

New Powersport Dealership Insurance & Benefits

**2023
RESULTS**



Pennsylvania Powersports Dealers

A Division of the Pennsylvania Automotive Association

New Powersport Survey Results

20

Dealership Responses



2023 Dealership Insurance & Benefits

Survey Results

New Powersport Dealers - 20 Dealership Responses

The Pennsylvania Powersport Dealers (PPD), a division of the Pennsylvania Automotive Association (PAA), has prepared the following **2023 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.

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.

For all your employee benefit needs, contact PAA Insurance Agency - the brokers who know your business.

John Devlin, President/CEO
JDevlin@paa.org

John Kulp, Director Insurance
Jkulp@paa.org

Darren Miller x3350
Senior Regional Manager
DMiller@paa.org
Cell: 717-439-8693

Deni Cecco x3403
Regional Manager
DCecco@paa.org
Cell: 717-678-2675

Matt Rhodes x3377
Regional Manager
MRhodes@paa.org
Cell: 717-773-6855

Deb Shoemaker x3335
Regional Manager
DShoemaker@paa.org
Cell: 717-319-1816

Tara Shaffer x3366
Regional Manager
Tshaffer@paa.org
Cell: 717-648-1489

Mark Johnson
Regional Manager
MJohnson@paa.org
Cell: 717-743-5208

Email: info@paa.org
Website: www.paa.org

Telephone: 717-255-8311
Address: 1925 N. Front Street
Harrisburg, PA 17102

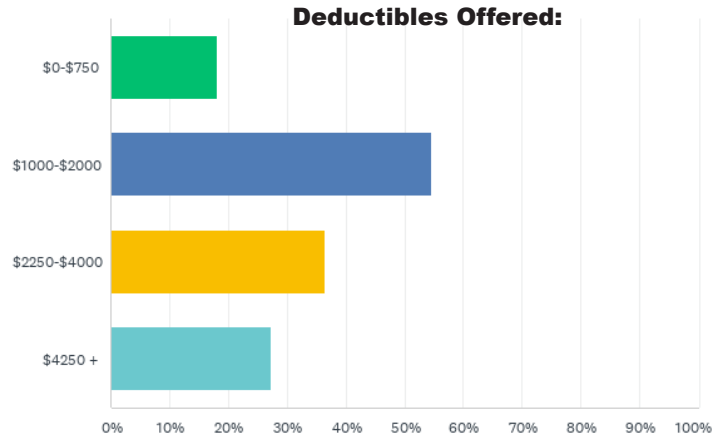
EMPLOYEES

Average dealership employs 20 people.

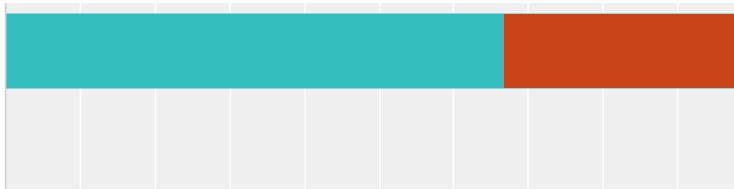
63% of Powersport dealerships offer health insurance to employees.

Dealerships often offer choices to their employees. 58% offer only 1 health plan. 33% offer 2 plans, and 8% offer 3 or more.

Dealerships offer the following deductible amounts:



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



72% of dealerships contribute to employee costs.

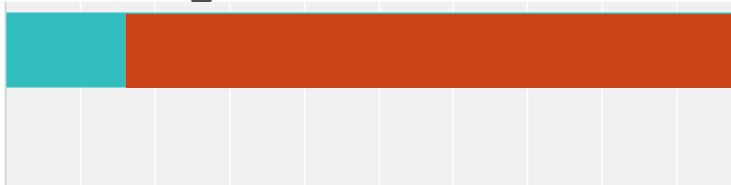
■ YES ■ NO

When dealers contribute to employee-only coverage, the average dealer across the state is contributing **64% of the premium.**

53% of dealerships shop for health insurance each year.

