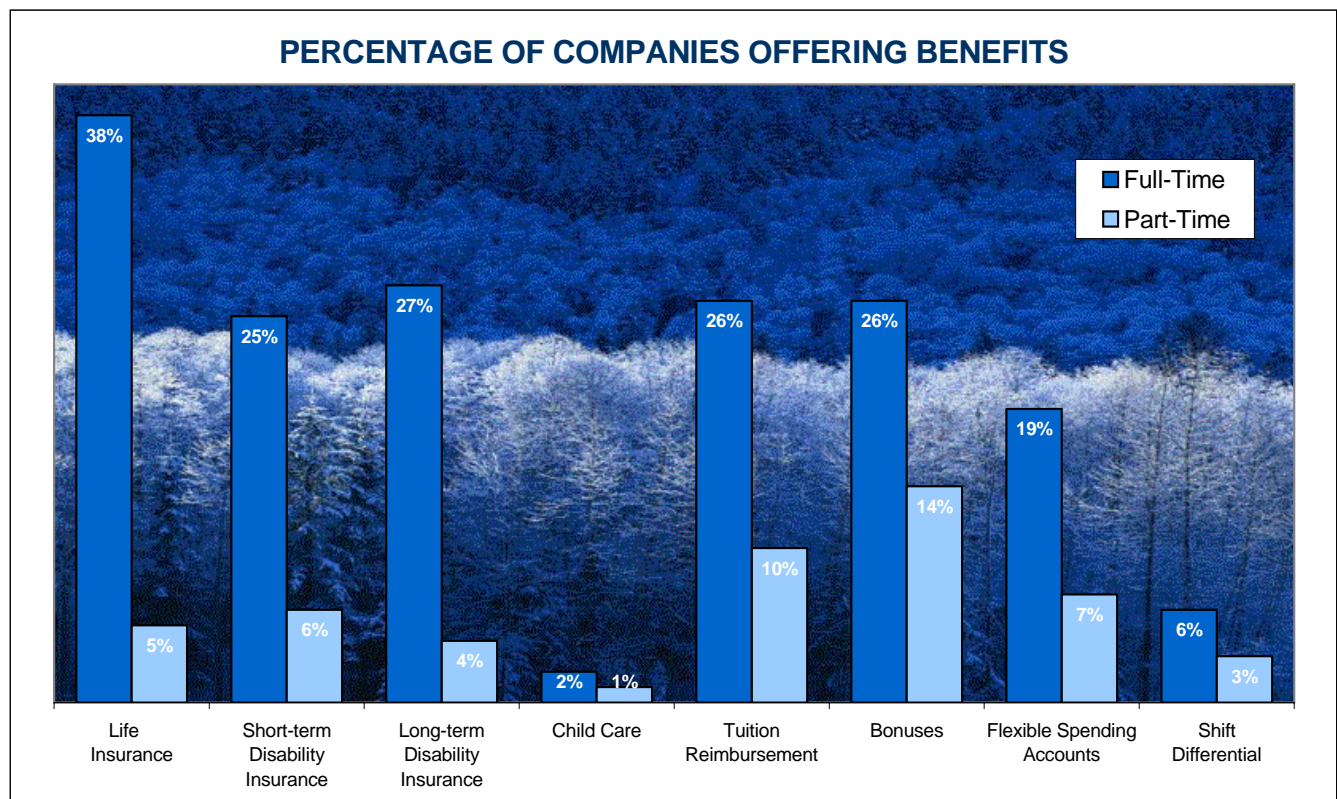
PERCENTAGE OF COMPANIES OFFERING BENEFITS



## BENEFIT PROFILE: COMPANIES (p2)

Other benefits offered to full-time employees by their employer include life insurance, short-term disability insurance and long-term disability insurance. Life insurance is granted to full-time workers by 38% of Connecticut companies. A quarter of the State's employers afford short-term disability insurance to their full-time employees while 27% of them grant long-term disability insurance. Employers also afford their full-time workforce benefits such as: child care benefits (2%), tuition reimbursement (26%), non-production (e.g., year-end, attendance, holiday) bonuses (26%), flexible spending accounts (19%) and shift differentials (6%).

As with full-time employees, part-time workers are afforded other benefits in addition to health benefits, paid leave benefits and retirement benefits, but the employers that offer these benefits are the exception among companies in the state. Among the other benefits granted to part-time workers by their employers are life insurance, short-term disability insurance and long-term disability insurance. Just 5% of the state's businesses afford life insurance to their part-time workforce. Short-term disability insurance is offered by only 6% of employers while 4% of them provide access to long-term disability insurance. The part-time workforce in Connecticut is also less likely to be afforded child care benefits (1%), tuition reimbursement (10%), non-production bonuses (14%), flexible spending accounts (7%) and shift differentials (3%) than their full-time counterparts.





