



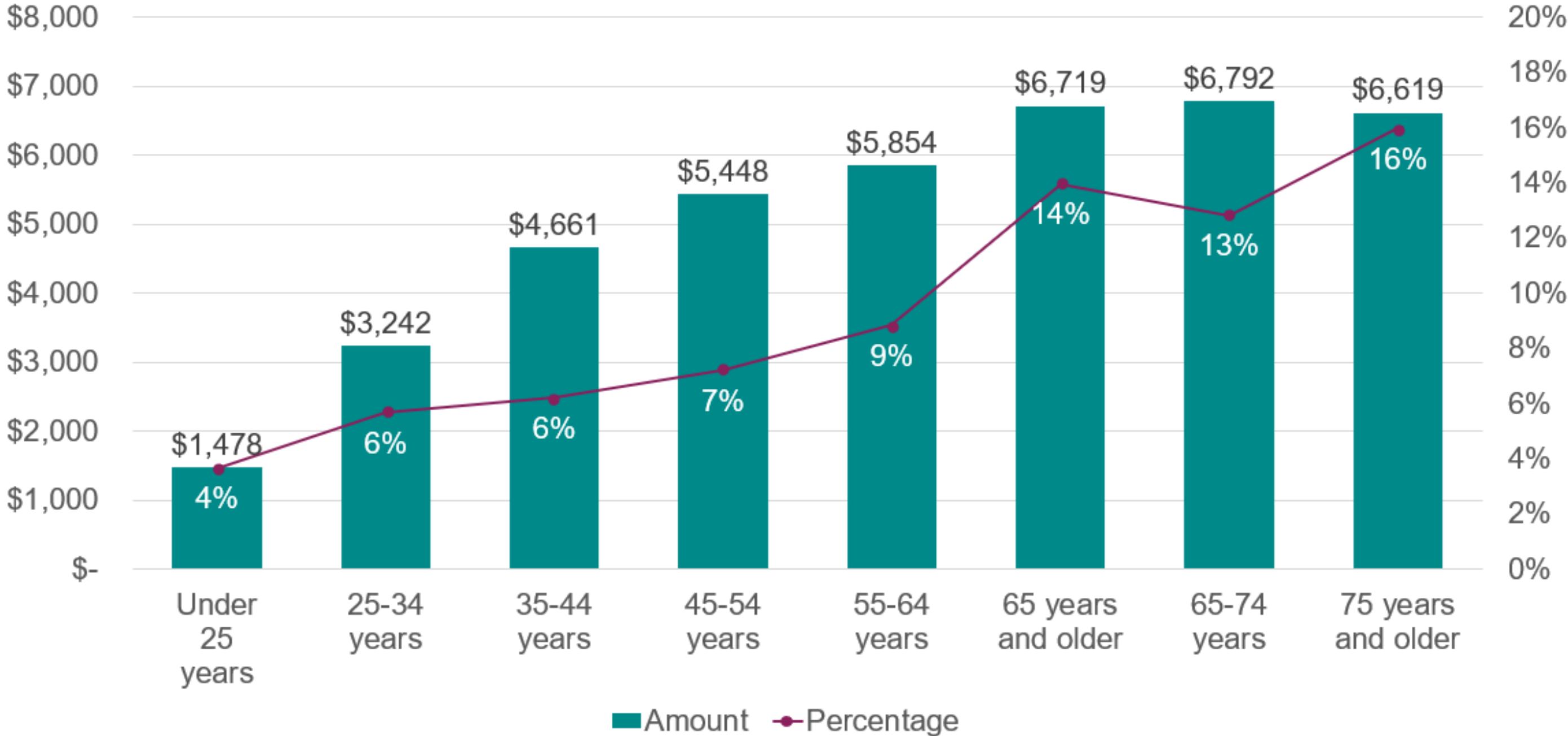
# Triennial Health Benefits Study

Presented by Tom Buffalo



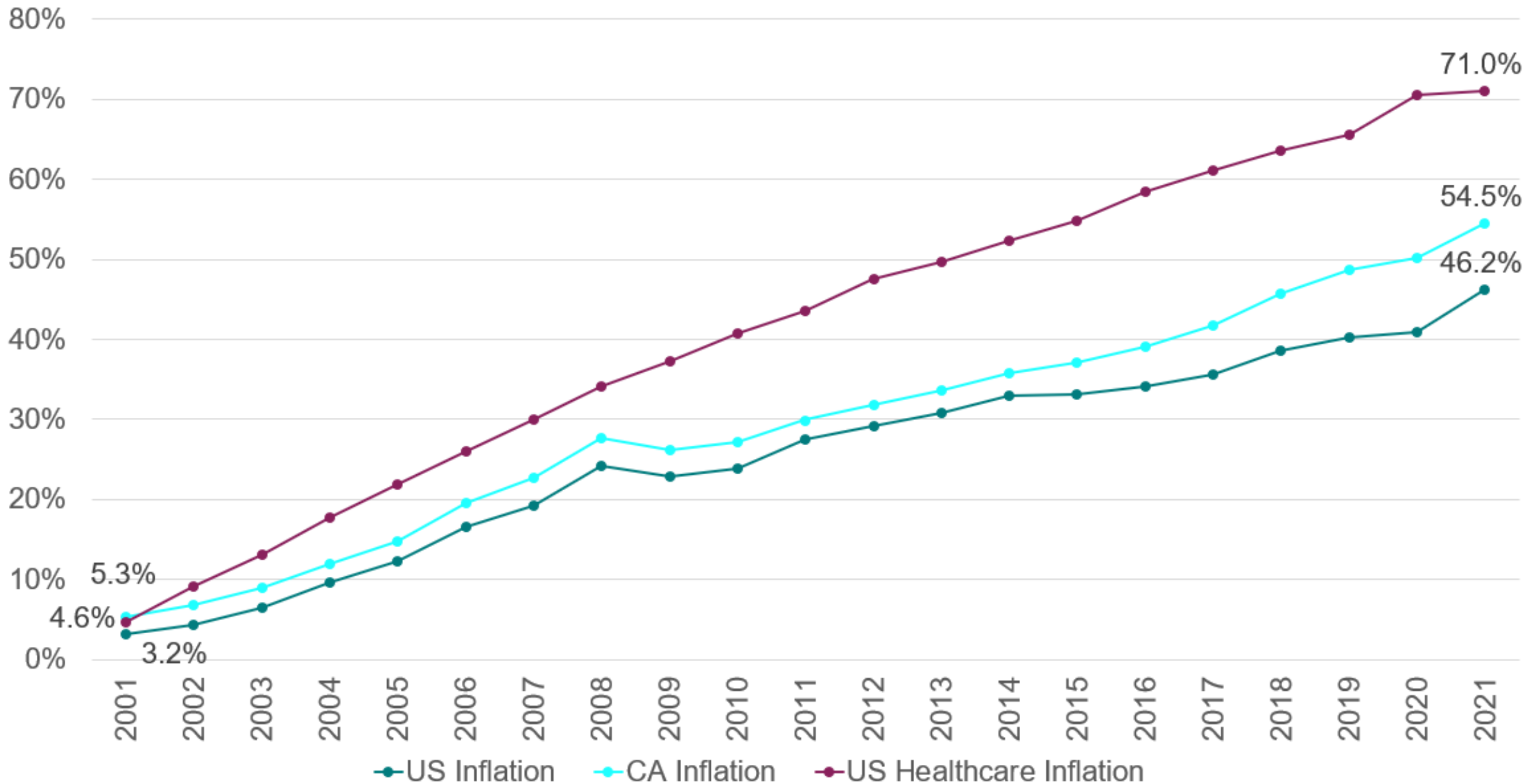


# 2019-20 annual healthcare costs and proportion of expenses by age



Data from the United States Bureau of Labor Statistics Consumer Expenditure Survey

# Cumulative inflation



Data from the California Department of Finance Consumer Price Index Monthly Expenditure Detail

# Early retiree gap in coverage

**Figure 11.2**

**Among Large Firms Offering Health Benefits to Active Workers, Percentage of Firms Offering Retiree Health Benefits, by Firm Size, Region, and Industry, 2021**