DEPENDENTS

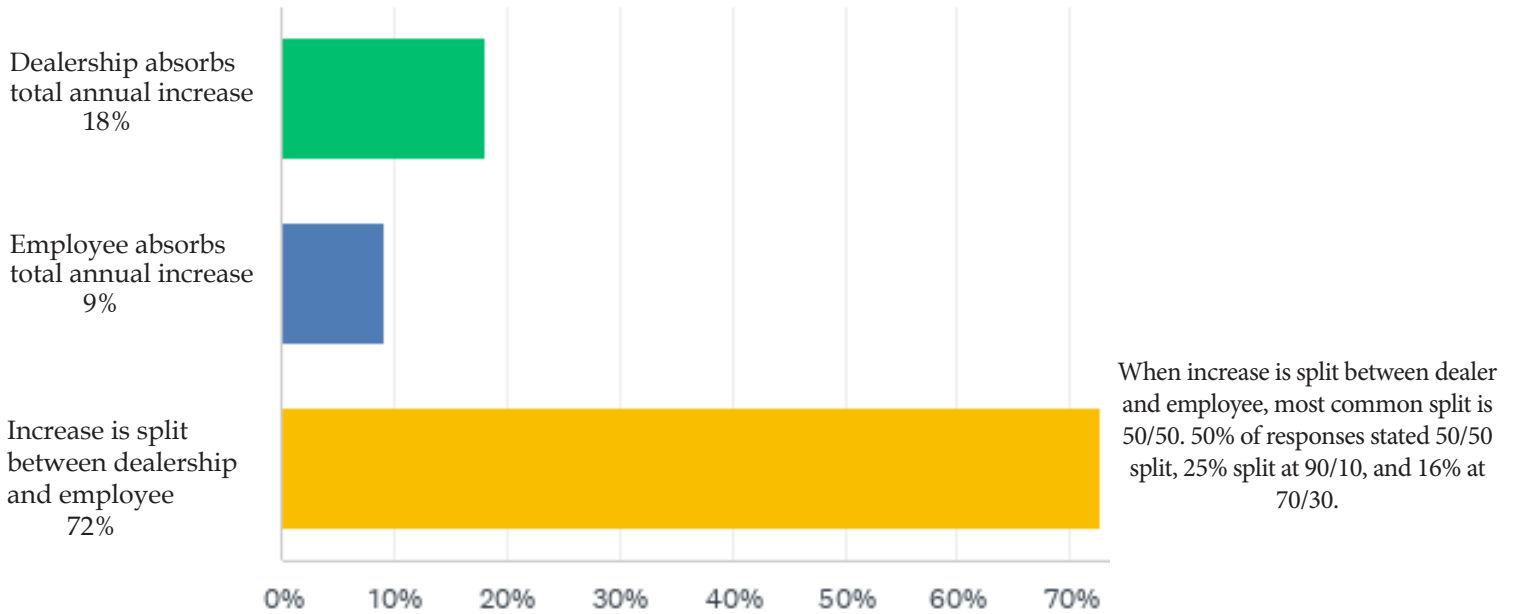
Does the dealership contribute toward the cost of dependent health coverage?



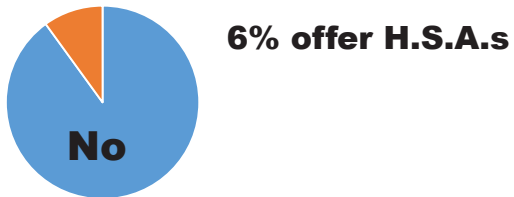
22% of dealerships contribute to dependent costs.

■ YES ■ NO

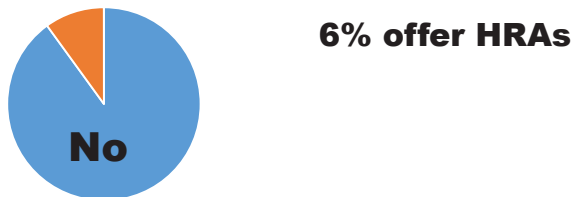
How are health insurance rate increases handled?