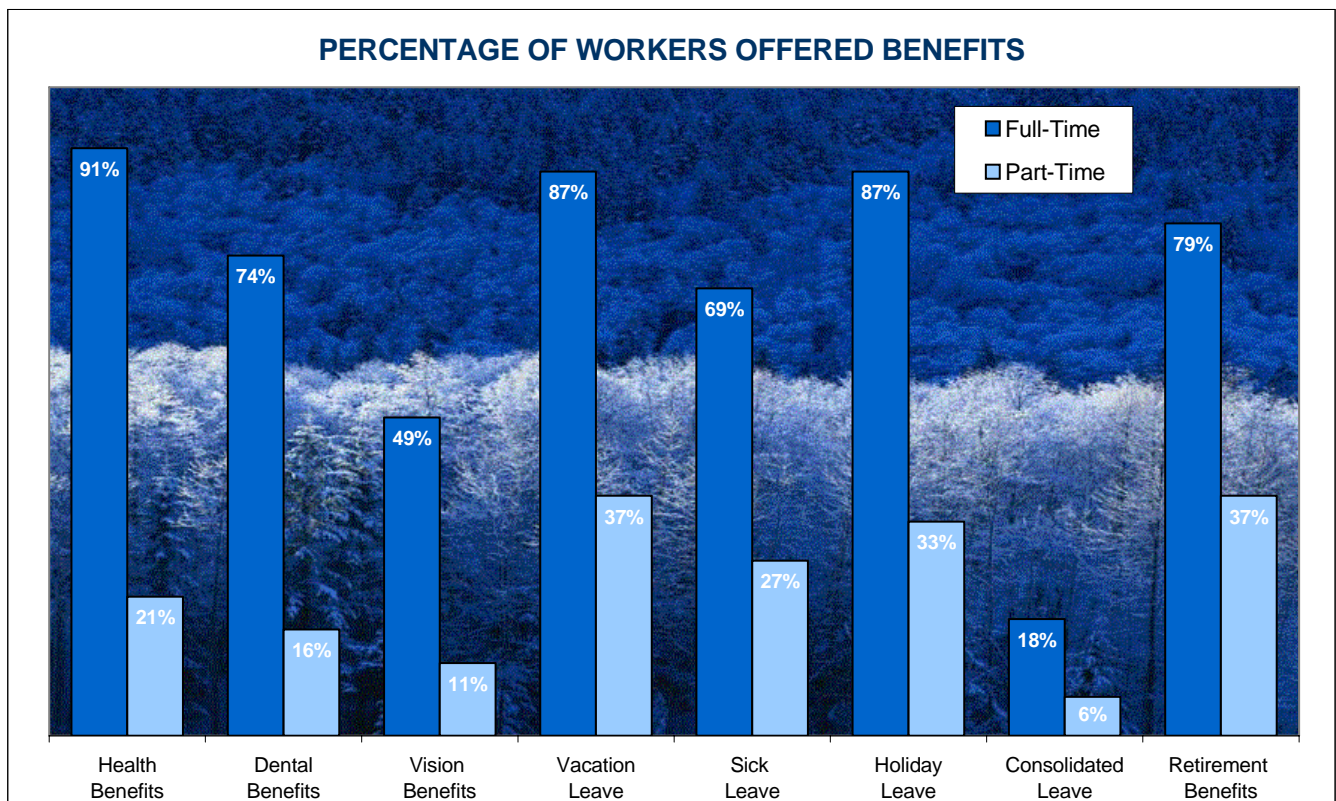
## BENEFIT PROFILE: WORKERS

Connecticut workers have more access to health benefits than the workers on average in the nation. According to data released by the U.S. Department of Labor's Bureau of Labor Statistics, 71% of workers across the nation had access to medical care plans in March 2006. This study estimates that more than 90% of full-time workers in Connecticut have access to employer-sponsored health benefits. In fact, more full-time Connecticut employees are granted dental benefits (74%) as compared to the availability of health benefits for the nation's full-time workers. Vision benefits are accessible to nearly half of the full-time workforce in Connecticut.

As a large percentage of employers offered paid leave to their full-time workers, inherently a high percentage of full-time workers have access to paid time off. Almost nine of every ten (87%) are granted vacation leave and holiday leave while 69% are offered sick leave. Consolidated leave is offered to 18% of full-time employees in Connecticut.

After health benefits (91%), vacation leave (87%), and holiday leave (87%), the most granted benefit to the full-time employee is the retirement benefit. Almost 80% of all full-time workers have access to this benefit in Connecticut.

Only 21% of part-time employees in Connecticut are offered health benefits, based on the survey results. Connecticut employers afford dental benefits to 16% of part-timers while vision benefits are extended to just 11%. Vacation leave is extended to 37% of all part-time workers in the state. Holiday leave (33%) is granted to more part-time employees than sick leave (27%). Aside from vacation leave, retirement benefits (37%) are the most common benefits offered to part-time workers.