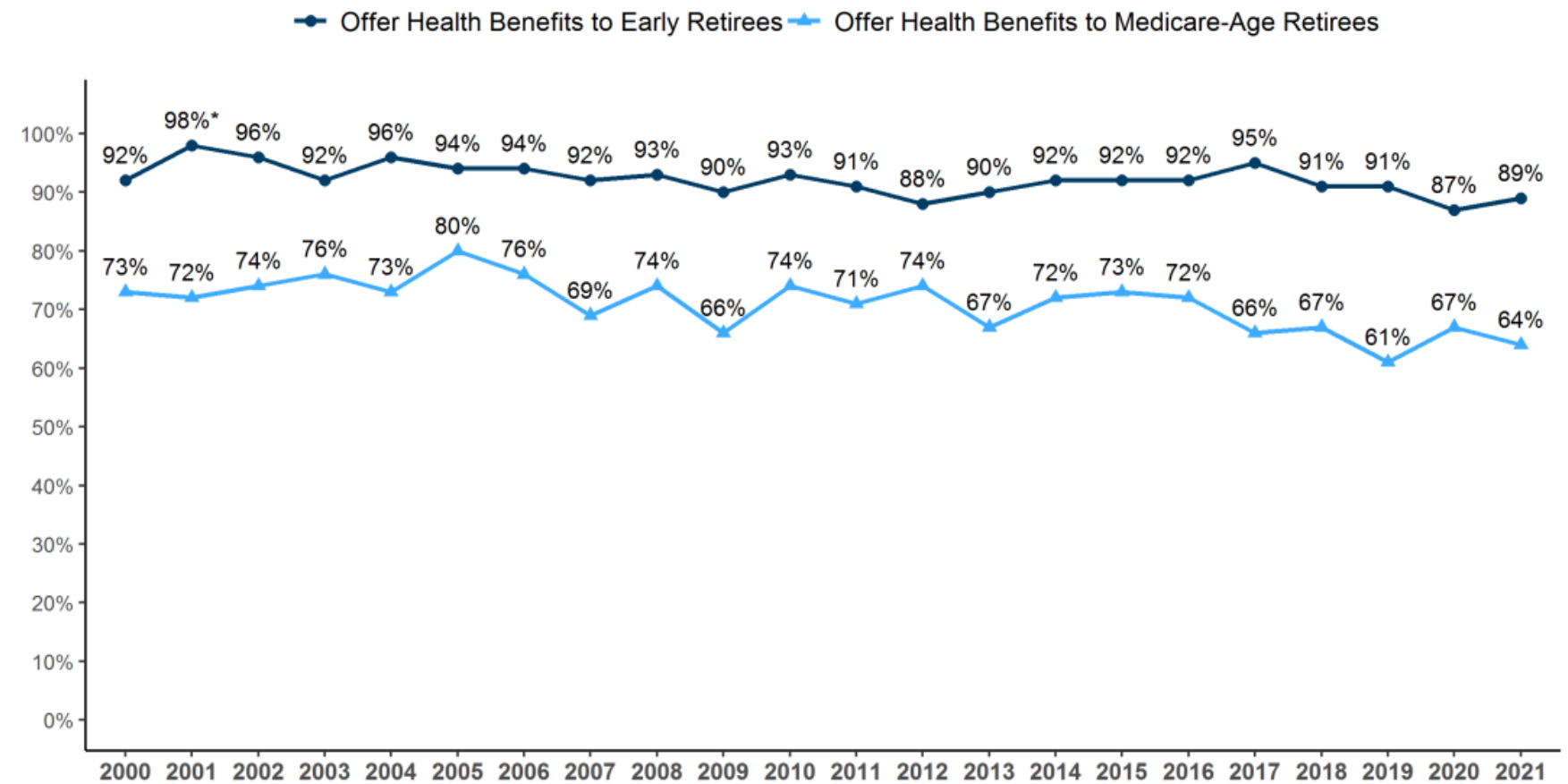
	Large Firms Offering Retiree Health Benefits
<b>FIRM SIZE</b>	
200-999 Workers	24%*
1,000-4,999 Workers	35*
5,000 or More Workers	49*
<b>REGION</b>	
Northeast	30%
Midwest	28
South	30
West	18*
<b>INDUSTRY</b>	
Agriculture/Mining/Construction	9%*
Manufacturing	13*
Transportation/Communications/Utilities	44*
Wholesale	14
Retail	15
Finance	40
Service	31
State/Local Government	69*
Health Care	12*
<b>All Large Firms (200 or More Workers)</b>	<b>27%</b>

\* Estimate is statistically different from estimate for all other Large Firms not in the indicated size, region, or industry category (p < .05).

SOURCE: KFF Employer Health Benefits Survey, 2021

**Figure 11.4**

**Among Large Firms Offering Health Benefits to Active Workers and Retirees, Percentage of Firms Offering Health Benefits to Early and Medicare-Age Retirees, 2000-2021**

