

2020



DEALERSHIP INSURANCE & BENEFITS

New Car Survey Results - Greater Pittsburgh

90

Dealership Responses



PENNSYLVANIA AUTOMOTIVE ASSOCIATION



2020 Dealership Insurance & Benefits Survey Results

Greater Pittsburgh - 90 Dealership Responses

The Pennsylvania Automotive Association (PAA) has prepared the following 2020 Dealership Insurance & Benefits Survey Results to assist its dealer members in being as efficient as possible in the operation of their dealerships and to reflect the industry's participation in insurance programs and employee benefits. PAA's Dealership Insurance & Benefits Survey Results captures information that is not included in NADA's annual Dealership Workforce Study, and PAA highly recommends that dealerships participate in the NADA Study each year to receive information on sales and compensation trends.

Employees value health care coverage perhaps more than any other benefit, but employers are struggling with the escalating costs of providing quality programs. PAA offers a number of insurance carriers in all areas of Pennsylvania with a wide range of benefit choices. These choices will enable employers to design benefit packages that meet their needs and fit their budget.

We provide the enclosed information for your use in comparing your benefit options with those of other dealerships throughout Pennsylvania. For all your employee benefit needs, contact PAA Insurance Agency - the brokers who know your business.

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EMPLOYEES

Average dealership employs 41 people.

100% of dealerships offer health insurance to employees.

Does the dealership contribute to the cost of **employee-only** health coverage?



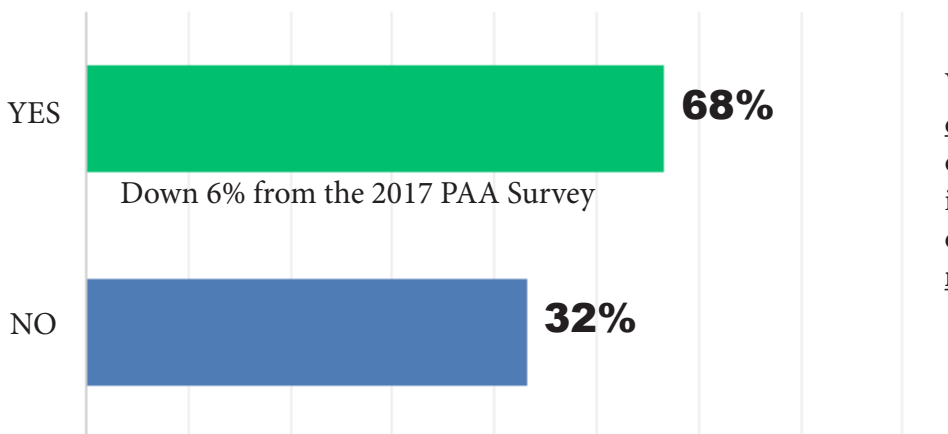
100% of dealerships contribute to employee costs.

YES NO

When dealers contribute to employee-only coverage, the average dealer across the state is contributing **65% of the premium, in Pittsburgh 68%**. Or, contributing an **average flat rate of \$336 per month** across the state and **\$275 per month in the Greater Pittsburgh area**.

