



2024

UBA EMPLOYEE BENEFITS BENCHMARKING

TRENDS REPORT

*Representing:*

**\$13+ BILLION**  
IN HEALTHCARE

**~1,000,000**  
EMPLOYEES

**7,800+**  
EMPLOYERS



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THE  
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of  
B E N C H M A R K I N G



EMPLOYERS CAN DEVELOP EXCEPTIONAL EMPLOYEE  
BENEFIT PROGRAMS AND BE AN EMPLOYER OF CHOICE WHEN  
THEY CAN BENCHMARK AGAINST THE MOST COMPREHENSIVE  
DATA FROM SMALL AND LARGE U.S. EMPLOYERS.

**SINCE 2005**, United Benefit Advisors® (UBA) has gathered invaluable data from across the U.S. to construct the nation's definitive employee benefits database. This extensive collection of information forms the basis of our annual report, which offers an insightful analysis of national trends in employer-sponsored employee benefits plans segmented by region, state, industry, and business size.

UBA Partner Firms position themselves and their clients to thrive in the evolving employee benefits landscape. They leverage the nation's definitive employee benefits database to provide clients tailored benchmarking assessments of national and local trends. These assessments empower clients to benchmark their employee benefits programs against competitors, enabling them to develop strategic, data-driven employee benefits programs to attract and retain top talent.

## ABOUT UBA

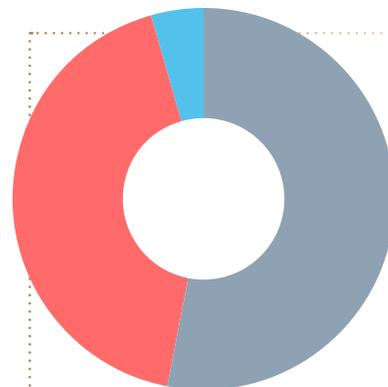
**UNITED BENEFIT ADVISORS® (UBA)** is the nation’s leading independent employee benefits advisory organization with more than 200 offices throughout the United States, Canada, and Europe. UBA empowers 2,000+ advisors to maintain independence while capitalizing on each other’s shared knowledge and market presence to provide best-in-class services and solutions.

The 2024 UBA Employee Benefits Trends Report, capturing 2023 data, represents \$13.2 billion in healthcare dollars spent, approximately 1 million employees, and 7,800 employers nationwide

### INDUSTRY

7.2%	GOVERNMENT/EDUCATION/UTILITIES
6.5%	FINANCIAL/INSURANCE/REAL ESTATE
12.8%	PROFESSIONAL/SCIENTIFIC/TECHNOLOGY
12.6%	MANUFACTURING
10.2%	HEALTH CARE/SOCIAL ASSISTANCE
10.3%	WHOLESALE/RETAIL
15.3%	CONSTRUCTION/AGRICULTURE/TRANSPORTATION
5.9%	INFORMATION/ARTS/ACCOMMODATION & FOOD
19.2%	BUSINESS SUPPORT SERVICES

### EMPLOYER SIZE



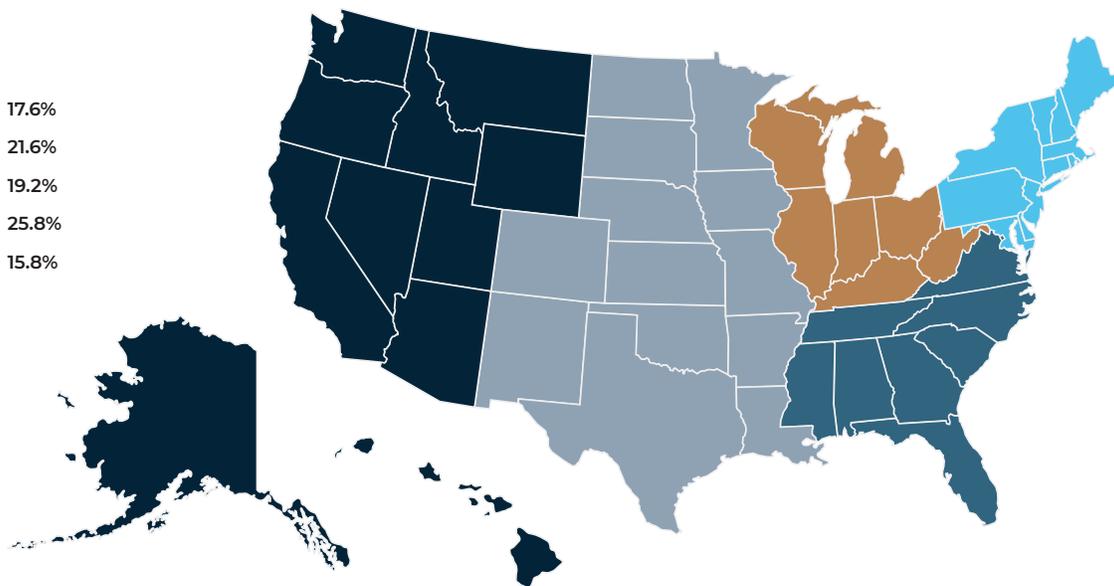
- 1 - 50 EMPLOYEES · 53.2%
- 51 - 500 EMPLOYEES · 42.5%
- 501+ EMPLOYEES · 4.3%

UBA data represents a significantly higher proportion of large and midsize than the national average of 0.2% and 1.5% reported by the NAICS for those groups.

UBA captures more employer data overall than the next three industry surveys combined.\*

### REGION

SOUTHEAST	17.6%
CENTRAL	21.6%
WEST	19.2%
NORTH CENTRAL	25.8%
NORTHEAST	15.8%



\*In 2023, other employee benefits surveys included smaller data sets: Mercer surveyed 1,917 employers, Kaiser surveyed 2,133, and SHRM surveyed 3,129.