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



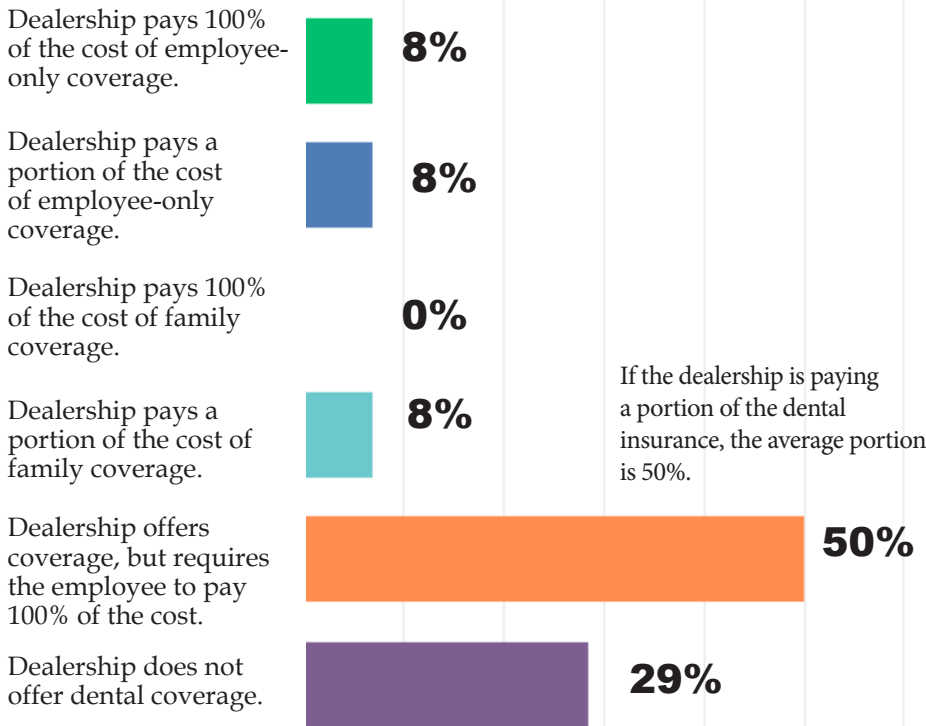
Does the dealership offer Health Reimbursement Arrangements (HRA)?



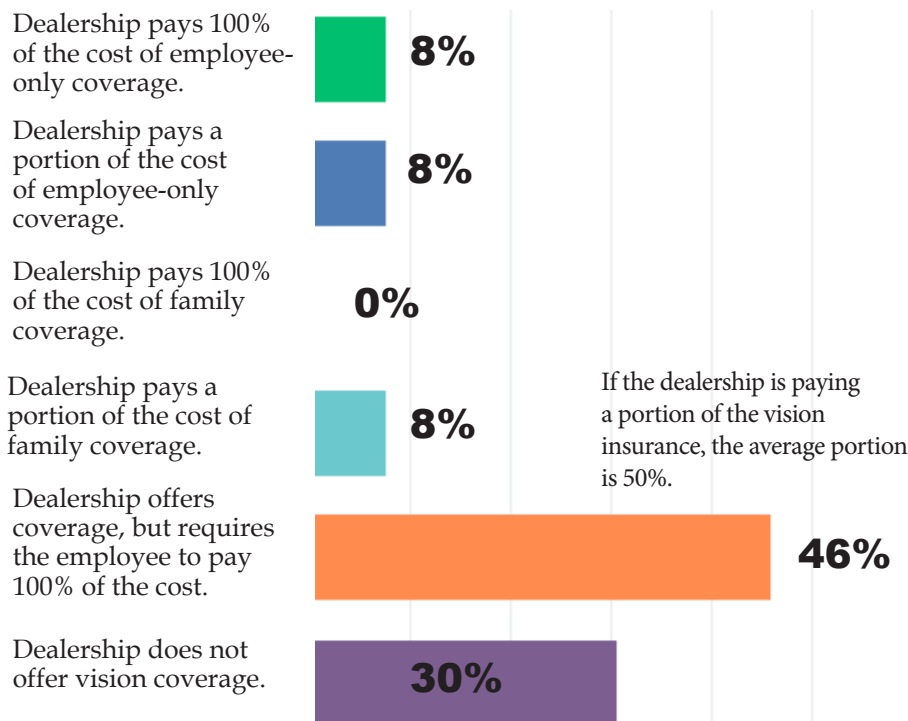
Do you provide a Section 125 Plan to your employees?