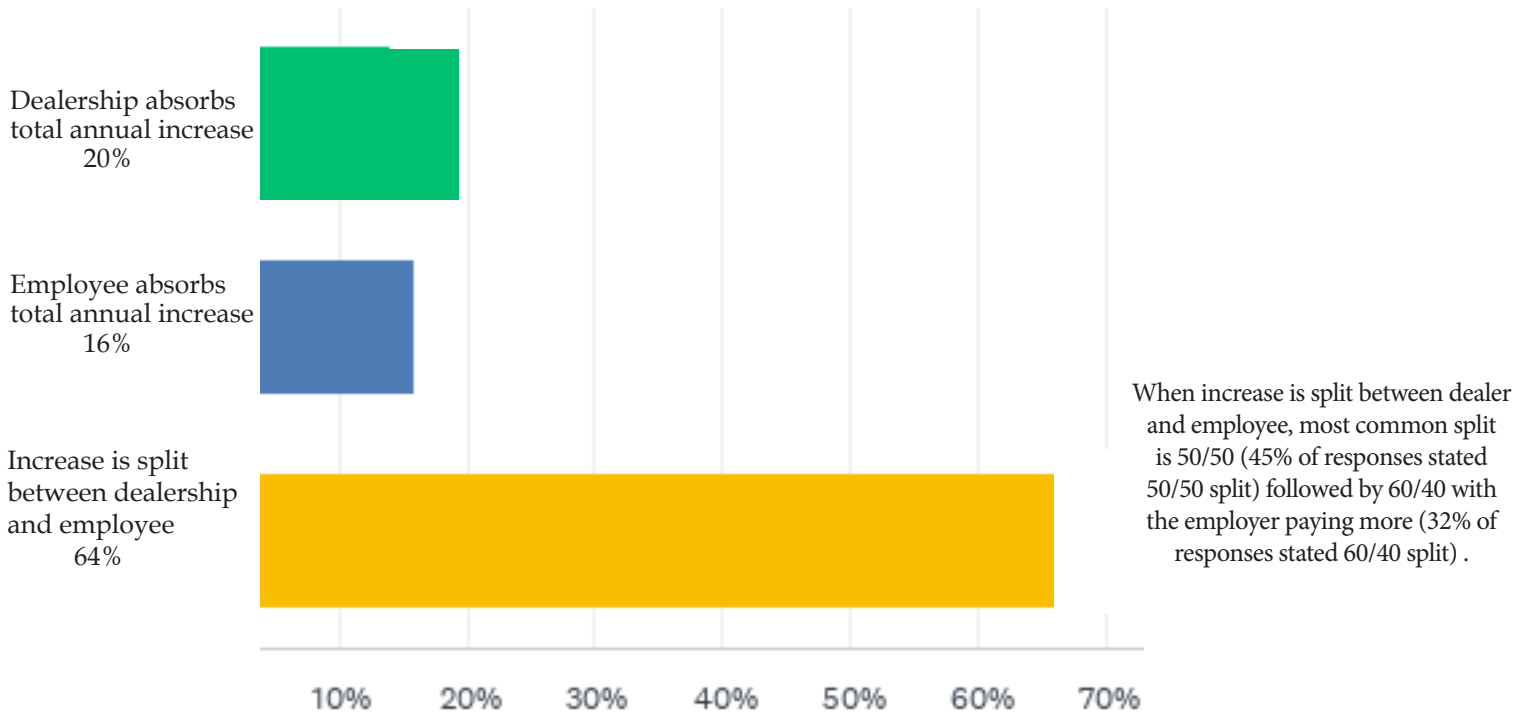
DEPENDENTS

Does the dealership contribute toward the cost of **dependent** health coverage?

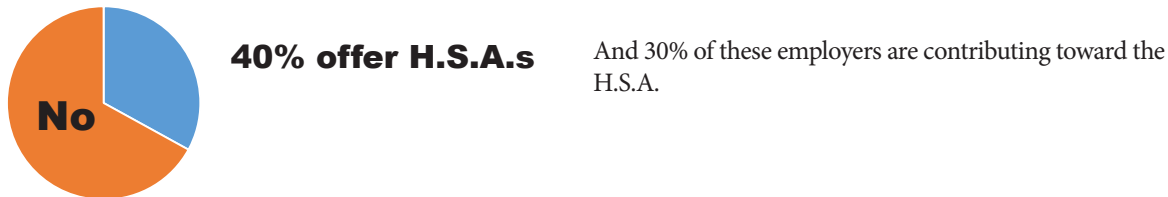


When dealers contribute to dependent coverage, the average dealer in the Greater Pittsburgh area is contributing **64% of the premium** or an **average flat rate of \$300 per month**.

How are health insurance rate increases handled?



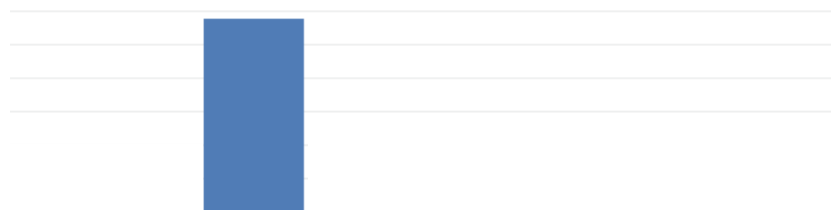
Does the dealership offer Health Savings Accounts (H.S.A.)?



Does the dealership offer Health Reimbursement Arrangements (HRA)?



Does the dealership offer self-funded Health Insurance?