# TOP

## EMPLOYEE BENEFITS

### *trends*



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# EMPLOYEE BENEFITS BENCHMARKING TRENDS REPORT

## TREND ONE



# HEALTH PLAN DESIGN & COST

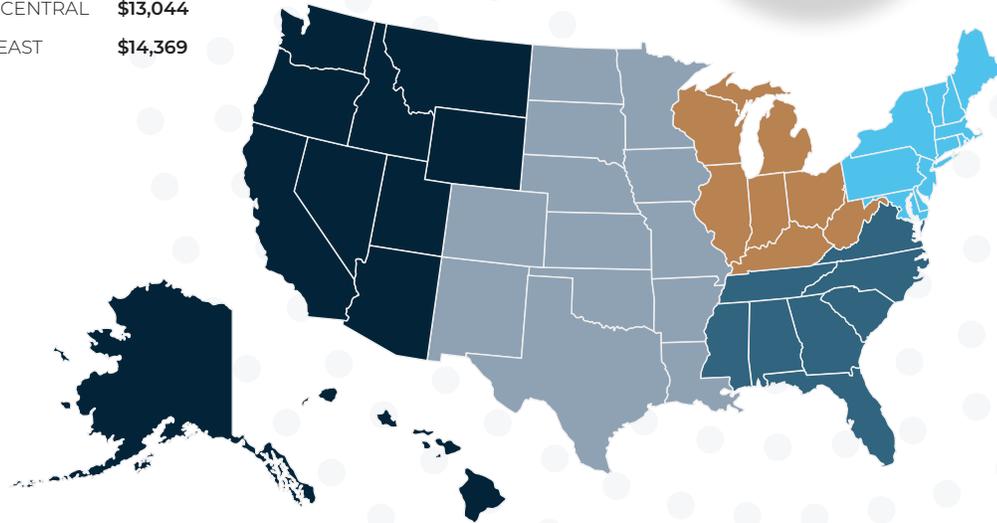
Nationwide, health plan costs rose by 6.4% in 2023, up from the previous year's 5.7% increase. Small employers with 50 or fewer employees were the hardest hit by medical inflation.

## INFLATION

- 2023 marks the second year of higher costs following a three-year trend from 2019 to 2021 of more manageable increases between 4% and 5%.
- This year's cost increases are still well below the record high of nearly 10% in 2018.

## REGION

■ SOUTHEAST	\$12,530
■ CENTRAL	\$11,567
■ WEST	\$12,388
■ NORTH CENTRAL	\$13,044
■ NORTHEAST	\$14,369



Plans in the Northeast continue to cost the most, largely due to more state-mandated benefits

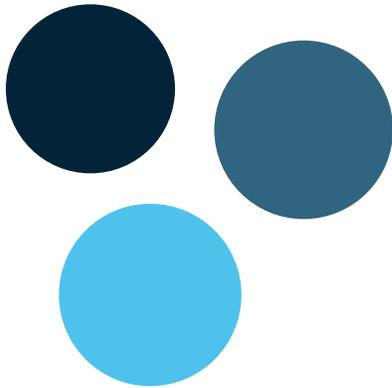
# HEALTH PLAN COST

## INDUSTRY

GOVERNMENT/EDUCATION/UTILITIES	\$14,087
FINANCIAL/INSURANCE/REAL ESTATE	\$13,142
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY	\$13,032
MANUFACTURING	\$12,598
HEALTH CARE/SOCIAL ASSISTANCE	\$13,935
WHOLESALE/RETAIL	\$12,376
CONSTRUCTION/AGRICULTURE/TRANSPORTATION	\$11,699
INFORMATION/ARTS/ACCOMMODATION & FOOD	\$12,178
BUSINESS SUPPORT SERVICES	\$11,940

## GROUP SIZE

1 - 50 EMPLOYEES	\$12,299
51 - 500 EMPLOYEES	\$12,995
501+ EMPLOYEES	\$13,270



Across all plans, the average annual cost per employee is \$12,776 and reflects both the employer and employee contributions

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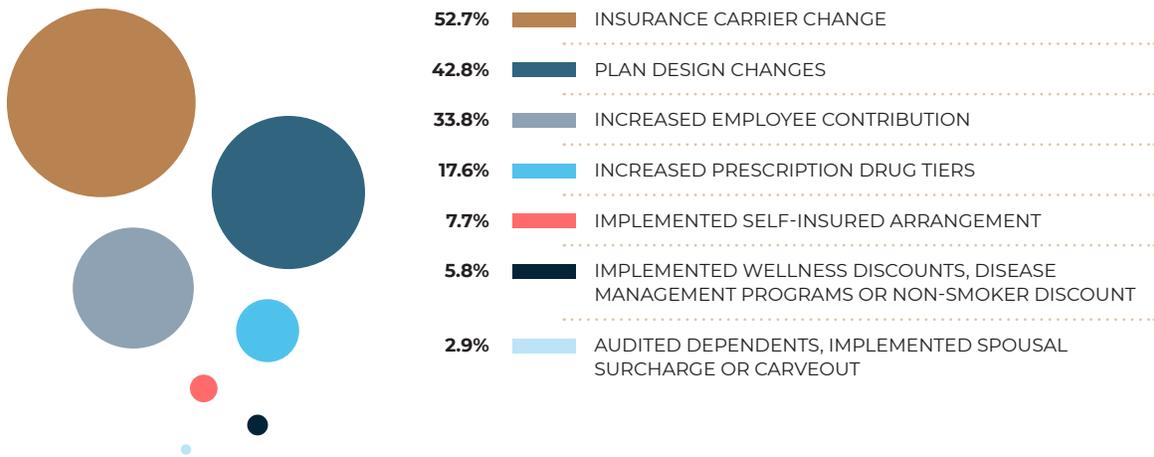
# EMPLOYEE BENEFITS BENCHMARKING TRENDS REPORT

## TREND TWO

### COST MANAGEMENT STRATEGIES

Compared to last year, nearly 73% more employers added prescription drug tiers, making it the fastest-growing cost mitigation strategy.