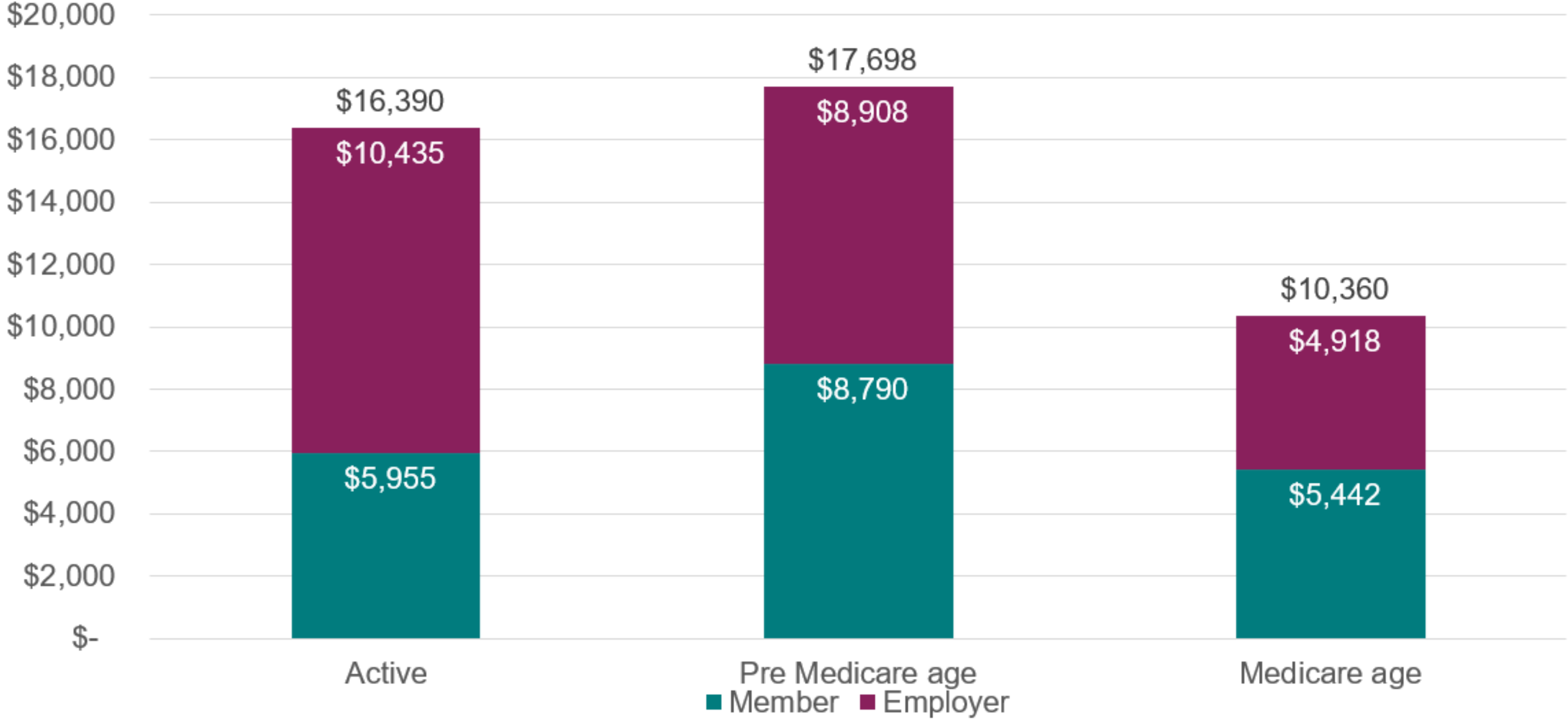


\* Estimate is statistically different from estimate for the previous year shown (p < .05).

NOTE: Among Large Firms offering health benefits to active workers and offering retiree coverage, 57% offer health benefits to both early and Medicare-age retirees. Large Firms have 200 or more workers. Early retirees are those who retire before the age of 65. In 2019 this question was reworded. Because of this there was no statistical testing between 2018 and 2019. See the Methods section for details.

