

New Car Dealership Insurance & Benefits

COMPARISON - OVER/UNDER 100 EMPLOYEES

**2023
RESULTS**



PENNSYLVANIA AUTOMOTIVE ASSOCIATION

Representing Pennsylvania franchised new car, truck, and powersports dealers

New Car Survey Results

478

Dealership Responses



2023 Dealership Insurance & Benefits

Survey Results

New Car - Comparison Over/Under 100 Employees

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.

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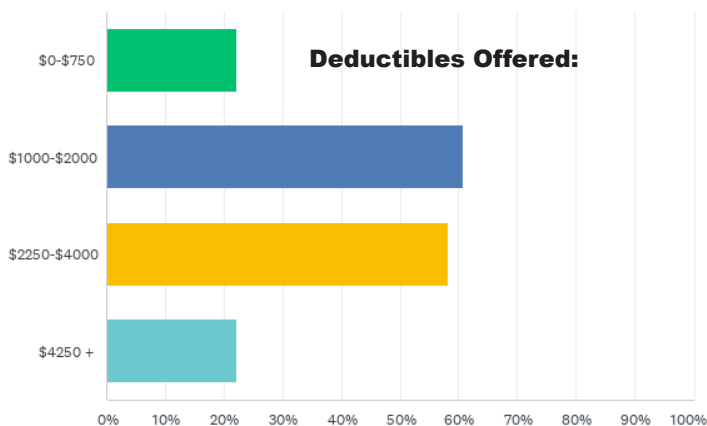
EMPLOYEES

Dealerships with **Less than 100** Employees...

97% of dealerships offer health insurance to employees.

When dealers contribute to employee-only coverage, the average dealer across the state is contributing **70% of the premium** (up 5% from PAA's 2020 Survey) or an **average flat rate of \$427 per month** (up 27% from the 2020 Survey).

Dealerships often offer choices to their employees. At dealerships with less than 100 employees, 41% offer only 1 health plan. 52% offer 2-3 plans, and 7% offer 4 or more.

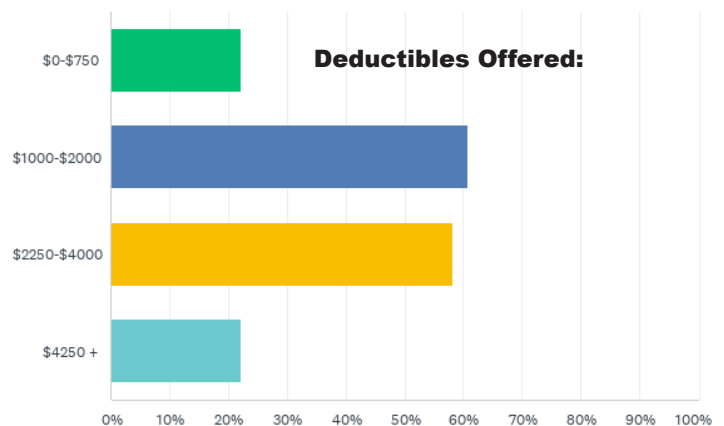


89% of dealerships shop for health insurance each year.

Dealerships with **More than 100** Employees...

100% of dealerships offer health insurance to employees.

Dealerships often offer choices to their employees. At dealerships with more than 100 employees, 11% offer only 1 health plan. 74% offer 2-3 plans, and 15% offer 4 or more.



82% of dealerships shop for health insurance each year.