**IN 2023**, employers relied on changing insurance carriers and making plan design adjustments to achieve lower costs. Employee contributions jumped nearly 22% from last year.



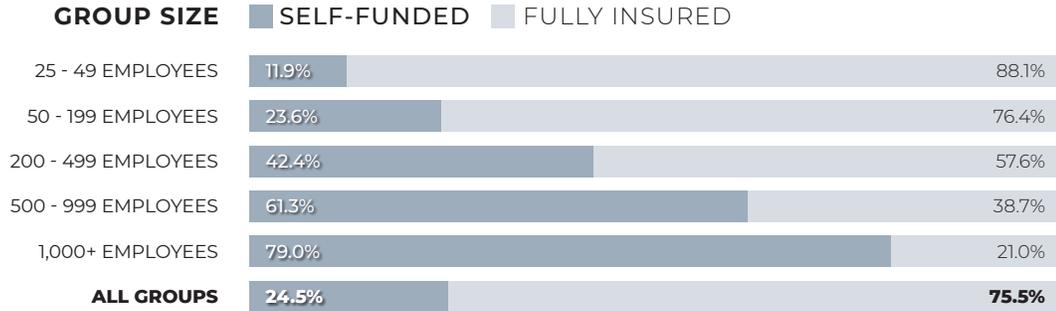
### FULLY INSURED VS. SELF-FUNDED

**APPROXIMATELY 24.5%** of all employer-sponsored health plans with more than 25 employees have self-funded arrangements. In 2023, the largest groups increased self-funding arrangements by 6.5% over the previous year.

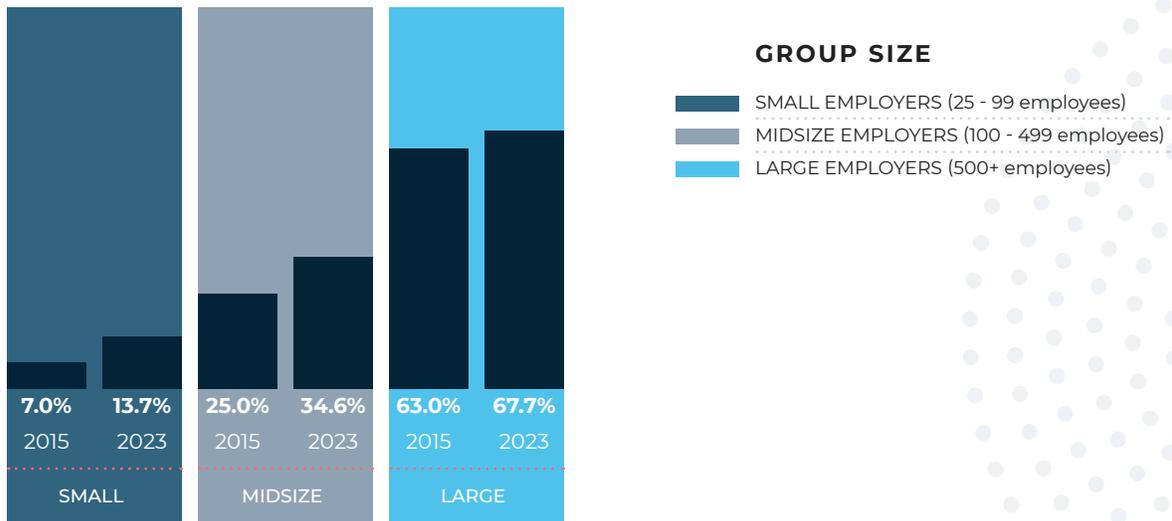
In 2023, self-funding grew 7.8% among groups with 50 to 199 employees and 4.4% among groups with 200 to 499 employees over the previous year, indicating continued interest in this option, even among smaller businesses.



## FUNDING STRATEGIES BY GROUP SIZE



## PERCENTAGE SELF-FUNDED BY GROUP SIZE OVER TIME



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# EMPLOYEE BENEFITS BENCHMARKING TRENDS REPORT

## TREND THREE

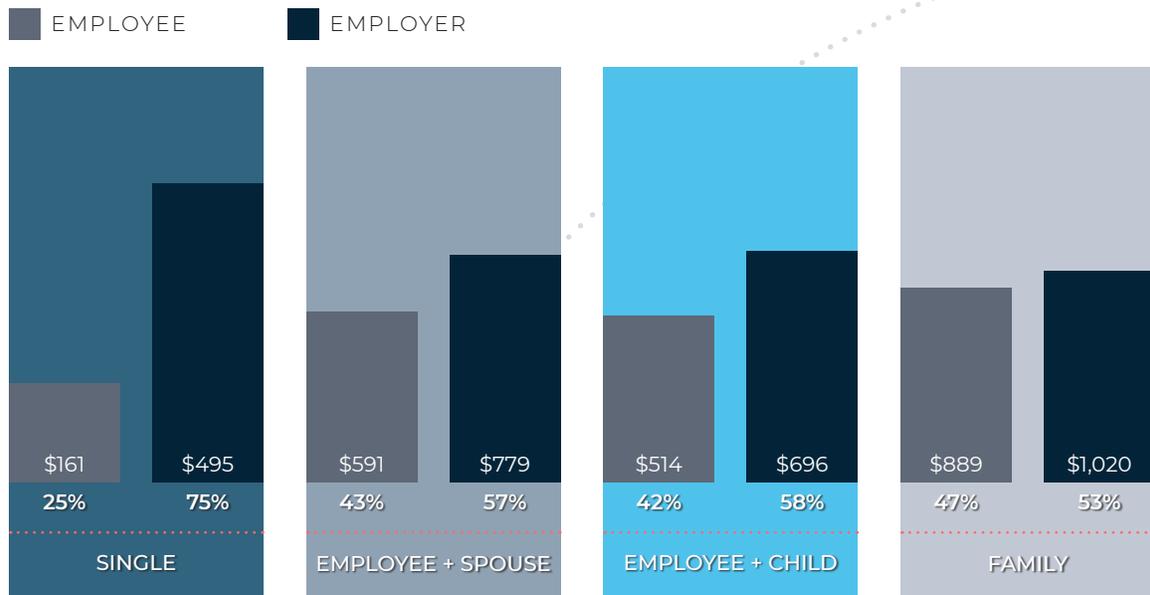
# PLAN DESIGN, PREVALENCE, & ENROLLMENT

Regional trends primarily drive plan prevalence.