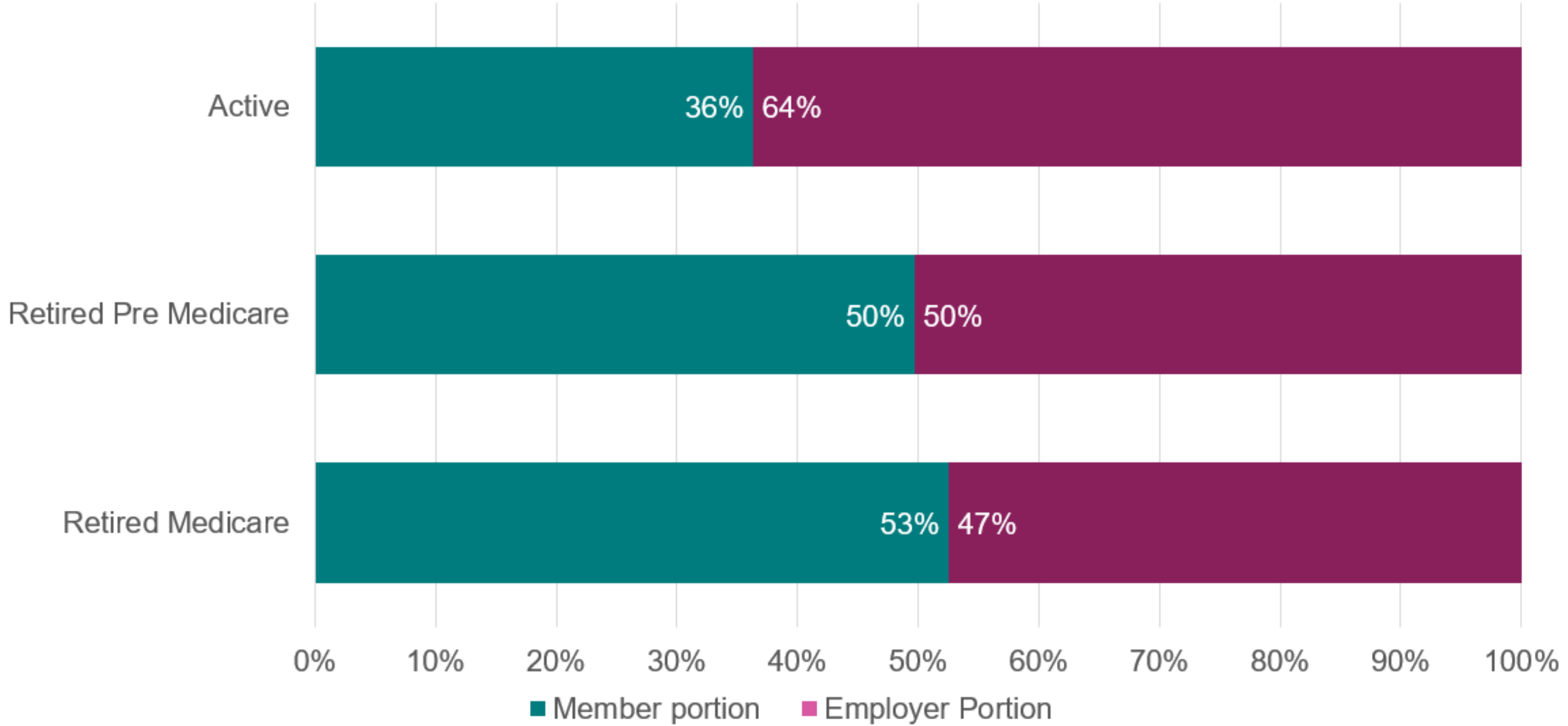
SOURCE: KFF Employer Health Benefits Survey, 2018-2021; Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 2000-2017

# K-12 cost of health benefits by status for the 2019-20 school year



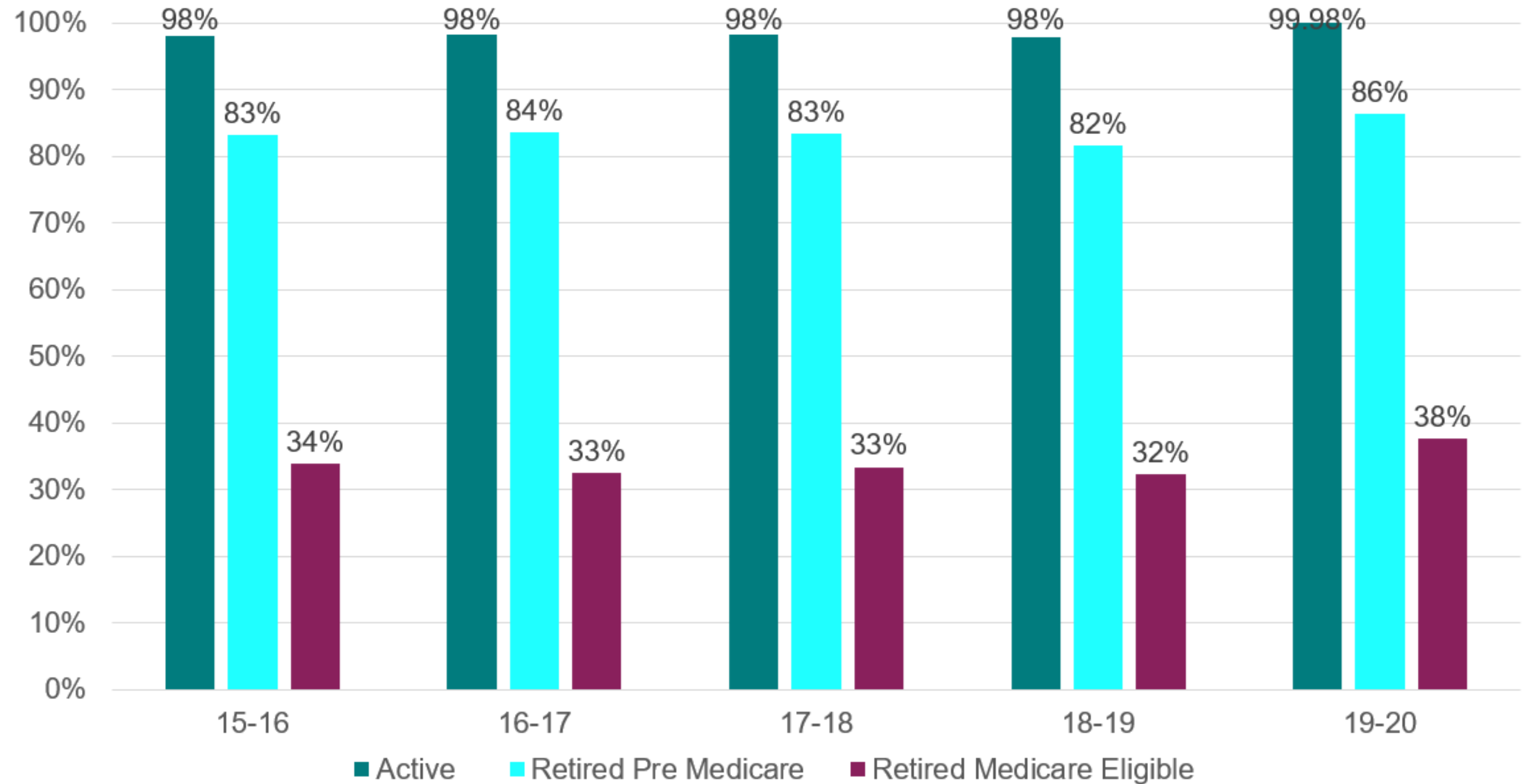
Data from the California Department of Education Salary and Benefits Schedule for the Certificated Bargaining Unit