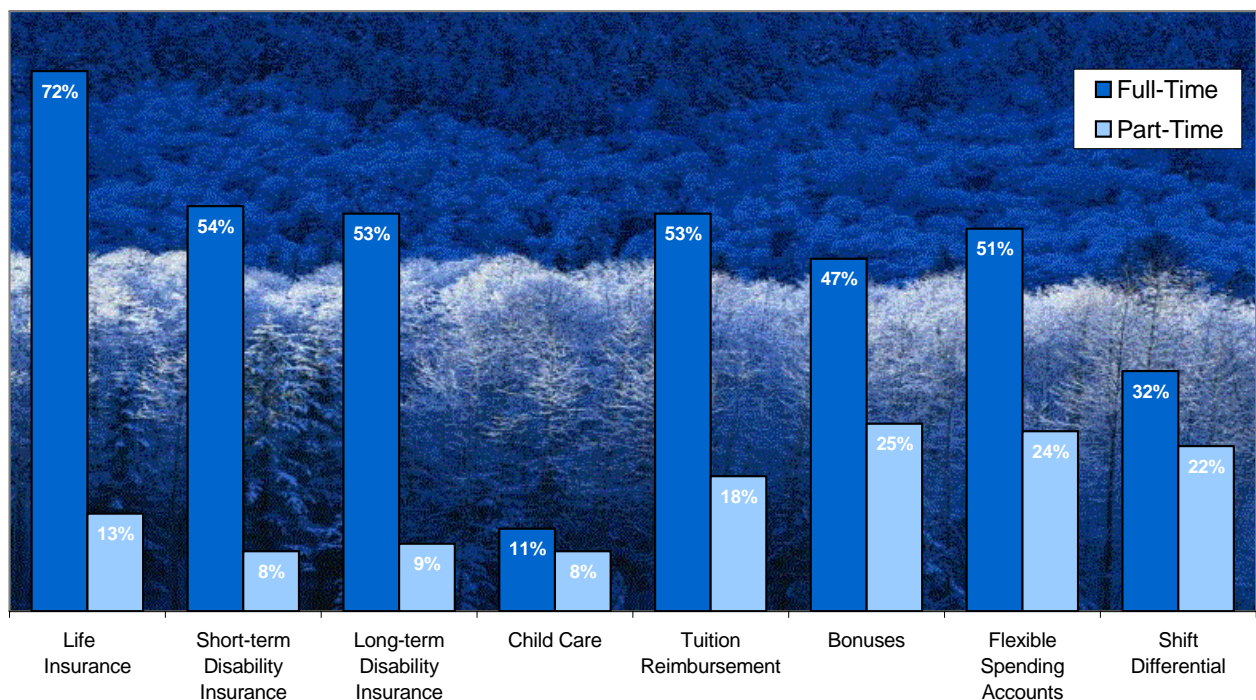
## BENEFIT PROFILE: WORKERS (p2)

Another benefit afforded to full-time wage earners is life insurance, with almost two of every three (72%) offered this benefit in Connecticut. Slightly more than half of the full-time workforce has access to short-term disability insurance (54%), long-term disability insurance (53%), tuition reimbursement (53%) and flexible spending accounts (51%). Non-production bonuses are granted to 47% of all full-time workers, while 32% are afforded shift differential.

Only 13% of part-time employees in Connecticut are offered life insurance benefits by their employer. Similarly to full-time workers, part-time workers are offered short-term and long-term disability insurance at the same rate. Short-term disability insurance is granted to 8% of part-time while long-term disability insurance is afforded to 9% of part-time employees. Other types of benefits offered to part-time workers are: tuition reimbursement (18%), non-production bonuses (25%), flexible spending accounts (24%) and shift differential (22%). Of these, all except tuition reimbursement are offered to more part-time employees by their employers than health benefits, according to the survey results.

Although child care benefits are not extended to a large percentage of full- or part-time employees, the survey revealed that there is not a significant difference in the small percentage of employees granted this benefit based on their employment status. In Connecticut, 11% of full-time employees and 8% of part-time employees are afforded child care benefits by their employers.