### PLAN DESIGN

- Though median health plan costs rose 6.4% overall this year, high deductible health plan (HDHP) costs rose more than 9% on average in many parts of the country, including in the North Central, Southeast, and Northeast.
- Median PPO plan deductibles, which employers are usually reluctant to change, are now \$2,000, up from \$1,800 last year.
- Employees have gotten a bit of a reprieve since out-of-pocket maximums for PPO plans have gone down from \$6,250 to \$6,000 in 2023.

### AVERAGE MONTHLY PREMIUM CONTRIBUTION (all plans)

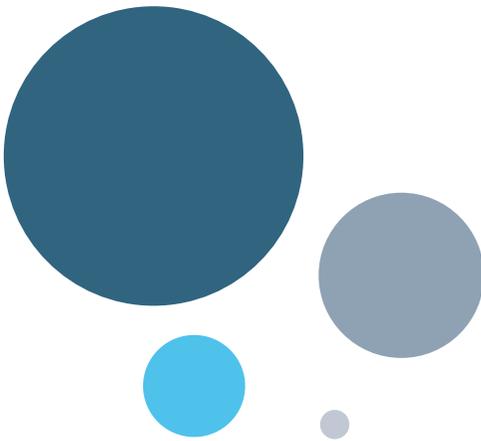


While 33.8% of employers increased employee contributions in 2023, most employers increased their percentage of premium contributions by just 3% on average across plan tiers.

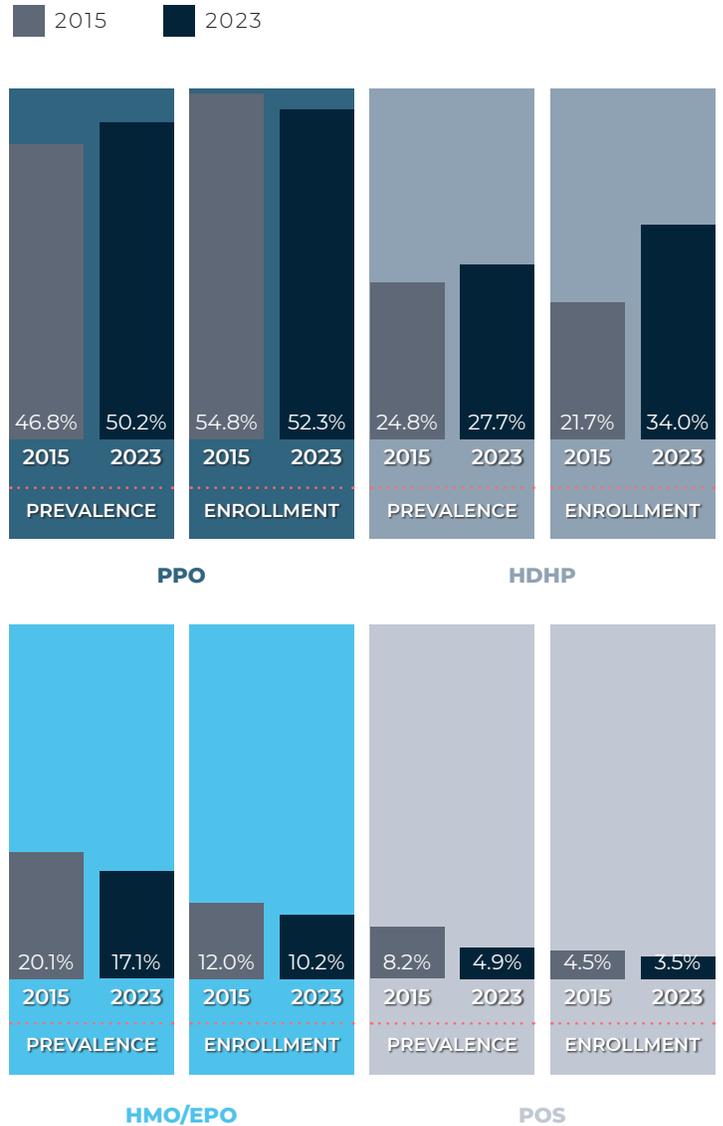


## PLAN PREVALENCE VS. ENROLLMENT

**WHILE THE PREVALENCE OF** PPO plans slightly increased since 2015, enrollment has declined. However, enrollment in HDHPs has increased significantly even without a corresponding increase in prevalence.



- 50.2% PPO PLANS
- 27.7% HDHPS
- 17.1% HMO/EPO PLANS
- 4.9% POS PLANS



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# EMPLOYEE BENEFITS BENCHMARKING TRENDS REPORT

## TREND FOUR

### SMALL EMPLOYERS

In 2022, small groups were more reluctant to shift costs to employees and used this cost lever less often than their larger counterparts. However, in 2023, in the face of 7.1% cost increases for small group plans, this cost mitigation strategy increased by 43% among small businesses.

**EMPLOYERS** with 50 or fewer employees represent 53% of plans included in the 2024 UBA Employee Benefits Benchmarking Trends Report, making it ideal for small business benchmarking.

#### BY THE NUMBERS

- Among small businesses, the average annual cost per employee was \$12,299 in 2023, reflecting both employer and employee contributions to health plan premiums.
- In 2023, health plan premiums among small businesses rose 7.1% from the previous year.
- Generally, 88.1% of small businesses with 25 to 50 employees have fully insured health plans, but that number is decreasing for some of these groups. Looking long-term at small groups with 25 to 99 employees, in 2015, only about 7% of these employers were self-funded. By comparison, in 2023, nearly 14% of these groups had a self-insured arrangement.