DEPENDENTS

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

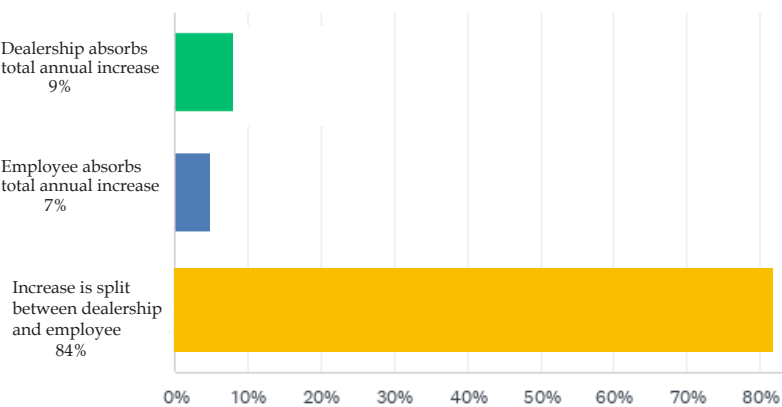
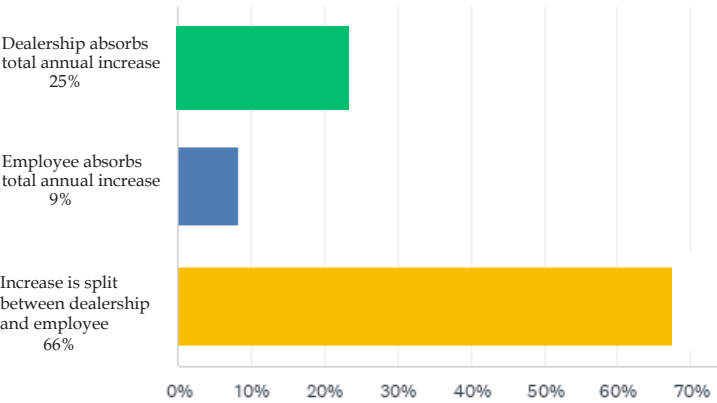


When dealers contribute to dependent coverage, the average dealer across the state is contributing **54% of the premium**.

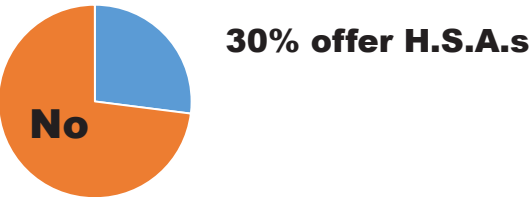
Dealerships with **Less than 100** Employees...

Dealerships with **More than 100** Employees...

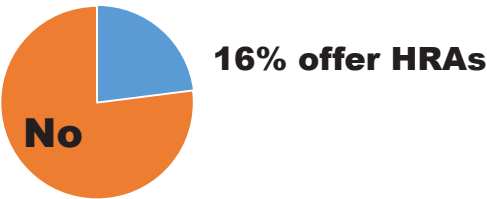
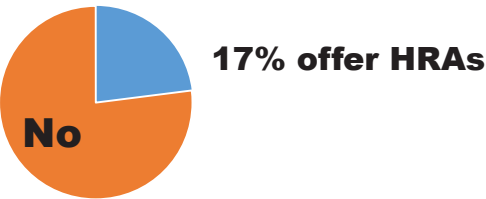
How are health insurance rate increases handled?



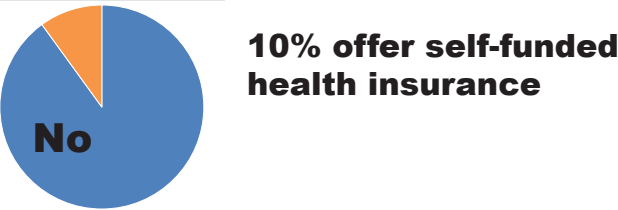
Does the dealership offer Health Savings Accounts (H.S.A.)?



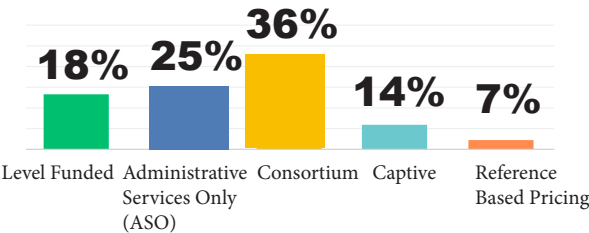
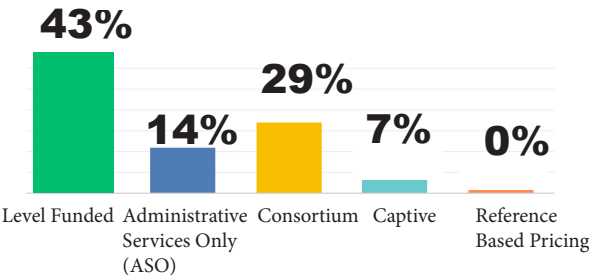
Does the dealership offer Health Reimbursement Arrangements (HRA)?



Does the dealership offer self-funded Health Insurance?