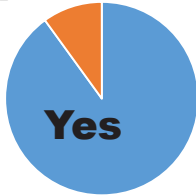


Dealers described

Self-Funded Plans as:

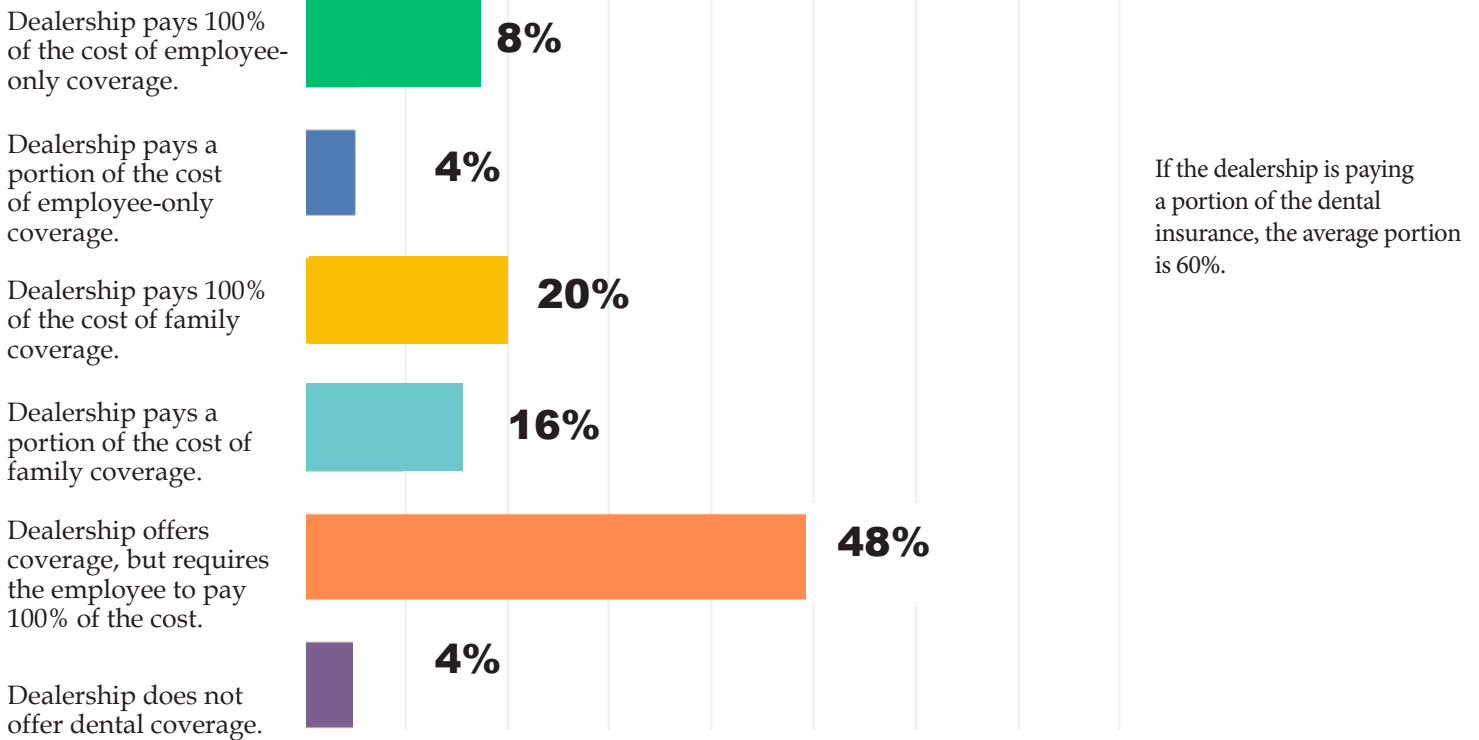
Level Funded Administrative Services Only (ASO) Consortium Captive Reference Based Pricing

Do you provide a Section 125 Plan to your employees?