PERCENTAGE WORKERS OFFERED BENEFITS

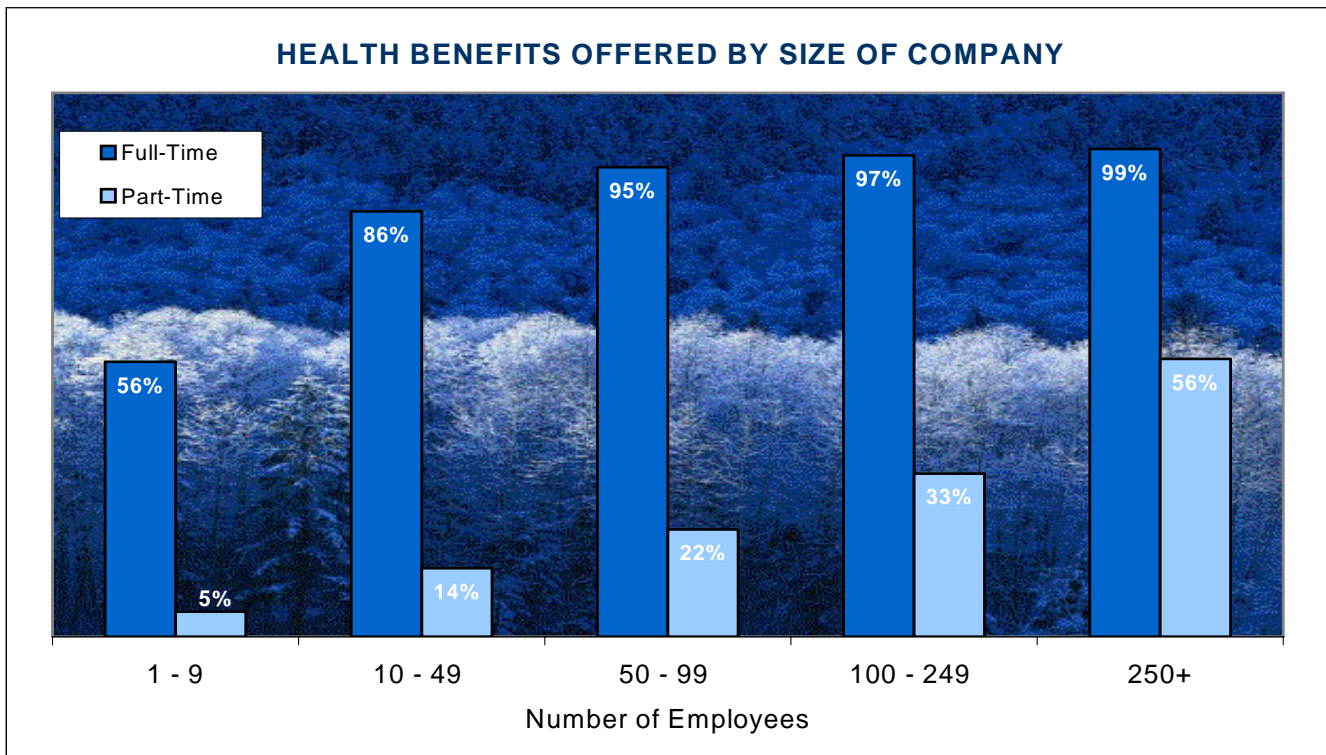


## LARGE FIRMS OFFER MORE BENEFITS

The likelihood that a firm will offer health benefits increases as the size of the company increases. A little more than half (56%) of employers with nine or fewer employees offered health benefits to their full-time employees. For companies employing between 10 and 49 workers, 86% afforded health benefits to their full-time employees, a dramatic increase from those with one to nine employees. Of employers with between 50 and 99 employees, 95% offer health benefits to their full-time wage earners, while 97% of firms with 100-249 employees and 99% of firms with more than 249 employees reported that they offer health benefits to their full-time employees.

The relationship between firm size and the probability that the firm offers health benefits holds true in regard to part-time workers as well. Employees working less than full-time at a company with one to nine total workers had access to health benefits in only 5% of these companies. And the number of firms offering health benefits to their part-timers continued to increase as the size of the company increased. Part-time workers have the best opportunity to acquire health benefits if they work for a firm that employs more than 249 people, as 56% of these companies afforded their part-time people health benefits.

Lastly, the survey results reveal the relationship between firm size and other types of health benefits that are offered to employees. As firm size increases, the company is more likely to offer family health benefits, dental benefits, family dental benefits and vision benefits. This correlation is true regardless of the employee's full- or part-time status. The type of benefits most likely to be offered is also directly related to company size and employment status. Health benefits for the employee are offered most often, followed by family health, dental, family dental and, finally, vision benefits.





## BENEFITS VARY BY INDUSTRY

The survey identified differences in benefits offered to full-time wage earners in each major industry sector. In general, full-time employees in the utilities industry are the most likely to be offered benefits while the full-time employees in the accommodation & food services sector are the least likely.

Full-time workers in the utilities (100%)\*, manufacturing (98%), management of companies & enterprises (97%) and educational services (97%) industries are more apt to receive health benefits. Accommodation & food services employees with full-time employment status are the least likely to be afforded health benefits by their companies. Full-time wage earners in the utilities industry and management of companies & enterprises sector have the greatest chance of accessing overall medical benefits, i.e. health (>97%), dental (>94%) and vision (>79%).

In addition to workers in the utilities industry (99%), employees in the educational services sector (94%) were more likely to be afforded life insurance than those in any other major industry in the state. Also along with utilities industry employees (99%), a large percentage of the full-time workforce are offered retirement benefits in the finance & insurance sector (96%).