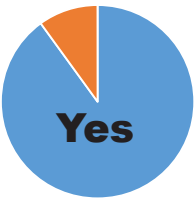
Dealers described Self-Funded Plans as:



Dealerships with **Less than 100** Employees...

Dealerships with **More than 100** Employees...

Do you provide a Section 125 Plan to your employees?

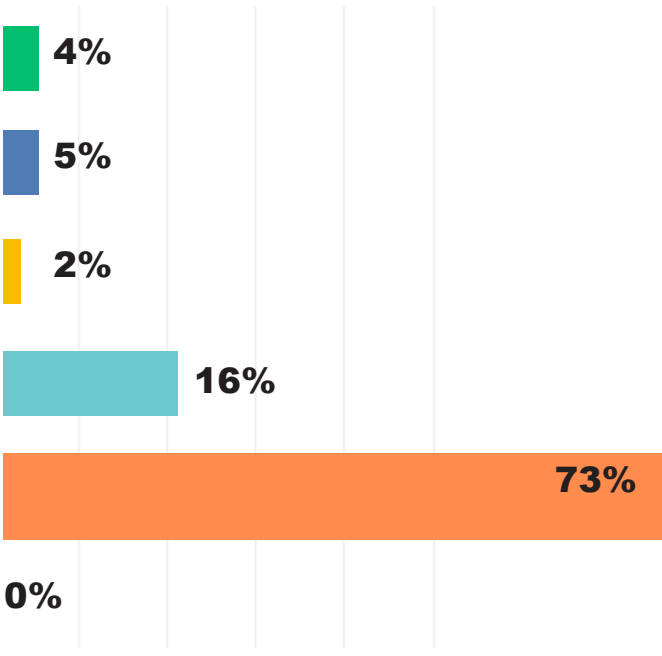
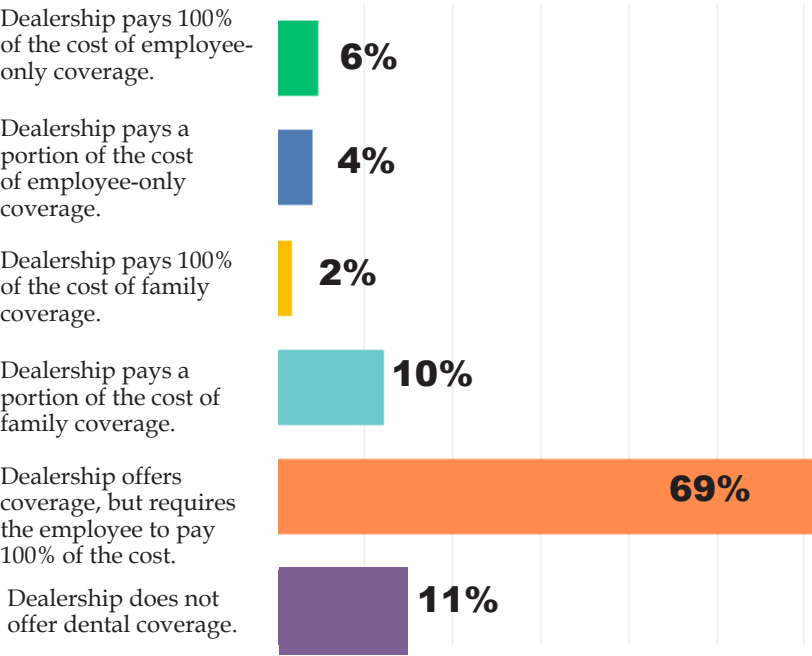