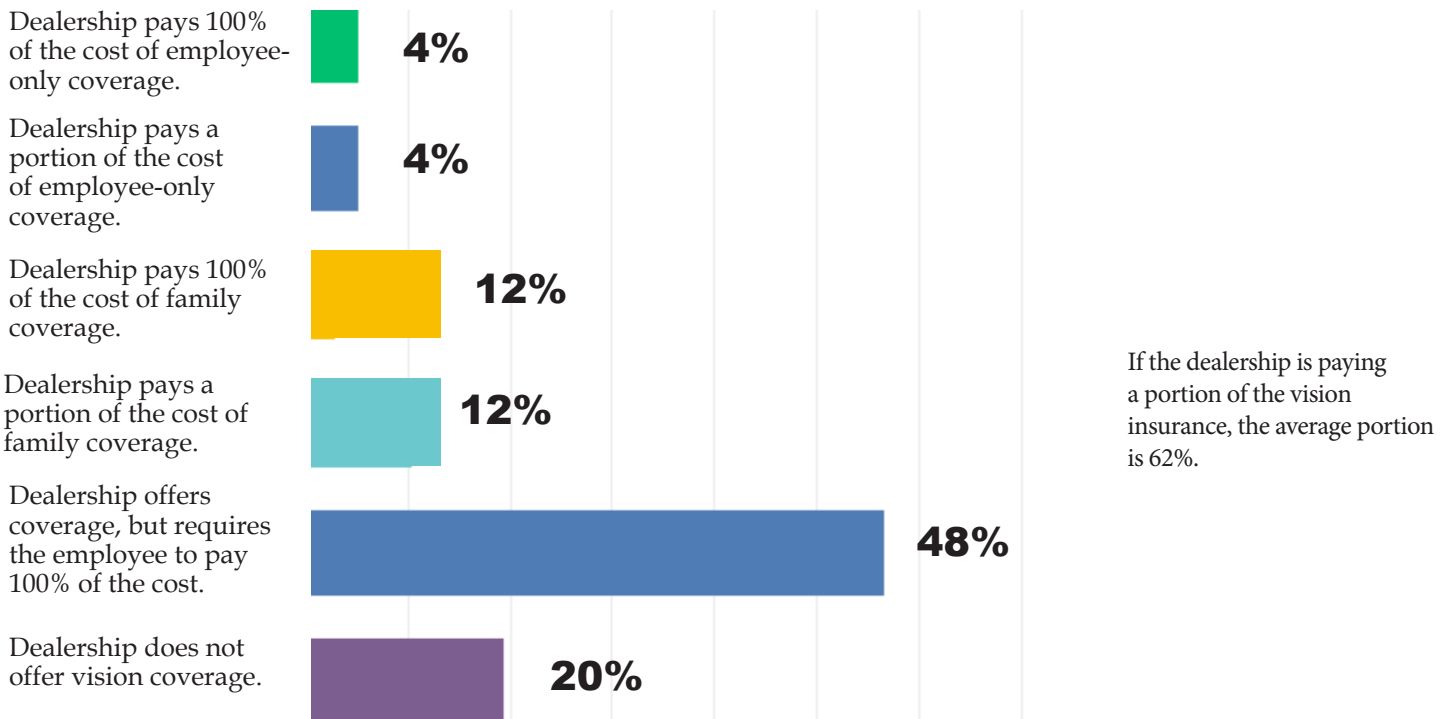


96% offer a Section 125 Plan

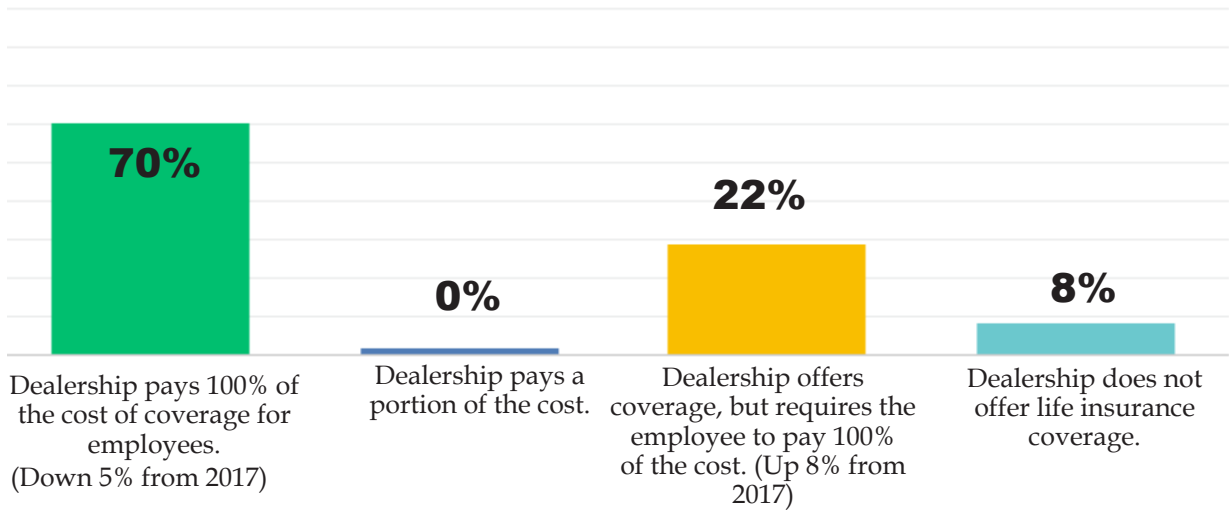
Which most accurately describes your dealership's dental plan:



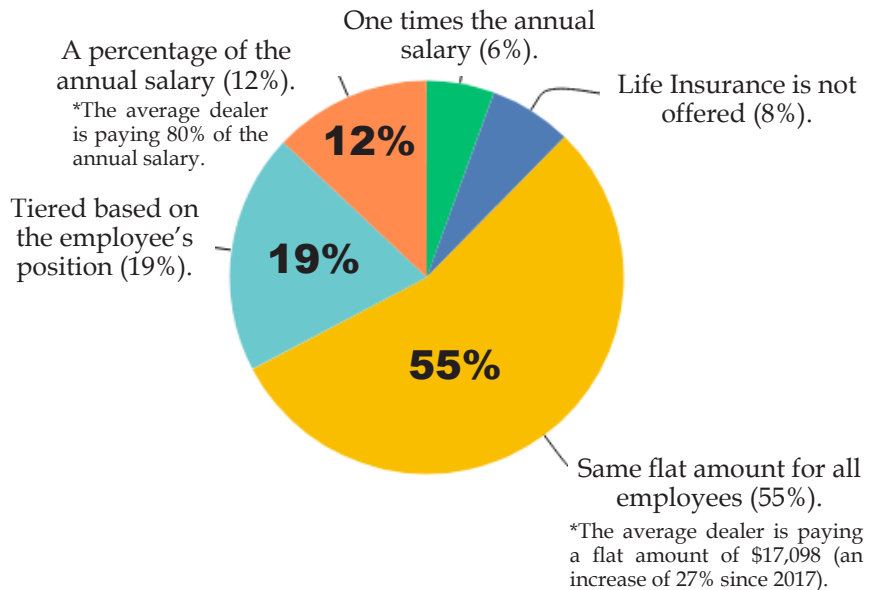
Which most accurately describes your dealership's vision plan:



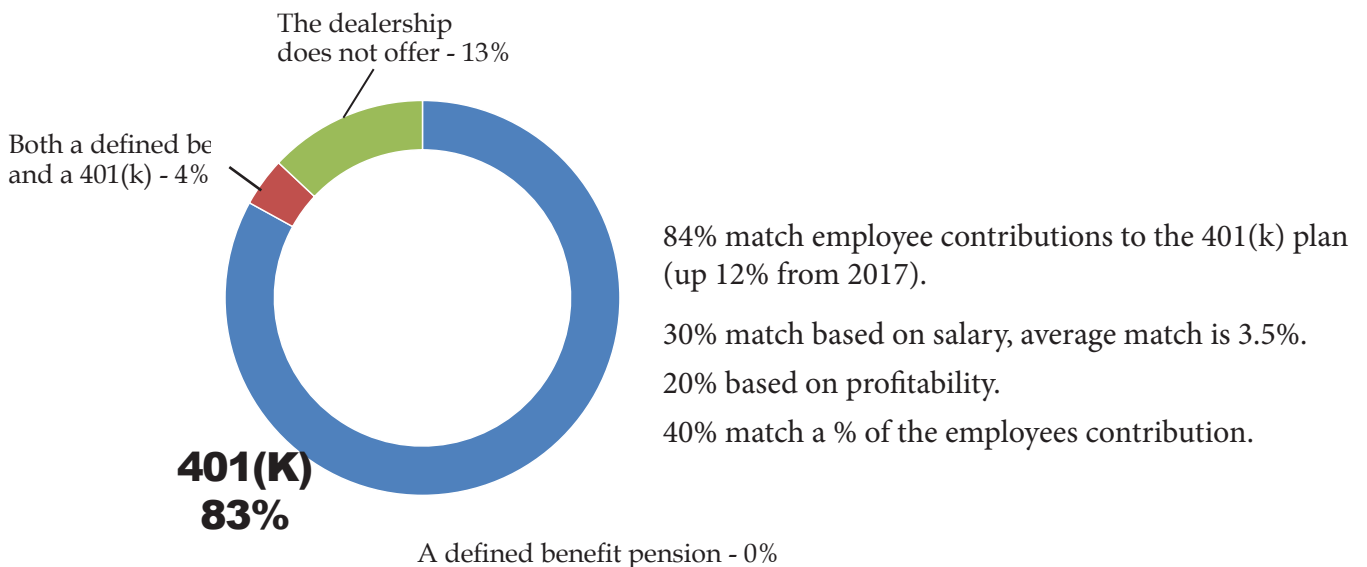
Which most accurately describes your dealership's life insurance



What level of life insurance coverage does the dealership pay for?