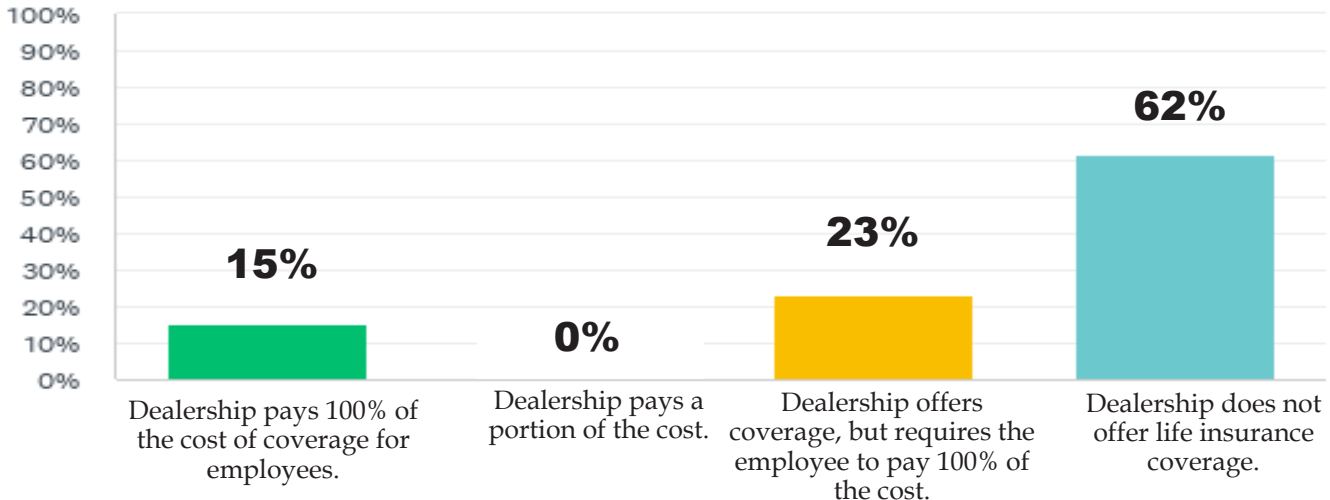
Which most accurately describes your dealership's dental plan:



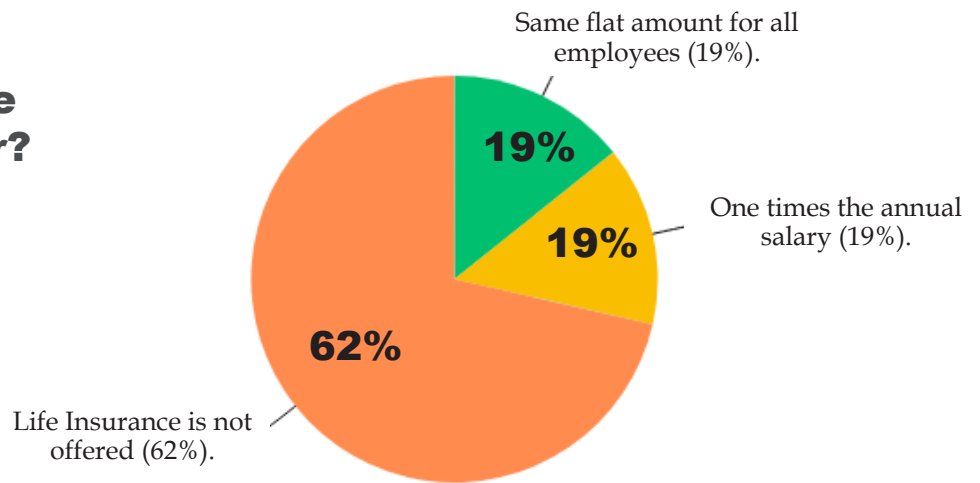
Which most accurately describes your dealership's vision plan:



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?

