

# How to manage employee benefits

A recent study by The Harris Poll (published by Glassdoor)<sup>1</sup> found that nearly 45% of employees focus on benefits almost as much as salary. You can build benefit packages that will not only encourage loyalty and great work but also simultaneously impact your bottom line and ease your workload.



## Benefits required by law



**Social security taxes**  
(every state)



**Unemployment insurance**  
(depends on state requirements)



**Disability insurance**  
(California, Hawaii, New Jersey, New York, Puerto Rico, and Rhode Island)



**Family and Medical Leave Act**  
(every state)

## Choosing additional benefits

One proven way to offer a cost-effective yet high-quality benefits package is to survey your employees. Other than healthcare (which routinely comes in at #1 on employee surveys about desired benefits), it's often best not to assume that you know what they want.<sup>2</sup>

Instead, get answers directly from them about their priorities. By implementing a mix of internal surveys, check-in meetings, and quarterly reviews, you'll get regular feedback on:

- Quality of health insurance
- Quality of supplemental insurance (e.g., life insurance, accident insurance)
- Day-to-day happiness levels on the job
- Thoughts on employee recognition
- Attitudes about time-off policies

You may even find that the feedback is surprising. Employees might point to low-cost perks that you may not have considered, such as:



Telemedicine



Kid-friendly office



ID theft protection



Standing desk



Pet-friendly office

Additional benefits could include flexible spending accounts (FSAs), tuition reimbursement, flexible work schedules, transportation and parking benefits, or food on-site.

## Partner with a professional employer organization

Employers want to cut costs but don't want to cut corners. That's where a partnership with a professional employer organization (PEO) can help.

When building benefits programs, small businesses often run into the challenge of managing multiple vendor relationships, each with their own surcharges. As these programs add up, costs pile on. PEOs eliminate these challenges by pooling together employees from many different businesses and securing benefits packages at scale.

With this pooling model, PEOs can buy benefits such as:



Medical insurance



Group life insurance



Dental coverage



401(k)



Vision plans



And more

### Sources:

1. "[Glassdoor Study Reveals What Job Seekers are Looking For](#)," 2018, Glassdoor
2. "[How to Offer Cost-Effective, Competitive Benefits](#)," QuickBooks Resource Center

© 2019 Intuit Inc.

INTUIT IS NOT A FINANCIAL PLANNER, BROKER OR TAX ADVISOR. NEITHER INTUIT NOR THE CONTENT AVAILABLE FOR DOWNLOAD ARE INTENDED TO PROVIDE LEGAL, TAX OR FINANCIAL ADVICE. The content and materials are intended only to assist you in your general organization and decision-making for your business or practice. Intuit shall have no liability for errors, omissions or inadequacies in the information contained herein or for interpretations thereof.