87% offer a Section 125 Plan

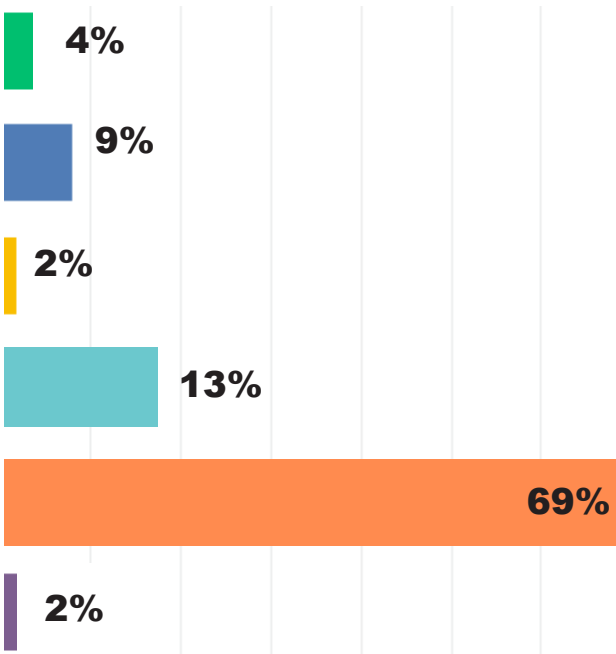
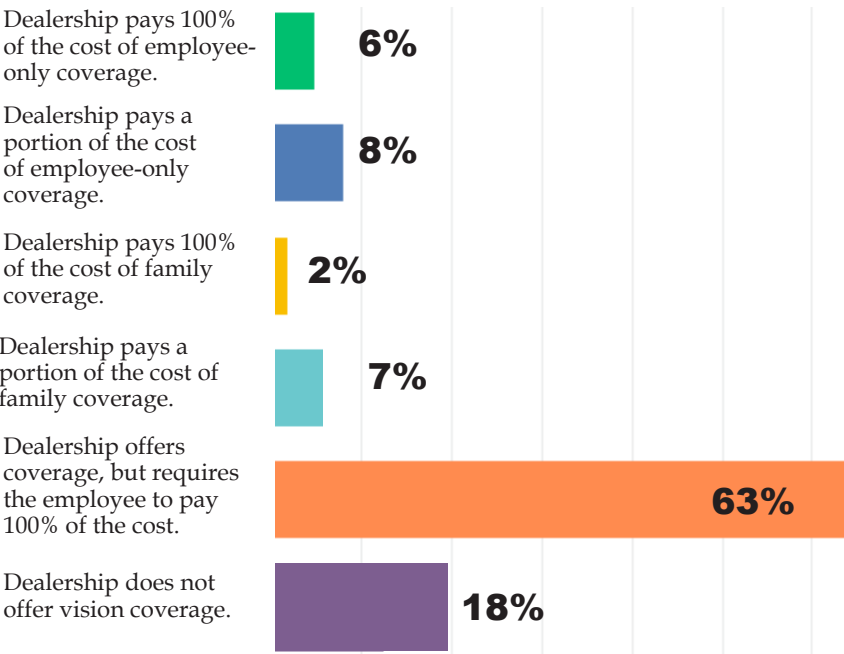


98% offer a Section 125 Plan

Which most accurately describes your dealership's **dental** plan:



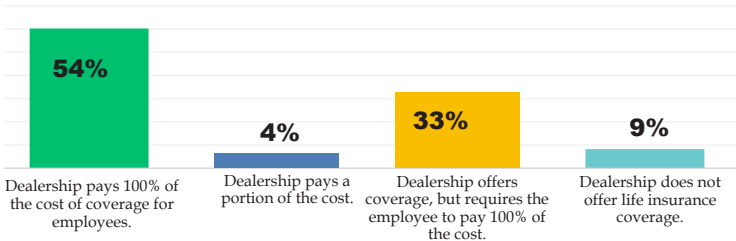
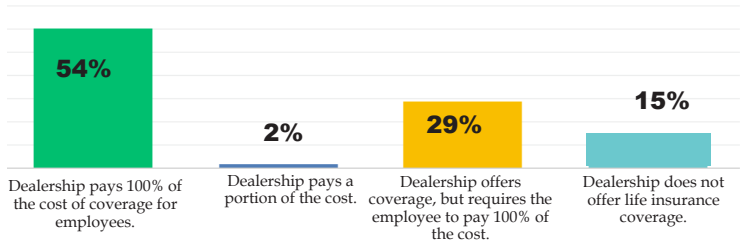
Which most accurately describes your dealership's **vision** plan:



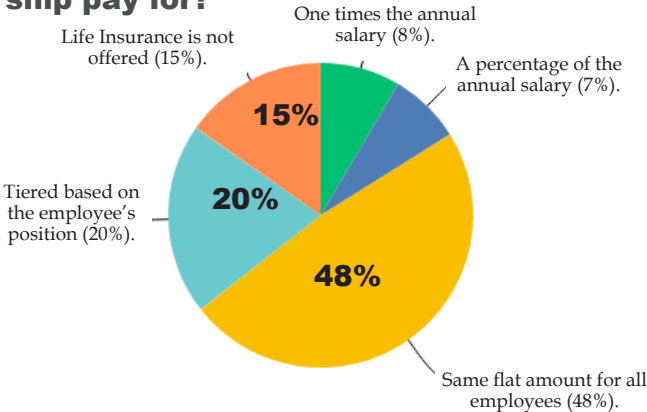
Dealerships with **Less than 100** Employees...