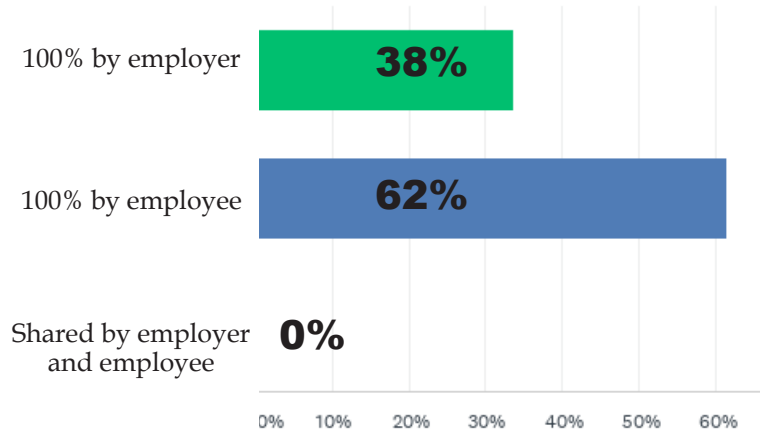


Which retirement savings plan(s) do you offer?



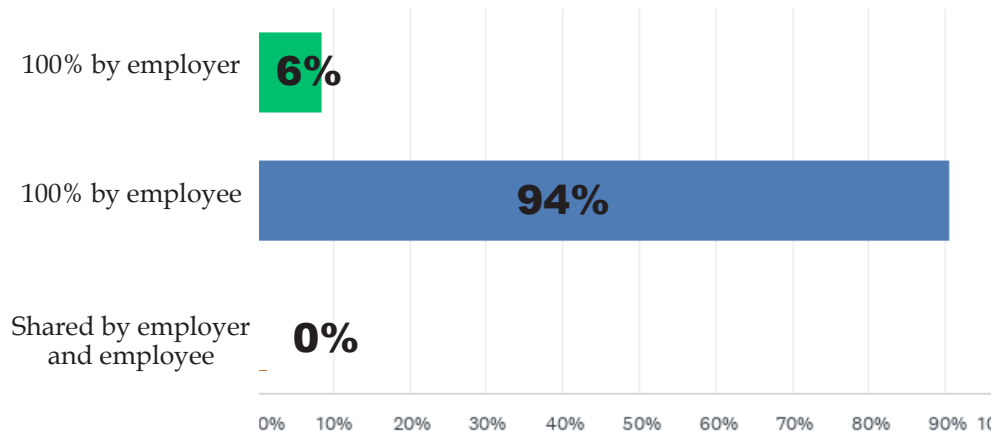
84% of dealerships provide short-term disability insurance to employees (down 4% from 2017).

How are premiums paid?

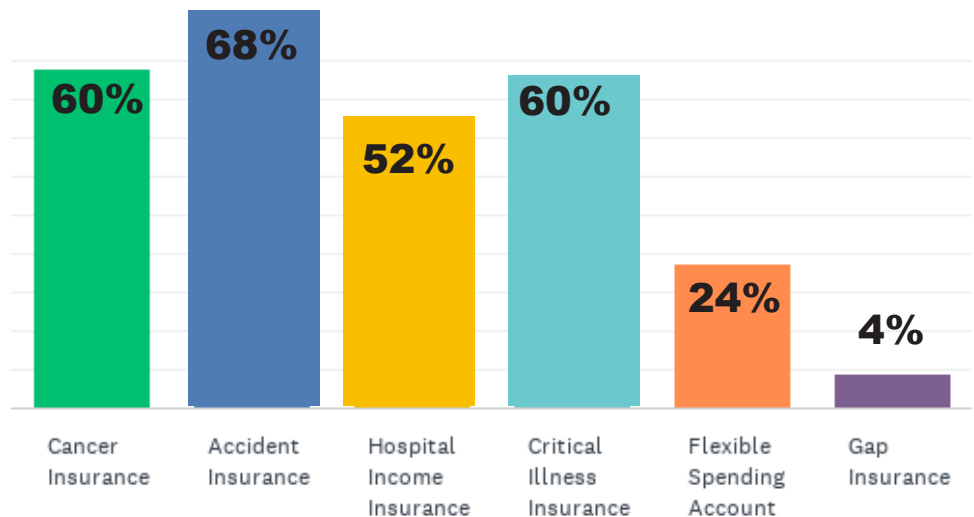


71% of dealerships provide long-term disability insurance to employees (down 8% from 2017).