401(K)
74%

Simple IRA
11%

79% match employee contributions to the 401(k) plan.

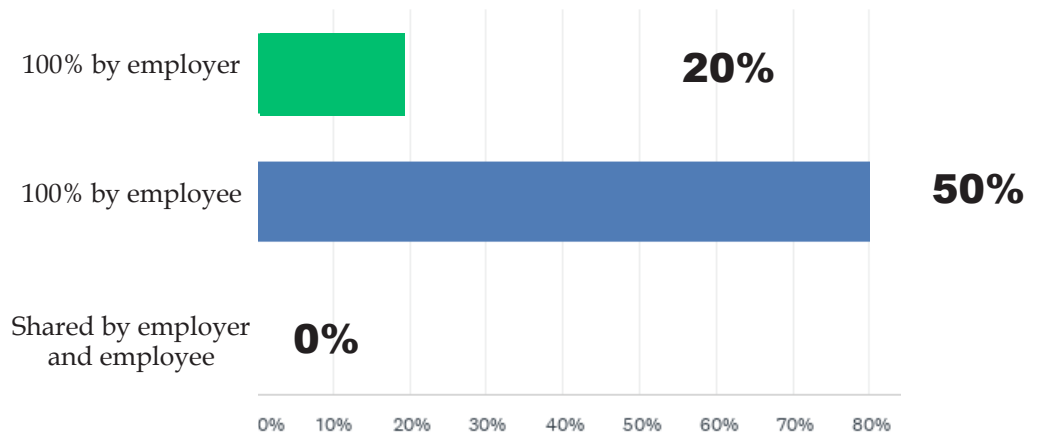
5% match based on profitability.

38% of dealerships provide short-term disability insurance to employees.

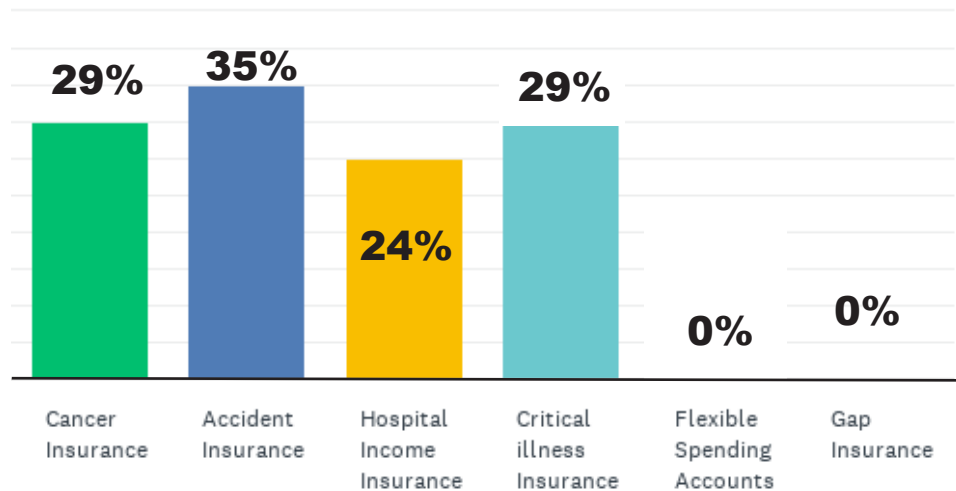
**Premiums are paid
by the Employee
100% of the time.**

33% of dealerships provide long-term disability insurance to employees (up 12% from 2020).