Dealerships with **More than 100** Employees...

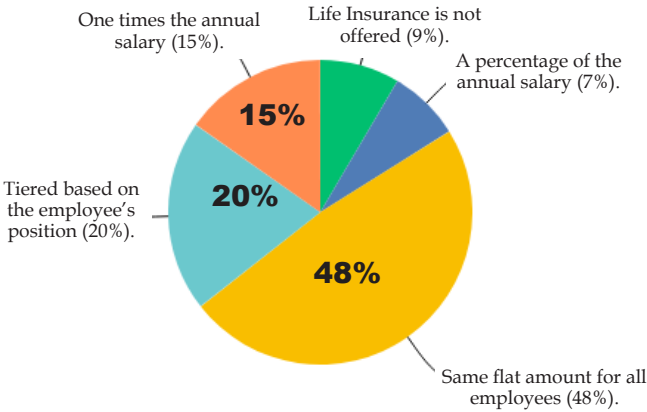
Which most accurately describes your dealership's **life insurance**



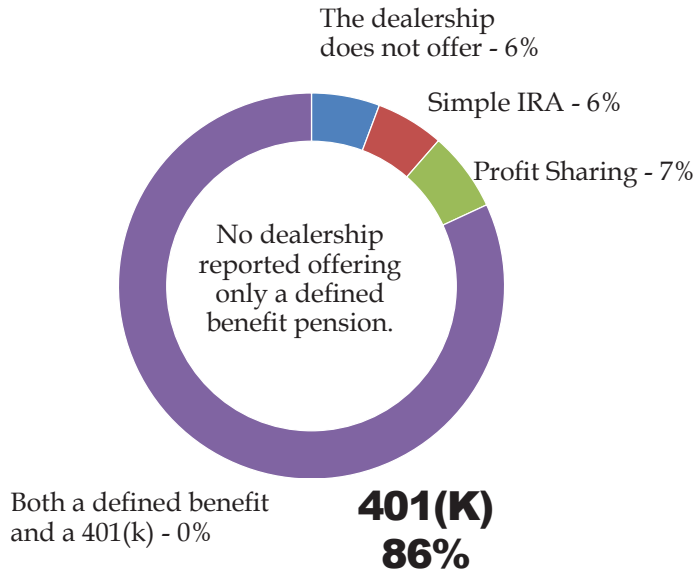
What level of **life insurance** coverage does the dealership pay for?



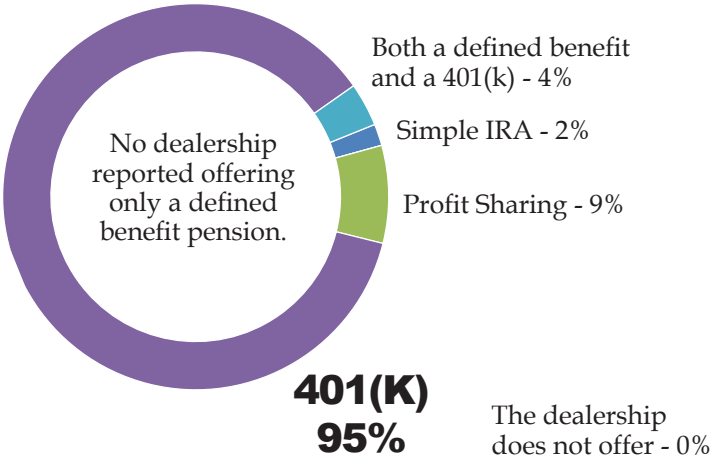
What level of **life insurance** coverage does the dealership pay for?



Which retirement savings plan(s) do you offer?



Which retirement savings plan(s) do you offer?