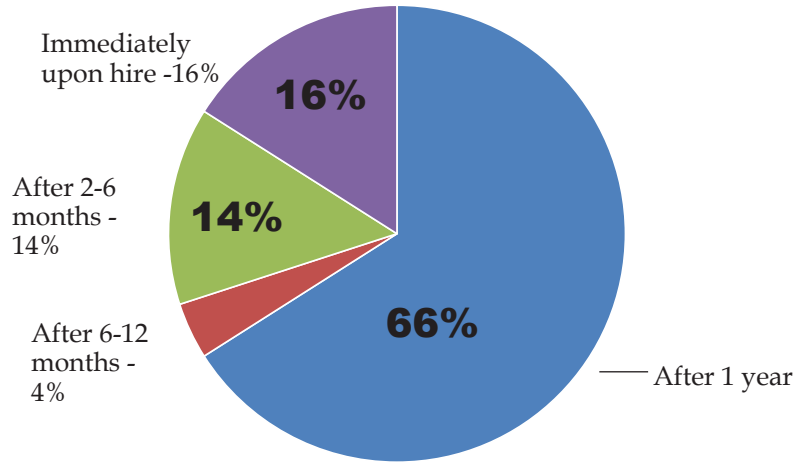
How are premiums paid?



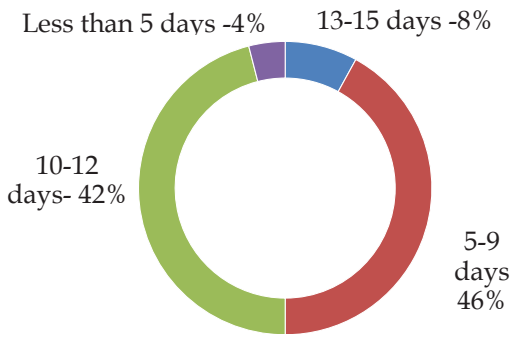
Dealerships are also offering....



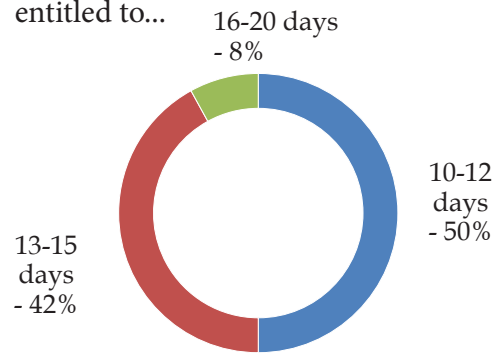
Employees at dealerships are eligible for vacation...



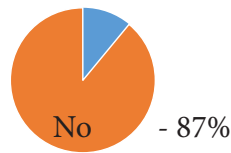
Employees with 1-4 years of service are entitled to...



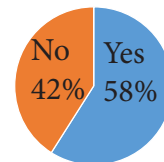
Employees with 5-10 years of service are entitled to...



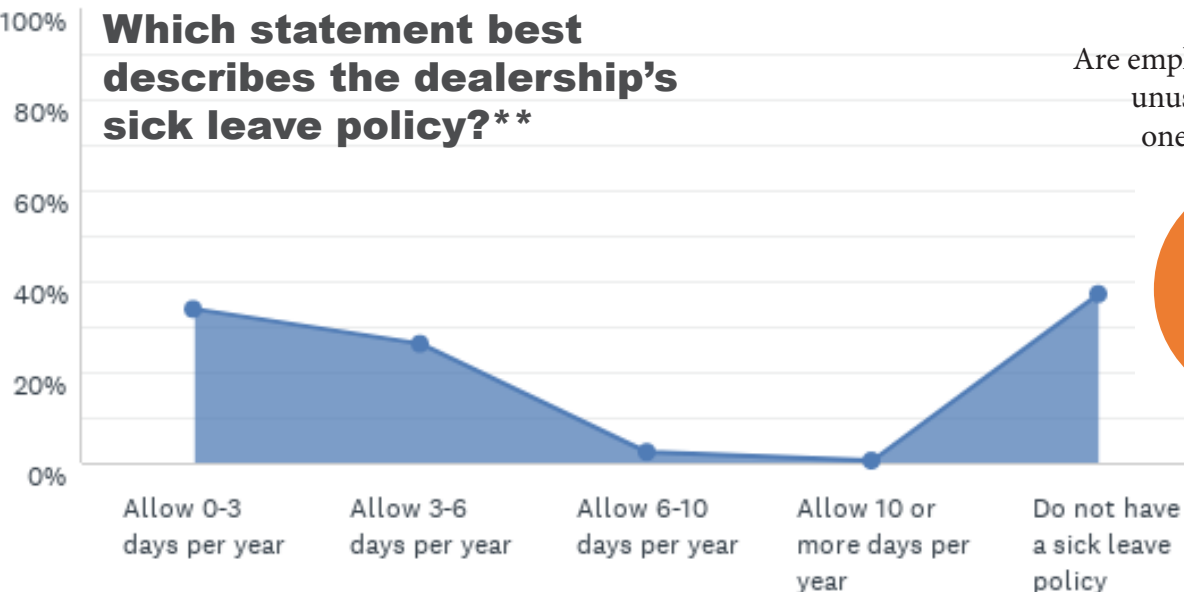
Are employees entitled to carry over unused vacation days?