Eleven percent of full-time employees were granted access to child care benefits across the state. If you work in the educational services sector as a full-time worker, you have the best opportunity (50%) to receive child care benefits. In contrast, if you are a full-time worker in the accommodation & food services industries, you have virtually no opportunity for child care benefits.\*\*

**PERCENTAGE OF FULL-TIME WORKERS OFFERED BENEFITS BY INDUSTRY**

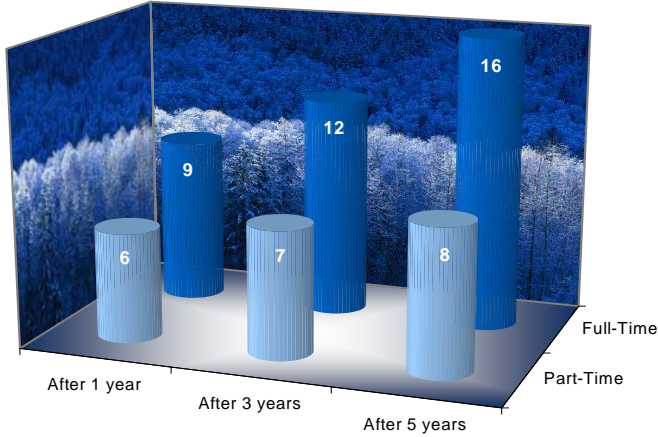
	Health Benefits	Dental Benefits	Vision Benefits	Life Insurance	Vacation Leave	Retirement Benefits	Child Care Benefits	Tuition Reimbursement
<b>Statewide</b>	<b>91%</b>	<b>74%</b>	<b>49%</b>	<b>72%</b>	<b>87%</b>	<b>79%</b>	<b>11%</b>	<b>53%</b>
Utilities *	100%	100%	97%	99%	95%	99%	3%	96%
Construction	83%	58%	28%	50%	79%	65%	3%	29%
Manufacturing	98%	84%	54%	88%	98%	88%	4%	68%
Wholesale Trade	86%	75%	49%	71%	91%	75%	7%	45%
Retail Trade	93%	71%	44%	70%	96%	83%	5%	34%
Transportation & Warehousing	91%	82%	62%	80%	79%	78%	7%	43%
Information	95%	85%	65%	75%	92%	89%	1%	59%
Finance & Insurance	92%	83%	61%	87%	70%	96%	27%	73%
Real Estate & Rental & Leasing	84%	55%	35%	66%	92%	62%	5%	25%
Professional, Scientific & Technical Services	92%	70%	48%	68%	87%	84%	8%	59%
Management of Companies & Enterprises	97%	94%	79%	74%	96%	79%	6%	87%
Administrative, Support & Waste Management Services	78%	53%	32%	45%	89%	48%	4%	26%
Educational Services	97%	86%	34%	94%	95%	92%	50%	86%
Health Care & Social Assistance	93%	80%	59%	72%	82%	84%	23%	64%
Arts, Entertainment & Recreation	92%	70%	39%	67%	95%	73%	2%	32%
Accommodation & Food Services	68%	41%	23%	36%	65%	32%	0%	18%

\* 100% of the employers in the Utilities sector who responded to the survey reported that they offered benefits to their full time employees. The percentages for the universe of these companies may differ.

\*\* No employer in the Accommodation & Food Services sector who responded to the survey reported that they offered child care benefits to their full-time employees. The percentages for the universe of these companies may differ.

## PAID LEAVE BENEFITS

AVERAGE NUMBER OF VACATION DAYS

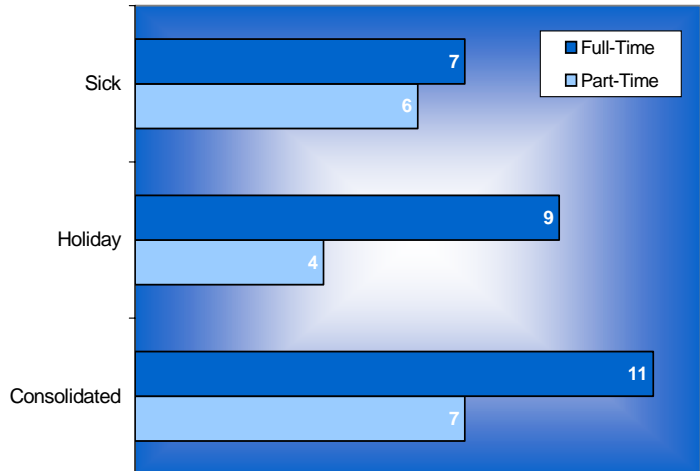


Without question, paid leave benefits are the most common benefit offered to Connecticut employees by their employers. As we have seen throughout this publication, full-time employees receive more vacation time per year than their part-time counterparts. According to our study, part-time workers obtain an average of six days after one year of employment while full-time workers are given nine days. Upon completion of five years of service, full-time employees are granted 16 vacation days compared with eight vacation days for part-timers.

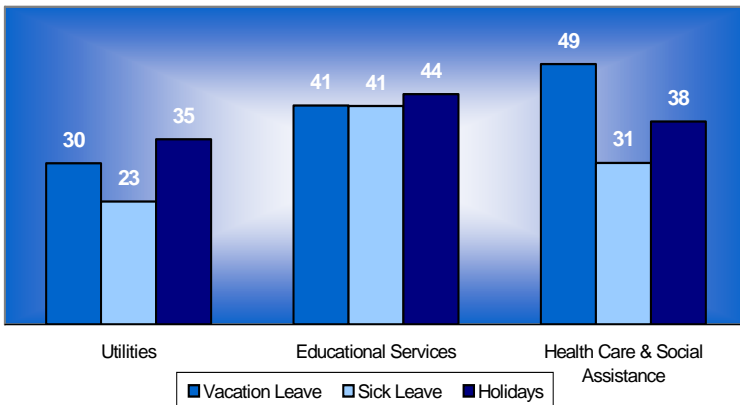
Other types of paid leave that are afforded to Connecticut workers include sick leave, holiday leave and consolidated leave. Employers in Connecticut granted their full-time employees an average of seven sick days and nine holidays each year. If the employer offers consolidated leave, also referred to as “time bank” or “paid time off,” the full-time employee averages 11 days each year. This consolidated leave may be in place of, or in addition to, other paid leave.