# K-12 health benefits cost-sharing by status for the 2019-20 school year



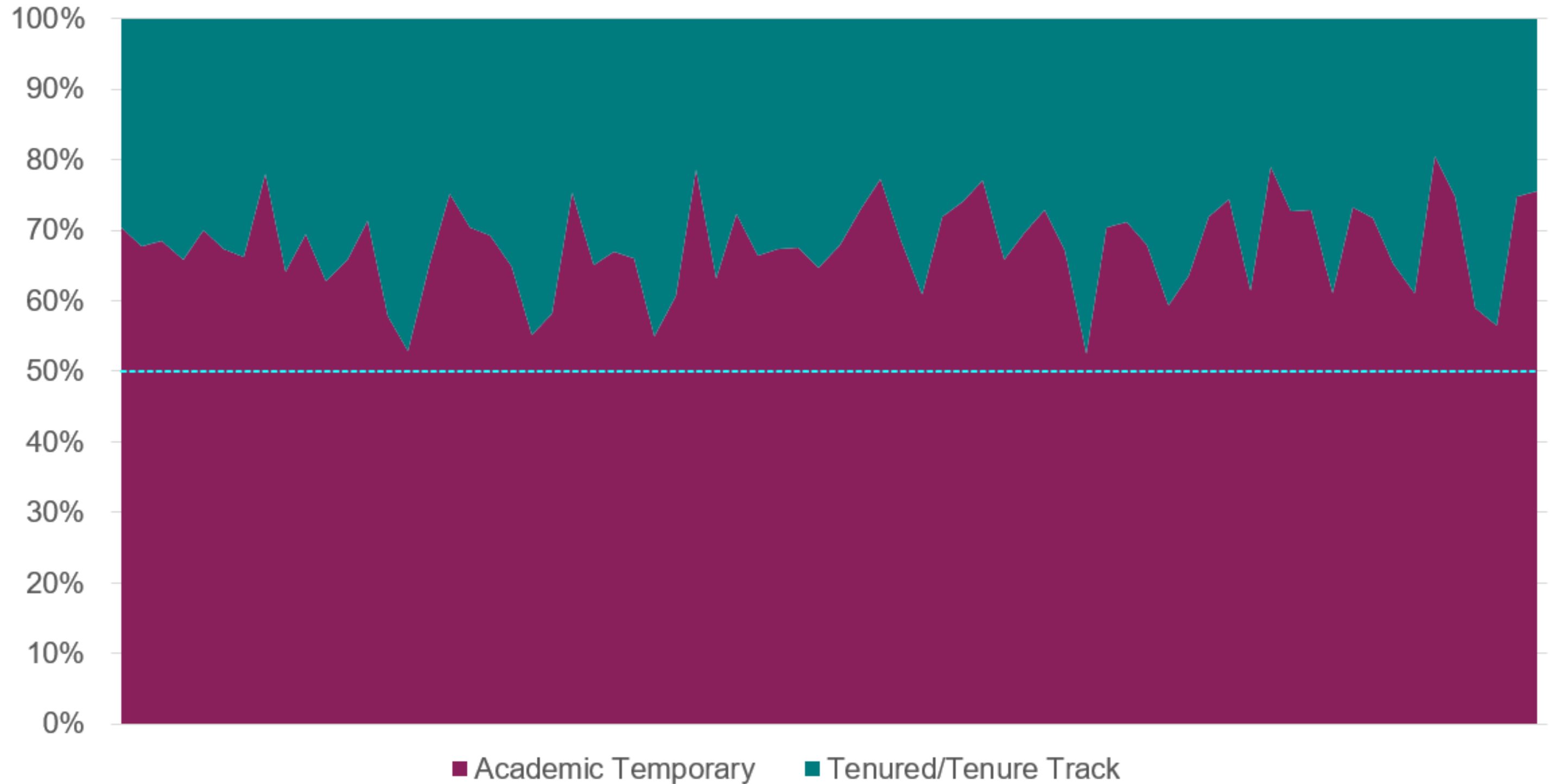
Data from the California Department of Education Salary and Benefits Schedule for the Certificated Bargaining Unit