#### HEALTH PLANS OFFERED BY SMALL BUSINESSES

52.3%

PPO

23.0%

HDHP

19.4%

HMO/EPO

5.2%

POS

#### AVERAGE COSTS BY PLAN TYPE • PER EMPLOYEE PER YEAR

\$12,270	PREFERRED PROVIDER ORGANIZATION (PPO) PLANS
\$11,381	HIGH DEDUCTIBLE HEALTH PLANS (HDHPS)
\$12,084	HEALTH MAINTENANCE ORGANIZATION (HMO)/EXCLUSIVE PROVIDER ORGANIZATION (EPO) PLANS
\$12,882	POINT OF SERVICE (POS) PLANS

# EMPLOYEE/EMPLOYER AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT

ACROSS ALL PLAN TYPES, small employers contribute 75% of premiums for single coverage and 44% of premiums for family coverage.

## PPO

### EMPLOYEE/EMPLOYER

SINGLE	\$152 / \$468	25% / 75%
EMPLOYEE + SPOUSE	\$654 / \$638	51% / 49%
EMPLOYEE + CHILD	\$568 / \$601	49% / 51%
FAMILY	\$1,079 / \$734	60% / 40%

The average PPO plan deductible for singles is \$2,000, with an out-of-pocket maximum of \$6,500.

## HDHP

### EMPLOYEE/EMPLOYER

SINGLE	\$116 / \$416	22% / 78%
EMPLOYEE + SPOUSE	\$516 / \$627	45% / 55%
EMPLOYEE + CHILD	\$446 / \$578	44% / 56%
FAMILY	\$818 / \$791	51% / 49%

The average HDHP deductible for singles is \$3,500, with an out-of-pocket maximum of \$6,250.

## HMO/EPO

### EMPLOYEE/EMPLOYER

SINGLE	\$142 / \$445	24% / 76%
EMPLOYEE + SPOUSE	\$573 / \$652	47% / 53%
EMPLOYEE + CHILD	\$511 / \$608	46% / 54%
FAMILY	\$963 / \$786	55% / 45%

The average HMO/EPO plan deductible is \$2,000 for singles with an out-of-pocket maximum of \$7,000.

## POS

### EMPLOYEE/EMPLOYER

SINGLE	\$164 / \$463	26% / 74%
EMPLOYEE + SPOUSE	\$688 / \$628	52% / 48%
EMPLOYEE + CHILD	\$575 / \$610	49% / 51%
FAMILY	\$1,085 / \$798	58% / 42%

The average POS plan deductible is \$2,500 for singles with an out-of-pocket maximum of \$6,000.

## BENCHMARKING SMALL BUSINESS COPAYS

	PPO PLAN	HMO/EPO PLAN	POS PLAN
OFFICE VISIT	\$30	\$30	\$30
SPECIALTY PROVIDER	\$55	\$55	\$70
GENERIC RX	\$10	\$10	\$10
FORMULARY RX	\$40	\$45	\$45
NON-FORMULARY RX	\$75	\$75	\$75
SPECIALTY RX	\$250	\$150	\$250

HDHPs are often accompanied by health savings accounts (HSAs) or health reimbursement arrangements (HRAs) that help employees cover out-of-pocket costs until their deductible is met. Small employers contribute \$1,000 to HSAs for singles and \$1,300 for families.

In 2023, small businesses raised out-of-pocket maximums and specialty prescription copays.

## TOP THREE STRATEGIES FOR MANAGING COST



## ADDITIONAL BENEFITS OFFERED BY SMALL GROUPS

BENEFIT/PROGRAM	PERCENTAGE OF EMPLOYERS OFFERING
DENTAL	64.6%
CHIROPRACTIC CARE	61.5%
VISION	61.3%
BASIC LIFE INSURANCE	53.6%
ACCIDENTAL DEATH & DISABILITY (AD&D) INSURANCE	47.4%
VOLUNTARY AD&D	42.9%
BASIC LONG-TERM DISABILITY (LTD) INSURANCE	33.5%
CRITICAL ILLNESS	32.4%
BASIC SHORT-TERM DISABILITY (STD) INSURANCE	28.2%
SHORT-TERM DISABILITY – ACCIDENT	27.5%
FREE PARKING	26.1%
TELECOMMUTING/FLEX TIME SCHEDULE	16.1%
WELLNESS	9.0%
PET INSURANCE	6.2%
TUITION REIMBURSEMENT	4.3%

Among small businesses, 44.7% offer dental plans that provide orthodontic coverage; 30.4% cover children only, while 13.2% cover adults and children.

## TYPICAL SMALL BUSINESS VISION PLAN DESIGN

### EYE EXAMS

ONCE EVERY 12 MONTHS



**COPAY** \$10  
**COVERAGE** \$40

### EYEGLASS FRAMES

ONCE EVERY 24 MONTHS



**COPAY** \$25  
**COVERAGE** \$130

### EYEGLASS LENSES

ONCE EVERY 12 MONTHS



**COPAY** \$25  
**COVERAGE** \$130

### CONTACT LENSES

ONCE EVERY 12 MONTHS



**COPAY** \$25  
**COVERAGE** \$130

## SMALL GROUP DENTAL PLANS

### DENTAL PLAN AVERAGE MONTHLY COST

EMPLOYEE (dark blue) EMPLOYER (light blue)

#### SINGLE \$34

74%

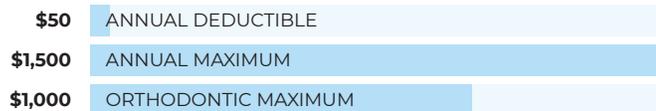
26%

#### FAMILY \$124

83%

17%

### DENTAL PLAN DESIGN COMPONENT



### DENTAL PLAN DESIGN COMPONENT



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# EMPLOYEE BENEFITS BENCHMARKING TRENDS REPORT

## TREND FIVE

### MIDSIZE EMPLOYERS

Midsized companies are price shoppers and switch carriers more often than their larger counterparts to keep inflation below the national 6.4% median.