Less than 35% of part-time workers are extended sick and holiday days, but those who are offered these benefits average close to what full-timers receive: six sick days, four holidays and, where applicable, seven consolidated leave days.

OTHER PAID LEAVE



PERCENT OF EMPLOYERS OFFERING PAID LEAVE TO PART-TIME EMPLOYEES

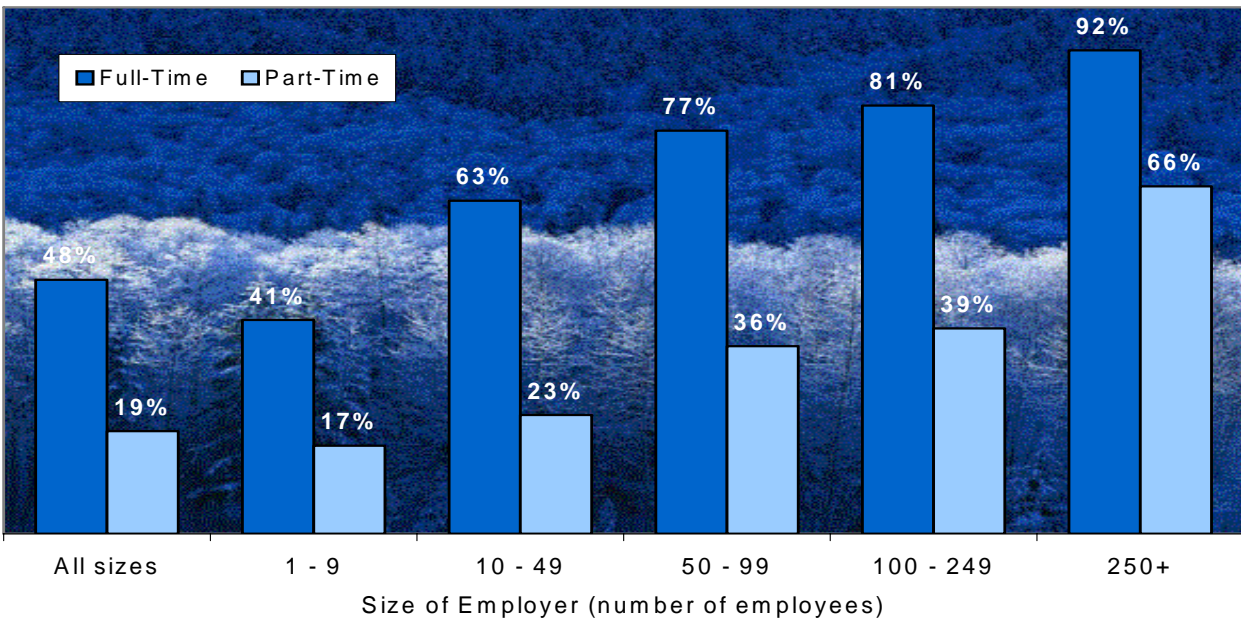


Part-time employees have the best opportunity to be granted paid leave if they work in the utilities, educational services or health care & social assistance industries. As the chart to the left depicts, close to 50% of employers in the health care & social assistance sector offer their part-time workers vacation leave. By comparison, in the accommodations & food services sector only 5% of employers offer vacation leave to their part-time people, and just over a quarter offer their full-time employees vacation days.

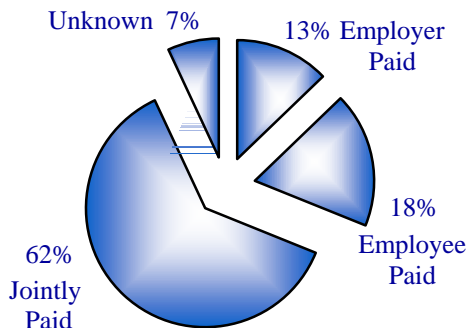
## RETIREMENT BENEFITS

Retirement benefits vary between defined contribution retirement plans (e.g., 401k, savings & thrift, deferred profit sharing) and defined benefit pension plans (i.e., use a specific pre-determined formula to calculate an employees' future benefit). Almost half of all employers offered retirement benefits to their full-time workers. Part-time employees are granted the opportunity for retirement benefits from 19% of the employers in the state. Larger firms are more likely than small firms to offer this benefit, especially for part-time workers.