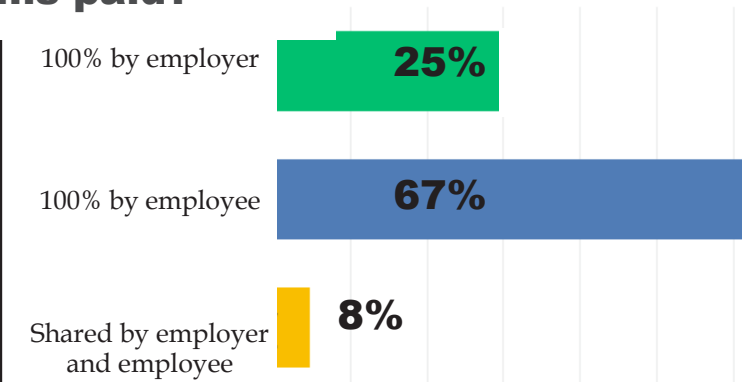
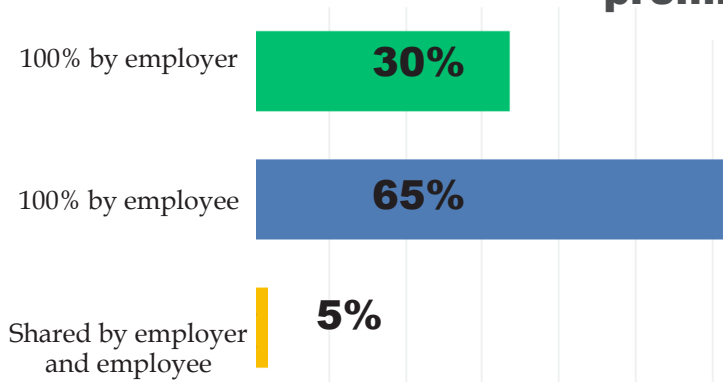
Dealerships with **Less than 100** Employees...

84% of dealerships provide short-term disability insurance to employees.

Dealerships with **More than 100** Employees...

93% of dealerships provide short-term disability insurance to employees.

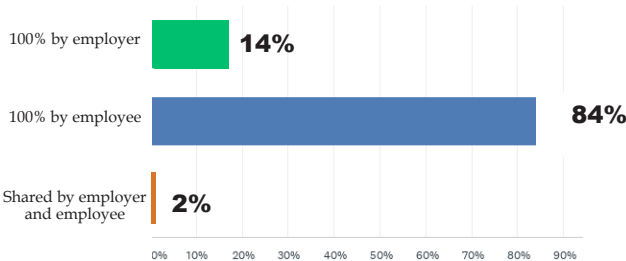
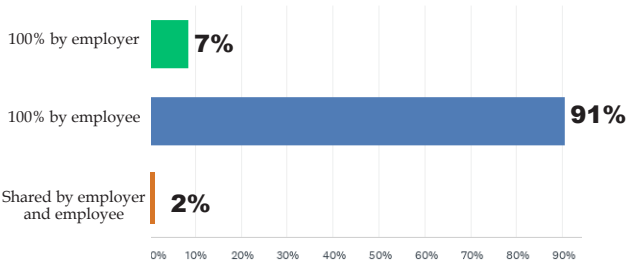
How are premiums paid?



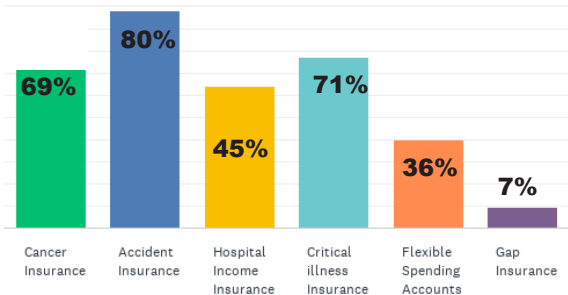
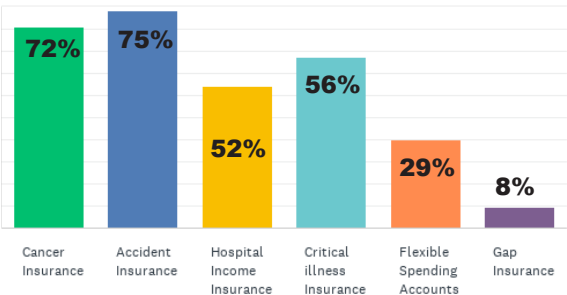
69% of dealerships provide long-term disability insurance to employees.