**MIDSIZE EMPLOYERS** with 51 to 500 employees represent approximately 43% of plans included in the 2024 UBA Employee Benefits Benchmarking Trends Report.

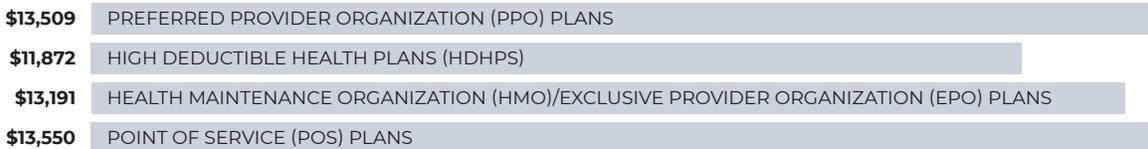
#### BY THE NUMBERS

- In 2023, health plan premiums among midsize businesses rose 5.7% from the previous year.
- More than 72% of midsize businesses have fully insured health plans. However, self-funding grew 7.8% among groups with 50 to 199 employees and 4.4% among groups with 200 to 499 employees. In 2015, about 25% of midsize groups, those with 100 to 499 employees, were self-funded. In 2023, that number had increased to nearly 35%.

#### HEALTH PLANS OFFERED BY MIDSIZE BUSINESSES



#### AVERAGE COSTS BY PLAN TYPE • PER EMPLOYEE PER YEAR



#### TOP THREE STRATEGIES FOR MANAGING COST



## EMPLOYEE/EMPLOYER AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT

**ACROSS ALL PLAN TYPES**, midsize employers contribute 75% of premiums for single coverage and 54% for family coverage. This is consistent across employers of all sizes, who contribute 75% of single premiums and 53% for families.

### PPO

#### EMPLOYEE/EMPLOYER

SINGLE	<b>\$160 / \$507</b>	<b>24% / 76%</b>
EMPLOYEE + SPOUSE	<b>\$589 / \$815</b>	<b>42% / 58%</b>
EMPLOYEE + CHILD	<b>\$498 / \$739</b>	<b>40% / 60%</b>
FAMILY	<b>\$861 / \$1,104</b>	<b>44% / 56%</b>

The average PPO plan deductible for singles is \$1,750, with an out-of-pocket maximum of \$5,500.

### HDHP

#### EMPLOYEE/EMPLOYER

SINGLE	<b>\$107 / \$485</b>	<b>25% / 75%</b>
EMPLOYEE + SPOUSE	<b>\$433 / \$805</b>	<b>35% / 65%</b>
EMPLOYEE + CHILD	<b>\$358 / \$735</b>	<b>33% / 67%</b>
FAMILY	<b>\$626 / \$1,108</b>	<b>36% / 64%</b>

The average HDHP deductible for singles is \$3,100, with an out-of-pocket maximum of \$5,500.

### HMO/EPO

#### EMPLOYEE/EMPLOYER

SINGLE	<b>\$142 / \$507</b>	<b>22% / 78%</b>
EMPLOYEE + SPOUSE	<b>\$531 / \$806</b>	<b>40% / 60%</b>
EMPLOYEE + CHILD	<b>\$455 / \$766</b>	<b>37% / 63%</b>
FAMILY	<b>\$774 / \$1,131</b>	<b>41% / 59%</b>

The average HMO/EPO plan deductible is \$1,400 for singles, with an out-of-pocket maximum of \$5,000.

### POS

#### EMPLOYEE/EMPLOYER

SINGLE	<b>\$173 / \$493</b>	<b>26% / 74%</b>
EMPLOYEE + SPOUSE	<b>\$640 / \$683</b>	<b>45% / 55%</b>
EMPLOYEE + CHILD	<b>\$572 / \$778</b>	<b>46% / 54%</b>
FAMILY	<b>\$1,000 / \$981</b>	<b>50% / 50%</b>

The average POS plan deductible is \$2,000 for singles, with an out-of-pocket maximum of \$6,000.

In 2023, midsize companies focused on families and increased their contributions to all non-single plan tiers across all plan types.

## BENCHMARKING MIDSIZE BUSINESS COPAYS

	PPO PLAN	HMO/EPO PLAN	POS PLAN
OFFICE VISIT	<b>\$25</b>	<b>\$25</b>	<b>\$30</b>
SPECIALTY PROVIDER	<b>\$50</b>	<b>\$45</b>	<b>\$55</b>
GENERIC RX	<b>\$10</b>	<b>\$10</b>	<b>\$10</b>
FORMULARY RX	<b>\$35</b>	<b>\$35</b>	<b>\$35</b>
NON-FORMULARY RX	<b>\$70</b>	<b>\$60</b>	<b>\$65</b>
SPECIALTY RX	<b>\$150</b>	<b>\$150</b>	<b>\$125</b>

On average, midsize employers contribute \$750 to HSAs for singles and \$1,200 for families.

## ADDITIONAL BENEFITS OFFERED BY MIDSIZE GROUPS

BENEFIT/PROGRAM	PERCENTAGE OF EMPLOYERS OFFERING
VISION	85.8%
DENTAL	85.1%
BASIC LIFE INSURANCE	80.6%
ACCIDENTAL DEATH & DISABILITY (AD&D) INSURANCE	75.4%
BASIC LONG-TERM DISABILITY (LTD) INSURANCE	63.0%
BASIC SHORT-TERM DISABILITY (STD) INSURANCE	58.3%
SHORT-TERM DISABILITY - ACCIDENT	57.3%
SHORT-TERM DISABILITY - ILLNESS	56.2%
PARKING/TRANSPORTATION BENEFITS	42.6%
WELLNESS	36.5%
TUITION REIMBURSEMENT/INDUSTRY CERTIFICATION	35.1%
CHIROPRACTIC CARE	32.0%
TELECOMMUTING/FLEX TIME SCHEDULE	27.4%
PET INSURANCE	23.8%
VENDOR DISCOUNTS	10.9%
ON-SITE CAFETERIA	8.6%

Among midsize businesses, 64.7% offer dental plans that provide orthodontic coverage; 41.4% cover children only, while 22.8% cover adults and children.