**PERCENT OF EMPLOYERS OFFERING RETIREMENT BENEFITS**

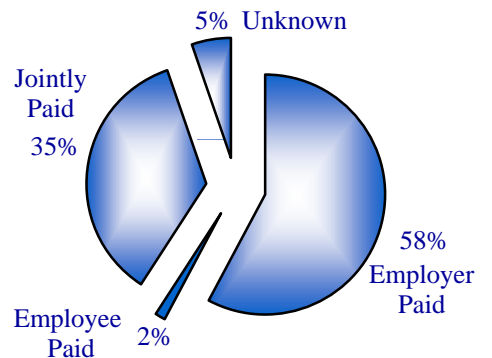


### DEFINED CONTRIBUTION PLAN



Defined contribution retirement plans are considerably more prevalent than defined benefit retirement plans. Across all industries, 45% of employers offered defined contribution retirement plans, either individually or in combination with other plans, to their full-time employees. On the other hand, defined benefit retirement plans are offered by

### DEFINED BENEFIT PLAN



12% of employers in Connecticut. Nearly two-thirds (62%) of firms offering defined contribution plans noted the employer and employee jointly contribute. About 18% of firms offer a plan that is fully funded by the employee, and a smaller number, 13%, offer a plan that is fully funded by the employer. In regard to defined benefit plans, 58% of firms completely fund this type of plan for their full-time workers, while it is wholly employee paid at just 2%. This type of plan is jointly paid at 35% of firms that offer it.

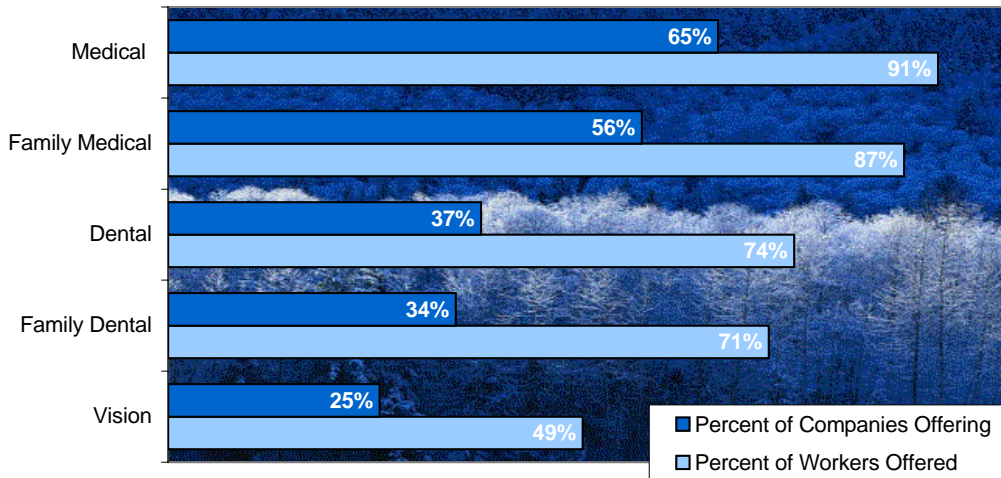


## HEALTH BENEFITS

Due to rising costs, health benefits have essentially become a part of the compensation package offered to employees. The survey results captured the extent to which Connecticut's employers afford their workforce opportunities in regards to health benefits. As a worker in Connecticut, you have a better chance of being offered health benefits if you are employed as a full-time worker. Part-time employees are offered health benefits, but at much less of a degree.

In Connecticut, 65% of employers offer medical insurance to their full-time workers. These companies provide medical coverage to 91% of all full-time employees in the state. Almost the same percentage (87%) of full-time wage earners are granted access to family medical insurance by 56% of the state's employers. Full-time workers have greater access to dental insurance than their part-time counterparts. Dental and family dental insurance are offered to 74% and 71% of full-time employees, respectively.

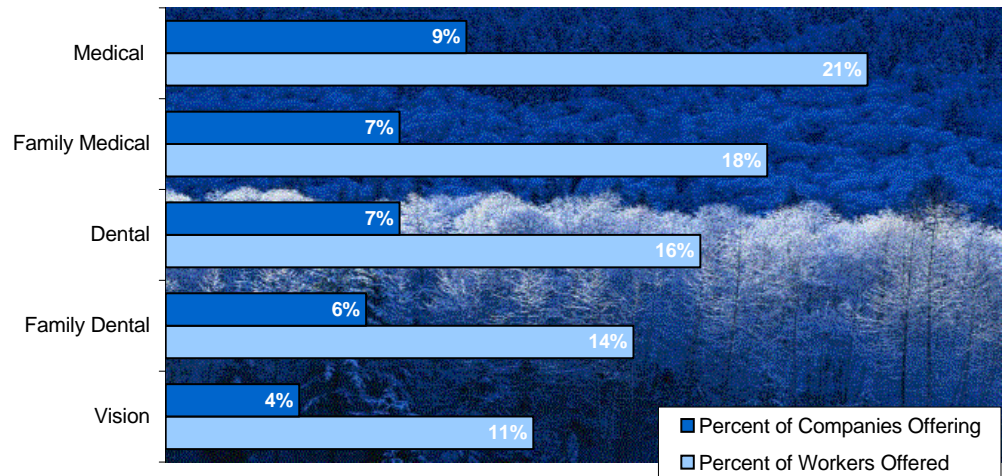
### HEALTH BENEFITS FOR FULL-TIME WORKERS



Another health benefit afforded workers in Connecticut is vision insurance. This benefit is offered by 25% of the employers in the state to 49% of the state's full-time workers. In contrast, part-time workers are extended vision benefits by only 4% of employers in the state.