78% of dealerships provide long-term disability insurance to employees.

How are premiums paid?



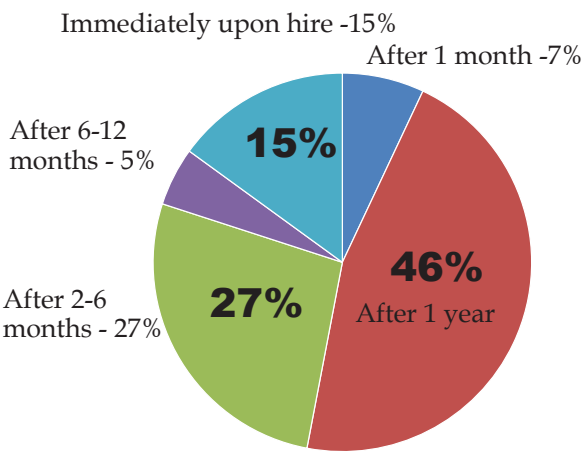
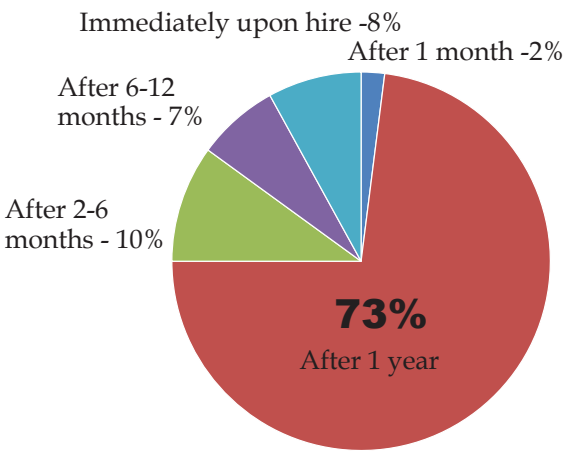
Dealerships are also offering....



Dealerships with **Less than 100** Employees...

Dealerships with **More than 100** Employees...

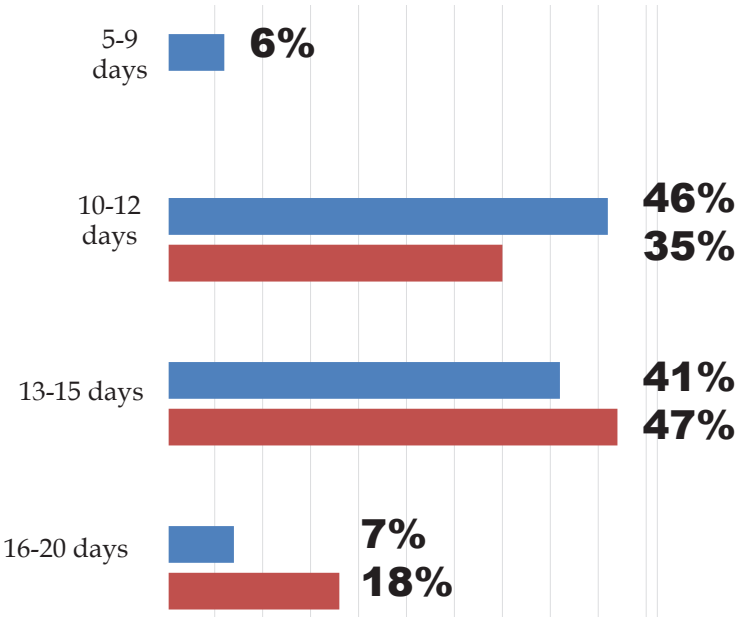
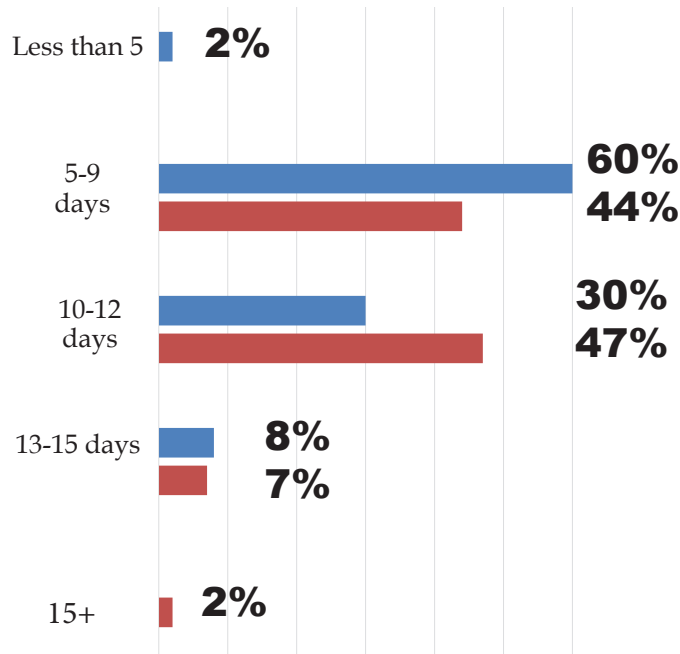
Employees at dealerships are eligible for vacation...