### TYPICAL MIDSIZE BUSINESS VISION PLAN DESIGN

#### EYE EXAMS

ONCE EVERY 12 MONTHS

 **COPAY** \$10  
**COVERAGE** \$40

#### EYEGLOSS FRAMES

ONCE EVERY 24 MONTHS

 **COPAY** \$25  
**COVERAGE** \$130

#### EYEGLOSS LENSES

ONCE EVERY 12 MONTHS

 **COPAY** \$25  
**COVERAGE** \$130

#### CONTACT LENSES

ONCE EVERY 12 MONTHS

 **COPAY** \$25  
**COVERAGE** \$130

### MIDSIZE GROUP DENTAL PLANS

#### DENTAL PLAN AVERAGE MONTHLY COST

EMPLOYEE EMPLOYER

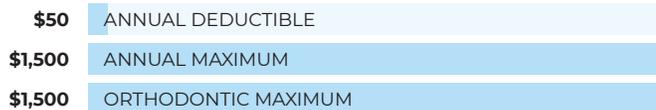
#### SINGLE \$34



#### FAMILY \$119



#### DENTAL PLAN DESIGN COMPONENT



#### DENTAL PLAN DESIGN COMPONENT



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# EMPLOYEE BENEFITS BENCHMARKING TRENDS REPORT

## TREND SIX

### LARGE EMPLOYERS

In 2023, large employers faced significantly higher cost increases (6% in 2023 vs 3.9% in 2022).

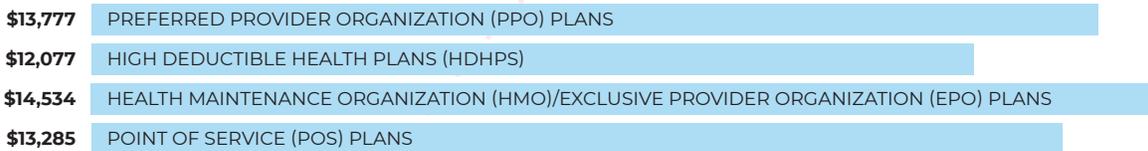
#### BY THE NUMBERS

- The 2024 UBA Employee Benefits Trends Report examined approximately 300 large employers with more than 500 employees. Together, they represent 540,000 employees nationwide.
- Approximately 79% of employers with more than 1,000 employees have self-funded plans. Among groups with 501 to 1000 employees, 61% are self-funded.

#### HEALTH PLANS OFFERED BY LARGE BUSINESSES



#### AVERAGE COSTS BY PLAN TYPE • PER EMPLOYEE PER YEAR



#### TOP THREE STRATEGIES FOR MANAGING COST





## EMPLOYEE/EMPLOYER AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT

**ACROSS ALL PLAN TYPES**, large employers contribute 79% of premiums for single coverage and 67.2% for family coverage. This surpasses the contributions of smaller employers, who contribute 75% of premiums for singles and 53% for families.

### PPO

#### EMPLOYEE/EMPLOYER

SINGLE	<b>\$165 / \$516</b>	<b>24% / 76%</b>
EMPLOYEE + SPOUSE	<b>\$515 / \$977</b>	<b>35% / 65%</b>
EMPLOYEE + CHILD	<b>\$438 / \$829</b>	<b>35% / 65%</b>
FAMILY	<b>\$671 / \$1,300</b>	<b>34% / 66%</b>

The average PPO plan deductible for singles is \$1,250, with an out-of-pocket maximum of \$5,000.

### HDHP

#### EMPLOYEE/EMPLOYER

SINGLE	<b>\$100 / \$512</b>	<b>16% / 84%</b>
EMPLOYEE + SPOUSE	<b>\$334 / \$941</b>	<b>26% / 74%</b>
EMPLOYEE + CHILD	<b>\$268 / \$849</b>	<b>24% / 76%</b>
FAMILY	<b>\$437 / \$1,304</b>	<b>25% / 75%</b>

The average HDHP deductible for singles is \$3,000, with an out-of-pocket maximum of \$5,000.

### HMO/EPO

#### EMPLOYEE/EMPLOYER

SINGLE	<b>\$142 / \$572</b>	<b>20% / 80%</b>
EMPLOYEE + SPOUSE	<b>\$419 / \$1,041</b>	<b>29% / 71%</b>
EMPLOYEE + CHILD	<b>\$358 / \$989</b>	<b>27% / 73%</b>
FAMILY	<b>\$586 / \$1,443</b>	<b>29% / 71%</b>

The average HMO/EPO plan deductible is \$600 for singles, with an out-of-pocket maximum of \$4,000.

### POS

#### EMPLOYEE/EMPLOYER

SINGLE	<b>\$173 / \$486</b>	<b>26% / 74%</b>
EMPLOYEE + SPOUSE	<b>\$524 / \$868</b>	<b>38% / 62%</b>
EMPLOYEE + CHILD	<b>\$422 / \$796</b>	<b>35% / 65%</b>
FAMILY	<b>\$810 / \$1,073</b>	<b>43% / 57%</b>

The average POS plan deductible is \$1,500 for singles, with an out-of-pocket maximum of \$5,500.

Large employers essentially absorbed this year's cost increases and did not increase deductibles, copays, or employee contributions while increasing ancillary benefits.