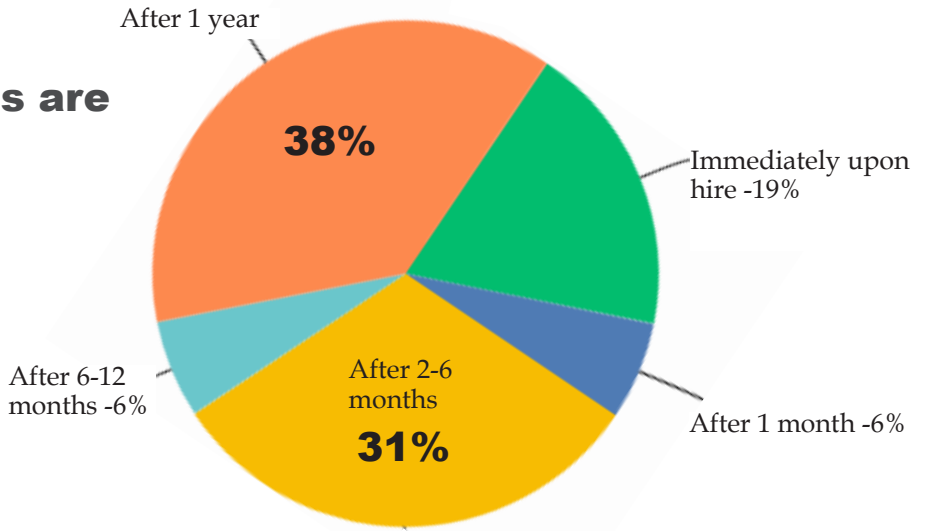
**How are
premiums paid?**



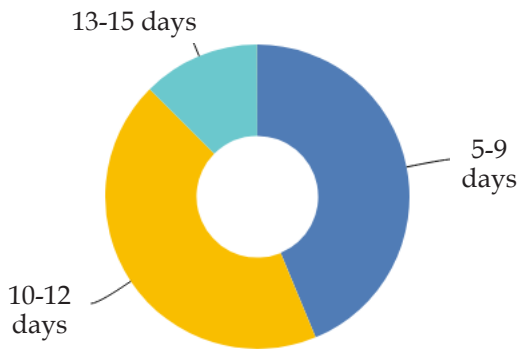
**Dealerships are
also offering....**



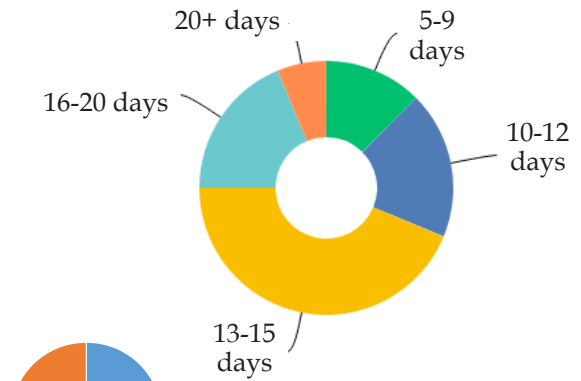
Employees at dealerships are eligible for vacation...



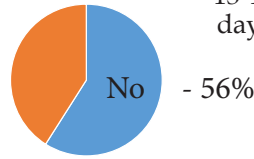
Employees with 1-4 years of service are entitled to...



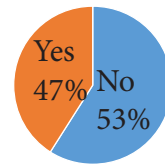
Employees with 5-10 years of service are entitled to...