These companies offer vision coverage to just 11% of the state's part-time employees. Only 21% of part-time workers are offered medical insurance by 9% of Connecticut's employers. Dental benefits are even harder to come by if you are a part-time worker in Connecticut. This benefit is afforded to 16% of part-time workers by 7% of the employers in the state.

### HEALTH BENEFITS FOR PART-TIME WORKERS



## COST OF HEALTH BENEFITS

We did not ask employers in this study to supply information regarding the monetary costs of health benefits they offer their workers. This was intentional, considering the difficulty other states experienced in collecting this data while conducting similar surveys. In many cases the data they received was incorrect or not supplied at all. These states felt that asking the cost of health benefits question ultimately lowered response rates and inevitably resulted in information that was unreliable.

However, we recognize the importance of the cost of health benefits to the businesses and workers in Connecticut. To address this, we gathered and summarized data from other sources for inclusion in this report.

- ◆ According to the Bureau of Labor Statistics' (BLS) National Compensation Survey published in March 2006, **employee** contributions for medical insurance premiums averaged \$83.92 per month for single coverage, and \$279.34 per month for family coverage in the New England area. This is in contrast to the national average where employee contributions for single coverage is \$76.05 per month and family coverage is \$296.88.

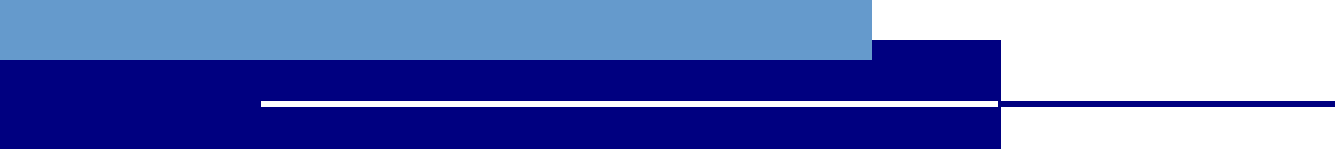
The same BLS study reported that New England **employer** premiums for medical insurance averaged \$258.74 a month per participant for single coverage, and \$652.63 for family coverage. Nationally, employer premiums per month for single coverage averaged \$266.50 while family coverage averaged \$617.18. In all cases, employers paid higher premiums for those employees who were not required to contribute than for those who were.

Also noteworthy from the BLS report is the contrast between the percentage an employee pays for their medical insurance premium and their union/nonunion status. A nonunion employee's share of their medical insurance for both single and family coverage was more than twice as high as those for union workers: 20% compared with 9% for single coverage and 33% compared with 14% for family coverage.

- ◆ The *2004 Medical Expenditure Panel Survey* (MEPS) by the U.S. Department of Health and Human Services determined Connecticut's average single premium per enrolled employee for employer-based health insurance in 2004 was \$3,684. The survey data further determined that the employee's contribution was 20% (\$773) while the employer's allocation was 80% (\$3,091).

For 2004, the MEPS survey also provided an estimate for Connecticut's average family premium per enrolled employee for employer-based health insurance. The results estimated the total cost was \$11,035, the employee's contribution was 21% (\$2,274) while the employer's allocation was 79% (\$8,761).

The percentage estimates from the MEPS study coincide with this study. Our results indicate that 81% of the single medical insurance premium and 74% of the family medical insurance premium is paid by the employer in establishments offering these benefits.

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- ◆ A study conducted by Kaiser Family Foundation (KFF) and released in the spring of 2006, estimated that employer-sponsored health insurance premiums rose by 7.7% over the past year. Although, the increase was lower than the prior two years, (9.2% in 2005 and 11.2% in 2004), the premium deceleration still outpaced overall inflation (3.5%) and wage gains (3.8%) for 2006.

The KFF *Employer Health Benefits 2006 Summary of Findings* also concluded that health premiums had increased by 68% since the year 2001 while the cost of family coverage premiums had increased by 87% from the year 2000.

The KFF study further reported that since 2000, annual worker contributions have increased by approximately \$290 for single coverage and just over \$1,350 for family coverage. However, dating back to 1999, the average percentage of premiums paid by workers has remained statistically unchanged, with employees contributing 16% for single coverage and 27% for family coverage.

- ◆ An article appearing in *The Connecticut Economy*, Winter 2007, best described the changing landscape of health insurance benefits, including their relevance to the overall compensation package. According to the article's authors, as "health care costs are pushing up premiums and forcing employers to adjust, it looks like one of those adjustments has been limiting average wage gains to little more than cost-of-living provisions."