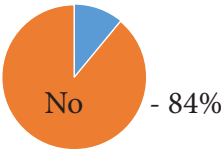
Employees with 1-4 years of service are entitled to...

Less than 100
More than 100

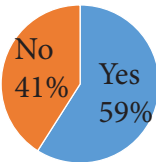
Employees with 5-10 years of service are entitled to...



Are employees entitled to carry over unused vacation days?



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



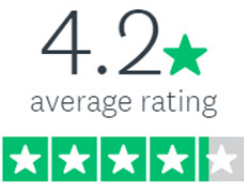
Dealerships with **Less than 100** Employees...

16% of Dealerships are allowing employees to enroll through an employee benefits electronic enrollment platform.

Dealerships with **More than 100** Employees...

60% of Dealerships are allowing employees to enroll through an employee benefits electronic enrollment platform.

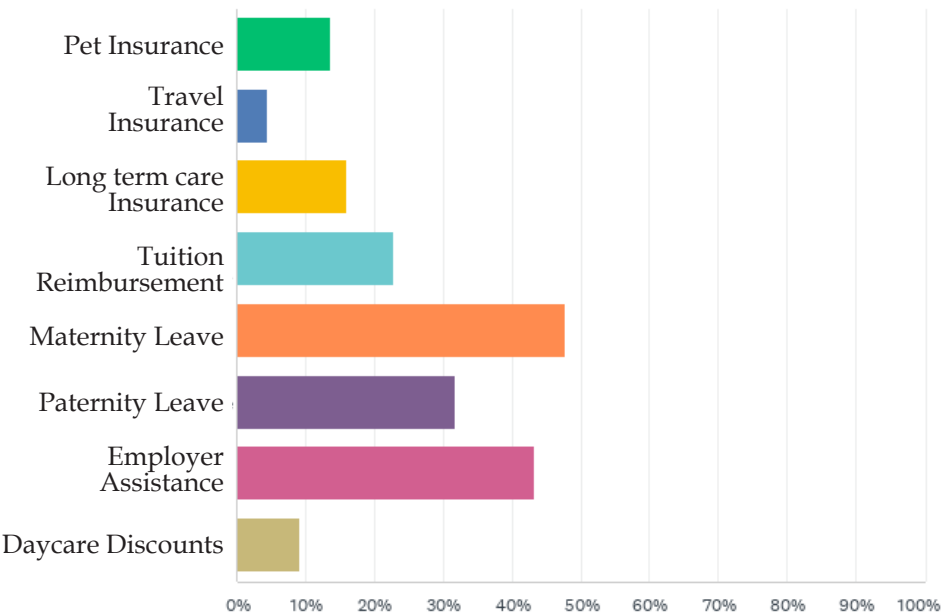
Those dealerships rate the electronic platform they are using:



62% of Dealerships are transmitting enrollment data to insurance carriers by paper application, **32%** by benefit administration or payroll system report, and **7%** by Electronic data interchange (EDI) file feed.

23% of Dealerships are transmitting enrollment data to insurance carriers by paper application, **31%** by benefit administration or payroll system report, and **44%** by Electronic data interchange (EDI) file feed.

Dealerships provide additional ancillary benefits such as:



Pennsylvania Automotive Association
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PAA would like to thank the 478 new car, 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.