# K-12 employer subsidization rates by year and status



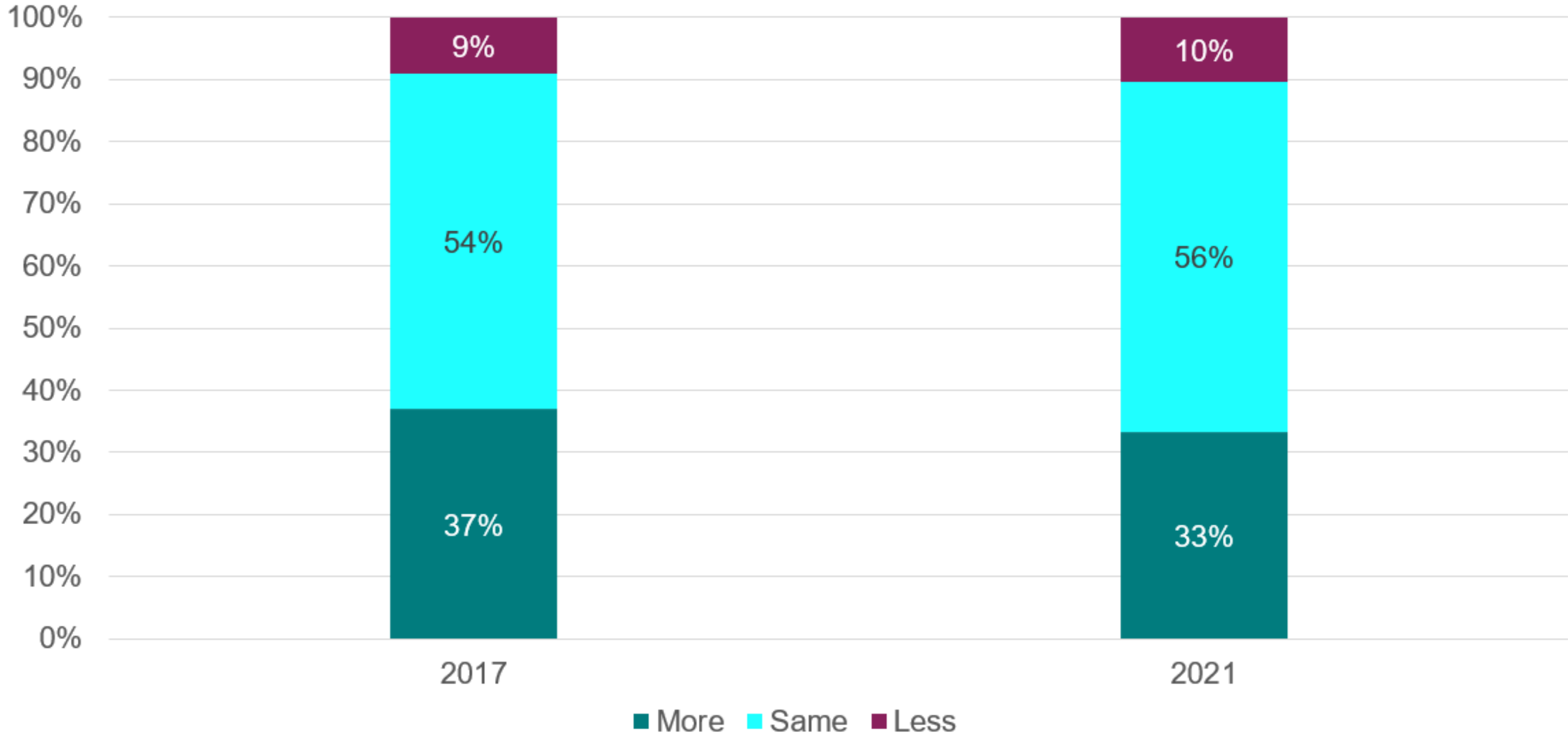
Data from the California Department of Education Salary and Benefits Schedule for the Certificated Bargaining Unit