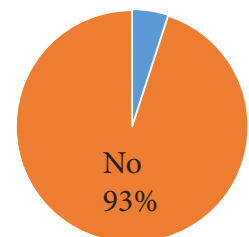
Do employees have the option of receiving payment for unused vacation days?



Which statement best describes the dealership's sick leave policy? **



Are employees allowed to carry unused sick days from one year to the next?

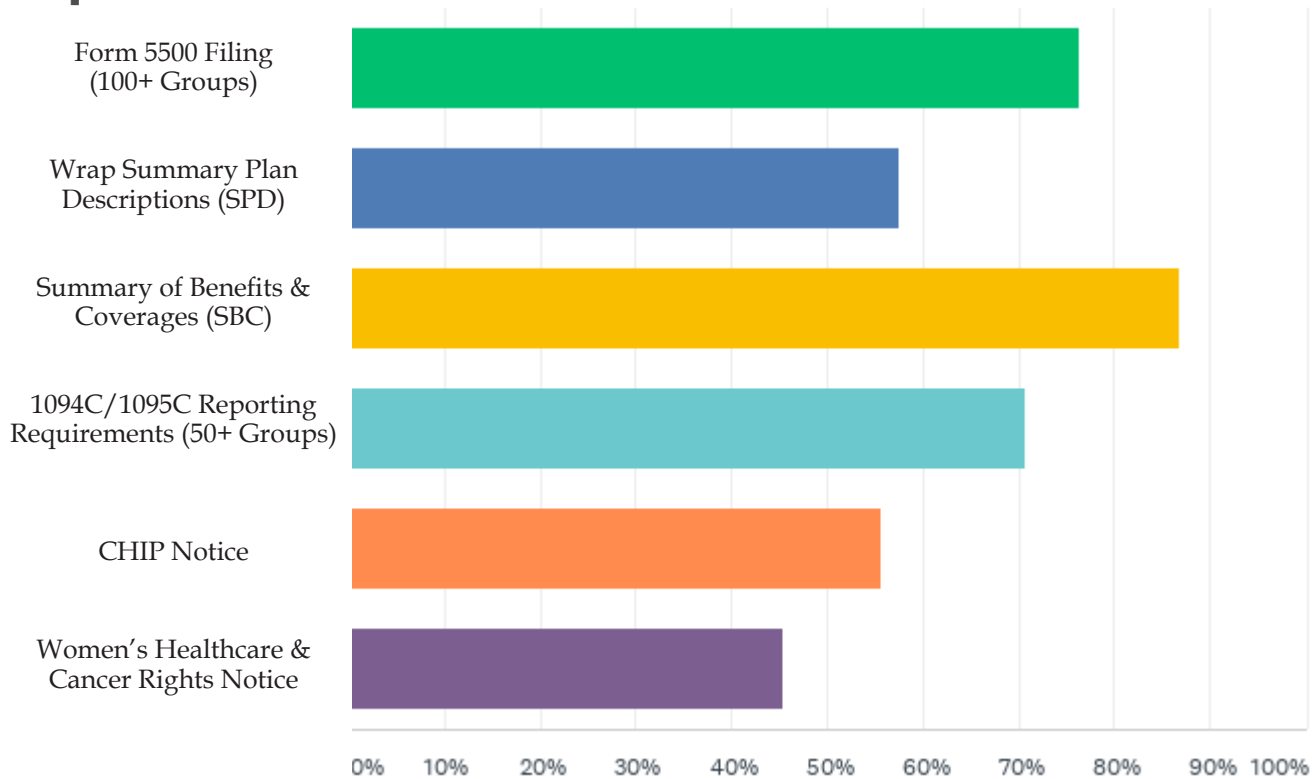


** The City of Pittsburgh Paid Sick Days Act went into effect on March 15, 2020. Dealerships located in the city of Pittsburgh are required to provide one hour of paid sick leave for every 35 hours an employee works. Learn more at: <https://pittsburghpa.gov/mayor/paidsickleave>

30% of Dealerships are allowing employees to enroll through an employee benefits electronic enrollment platform.



Dealerships are aware of and complying with the following requirements...



PAA would like to thank the 530 new car and 75 truck dealerships who participated in the 2020 Insurance Benefits Survey. The PAA Insurance Agency can assist your dealership in determining what benefit options are right for your dealership's employees.



Pennsylvania Automotive Association
1925 North Front Street, Harrisburg, PA 17102
717-255-8311

Contact PAA today for all your benefit needs.