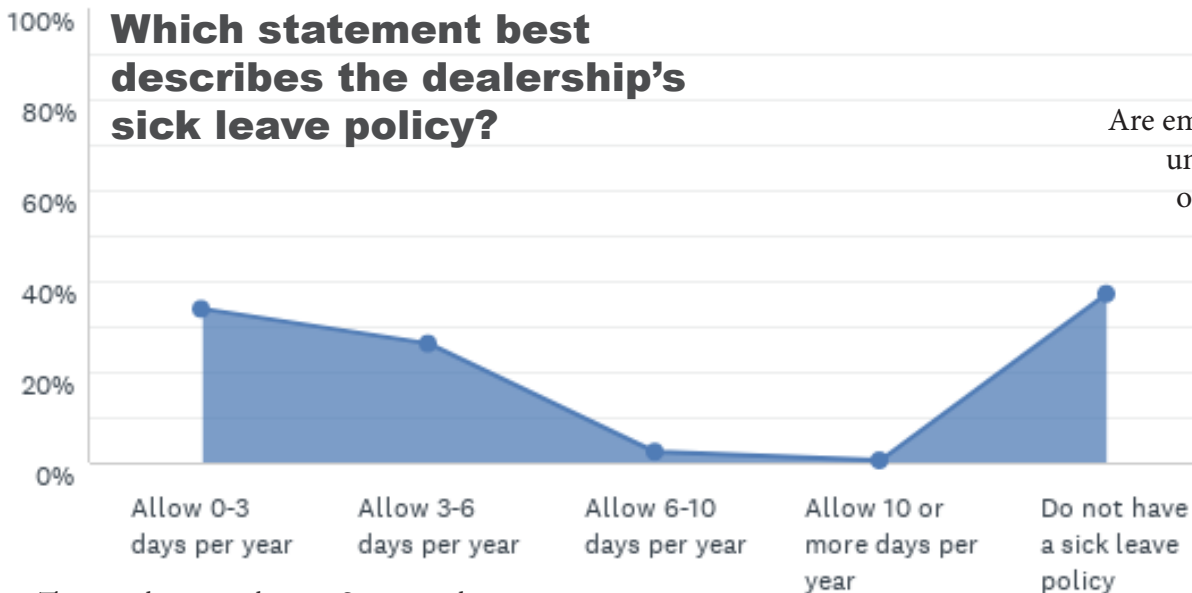
Are employees entitled to carry over unused vacation days?



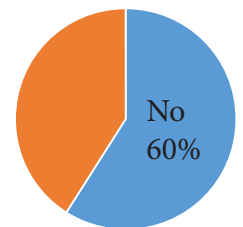
Do employees have the option of receiving payment for unused vacation days?



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



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

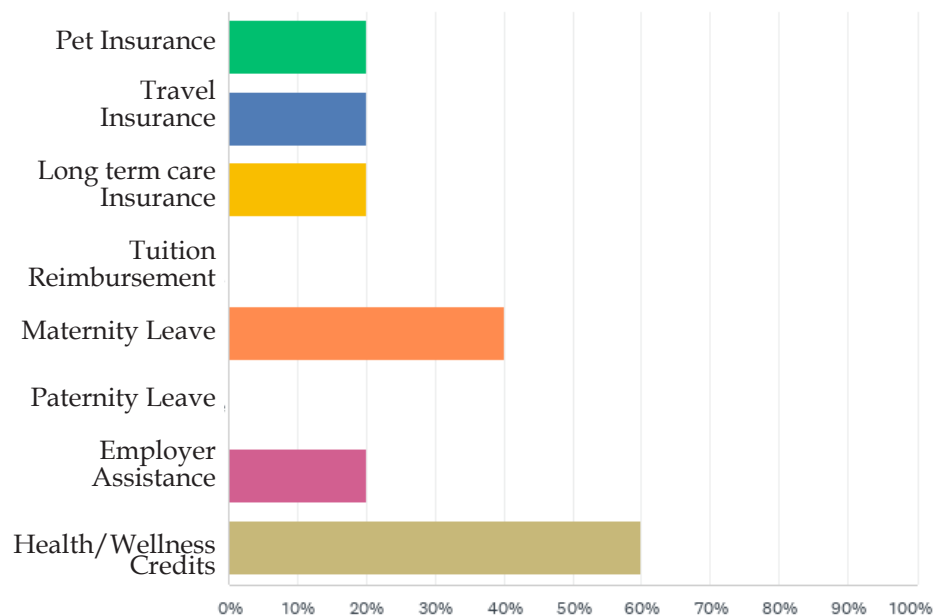


These results mirror the 2020 Survey results.

6% of Dealerships are allowing employees to enroll through an employee benefits electronic enrollment platform.

64% of Dealerships are transmitting enrollment data to insurance carriers by paper application, **27%** by benefit administration or payroll system report, and **9%** by Electronic data interchange (EDI) file feed.

Dealerships provide additional ancillary benefits such as:



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

PAA would like to thank the 478 new car dealerships, 52 truck dealerships, and 20 Powersport dealerships who participated in the 2023 Insurance Benefits Survey. The PAA Insurance Agency can assist your dealership in determining what benefit options are right for your dealership's employees.

Contact PAA today for all your benefit needs.