# Community college faculty



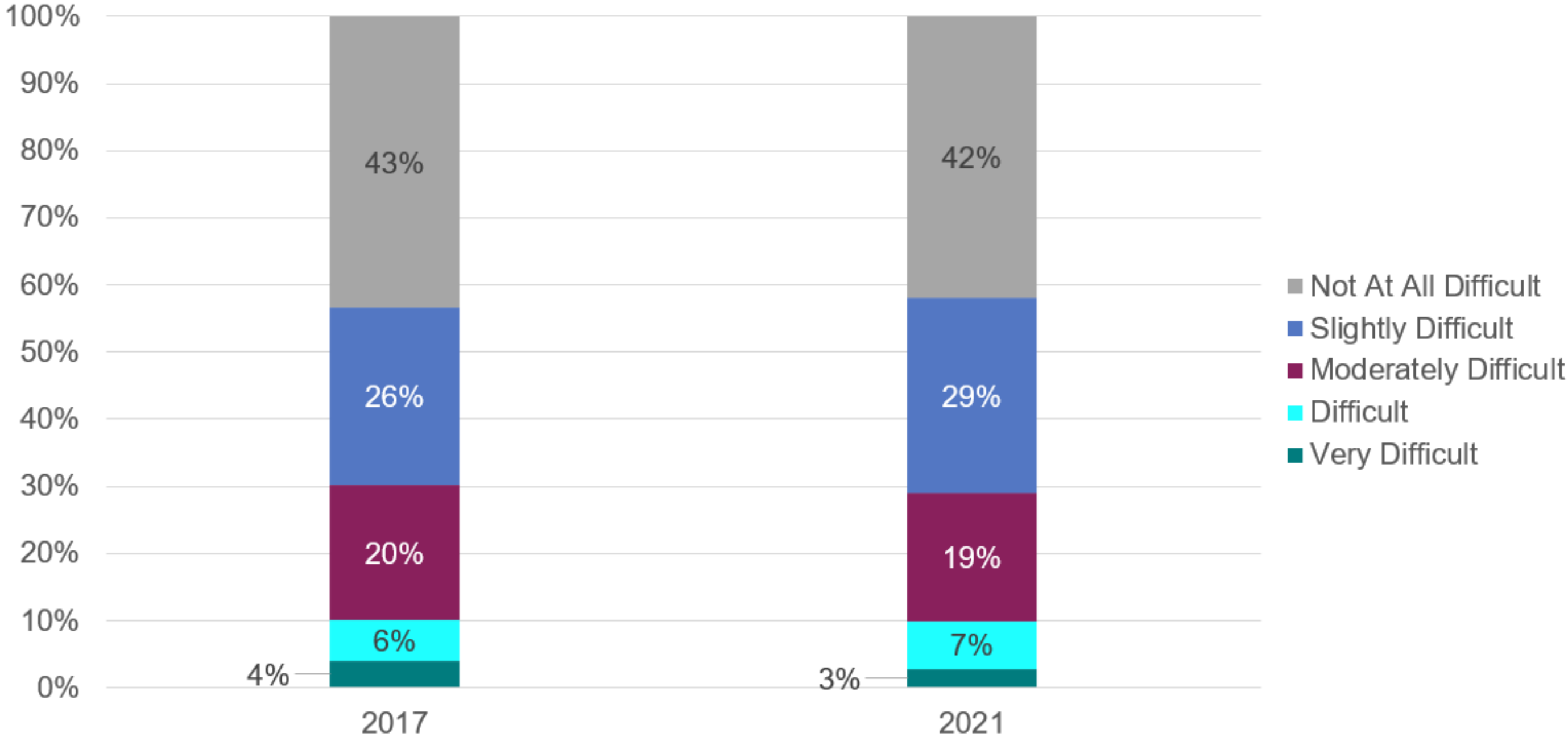


# So far in your retirement, has your spending on healthcare been more, less or about the same as you expected?



Data from the 2017 CalSTRS Retirement Readiness Survey and the 2021 CalSTRS Annual Member Survey

# How difficult is it to afford your private health insurance premiums?



Data from the 2017 CalSTRS Retirement Readiness Survey and the 2021 CalSTRS Annual Member Survey

## Final thoughts

- Support from K-12 employers consistent the last several years
- Some evidence suggest community college faculty do not receive a lot of employer support
- Retirees report the cost of healthcare is not overwhelming



# Questions?

**CALSTRS**<sup>®</sup>  
HOW WILL YOU SPEND YOUR FUTURE?