

Q&A Employee Benefits

HR

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Q

Should I be offering vision insurance?

A

Choosing whether or not to offer employees vision insurance benefits is a business decision. Employers should consider their employees' needs along with the overall culture and values of their organizations. There are a number of options to consider before offering vision insurance, and including vision insurance as part of a benefits package has several advantages.

Vision coverage is often overlooked in benefits packages, but it can be extremely beneficial to employees.

- Vision insurance encourages necessary eye care and helps supplement costs for employees' vision needs.
- Regular eye exams can identify medical problems, lowering costs and improving treatment if the problems are identified early.
- Some vision problems may pose safety risks or discomfort for the employee, affecting his or her productivity and increasing the chances of injury in the workplace.
- Offering vision insurance may help employers recruit and retain employees.

Vision insurance is reasonably inexpensive, and an employer can choose the type of group coverage that fits within its budget. The types of group vision plans available are outlined below.

- **Vision benefits package** - provides vision care in exchange for an annual premium or membership fee, a yearly deductible for each member and a copay for services.
- **Discount vision plan** - provides vision care at a fixed, reduced rate after members pay an annual premium or membership fee and deductible.

Employers are able to customize both types of plans to meet their employees' needs.

Employees have the option of paying for vision coverage through either a payroll deduction or a flexible spending account.

Offering vision insurance to employees has the potential to save an employer money, increase productivity, and help recruit and retain employees.