## BENCHMARKING LARGE BUSINESS COPAYS

	PPO PLAN	HMO/EPO PLAN	POS PLAN
OFFICE VISIT	<b>\$25</b>	<b>\$25</b>	<b>\$25</b>
SPECIALTY PROVIDER	<b>\$40</b>	<b>\$40</b>	<b>\$50</b>
GENERIC RX	<b>\$10</b>	<b>\$10</b>	<b>\$10</b>
FORMULARY RX	<b>\$35</b>	<b>\$30</b>	<b>\$35</b>
NON-FORMULARY RX	<b>\$60</b>	<b>\$50</b>	<b>\$60</b>
SPECIALTY RX	<b>\$125</b>	<b>\$80</b>	<b>\$200</b>

HDHPs are often accompanied by health savings accounts (HSAs) or health reimbursement arrangements (HRAs) that help employees cover out-of-pocket costs until their deductible is met. On average, large employers contribute \$600 to HSAs for singles, and \$1,000 for families.

## ADDITIONAL BENEFITS OFFERED BY LARGE GROUPS

BENEFIT/PROGRAM	PERCENTAGE OF EMPLOYERS OFFERING
VISION	91.6%
DENTAL	89.8%
BASIC LIFE INSURANCE	87.9%
ACCIDENTAL DEATH & DISABILITY (AD&D) INSURANCE	81.5%
BASIC LONG-TERM DISABILITY (LTD) INSURANCE	79.1%
SUPPLEMENTAL LIFE INSURANCE	75.2%
WELLNESS	73.4%
SHORT-TERM DISABILITY – ILLNESS	72.7%
BASIC SHORT-TERM DISABILITY (STD) INSURANCE	72.3%
SHORT-TERM DISABILITY - ACCIDENT	70.3%
ON-SITE CLINIC/NURSE	37.8%
PET INSURANCE	33.3%
PARKING/TRANSPORTATION BENEFITS	33.3%
CHIROPRACTIC CARE	24.4%
TUITION REIMBURSEMENT	22.2%
ON-SITE CAFETERIA	20.0%
VENDOR DISCOUNTS	17.8%
TELECOMMUTING	11.1%

## TYPICAL LARGE BUSINESS VISION PLAN DESIGN

### EYE EXAMS

ONCE EVERY 12 MONTHS



**COPAY \$10**  
**COVERAGE \$10**

### EYEGLASS FRAMES

ONCE EVERY 24 MONTHS



**COPAY \$20**  
**COVERAGE \$145**

### EYEGLASS LENSES

ONCE EVERY 12 MONTHS



**COPAY \$20**  
**COVERAGE \$130**

### CONTACT LENSES

ONCE EVERY 12 MONTHS



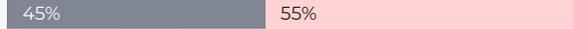
**COPAY \$20**  
**COVERAGE \$130**

## LARGE GROUP DENTAL PLANS

### DENTAL PLAN AVERAGE MONTHLY COST

EMPLOYEE EMPLOYER

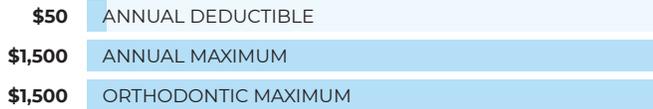
#### SINGLE \$33



#### FAMILY \$111



### DENTAL PLAN DESIGN COMPONENT



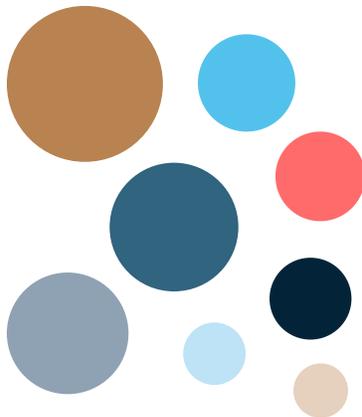
### DENTAL PLAN DESIGN COMPONENT



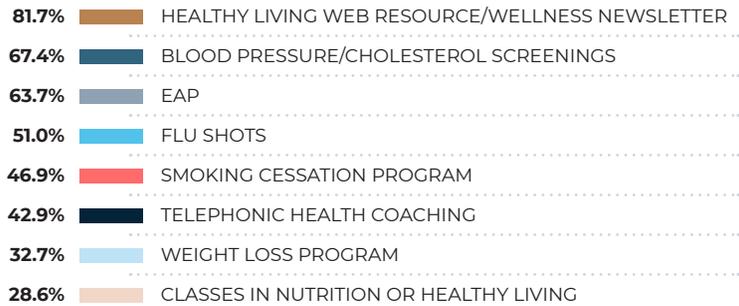
Among large businesses, 73.5% offer dental plans that provide orthodontic coverage; 42.6% cover children only, while 30.9% cover adults and children.

## WELLNESS PROGRAM COMPONENTS

MORE THAN 74% of large employers offer wellness programs, the most common being wellness websites or newsletters, blood pressure and cholesterol screenings, and employee assistance programs (EAPs). However, large groups typically have much more robust services to round out the offering.



### WELLNESS PROGRAM COMPONENT



PERCENT OF WELLNESS PROGRAMS OFFERING

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# EMPLOYEE BENEFITS BENCHMARKING TRENDS REPORT

## TREND SEVEN



# SELF-FUNDING

Self-funding continues to be an attractive option, growing 7.8% among groups with 50 to 199 employees, 4.4% among groups with 200 to 499 employees, and 6.5% among employers with more than 1,000 employees over the previous year.

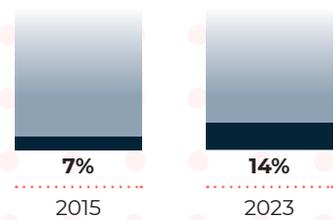
**IN 2023**, 24.5% of employers had a self-funding arrangement. Conventional wisdom regards self-funded plans as the most viable plan for large employer groups; however, UBA Partner Firms find that self-funding is increasingly an option for small and midsize groups, enabling employers the flexibility to address the changing needs of their employees.

### SMALL BUSINESS PREVALENCE

**APPROXIMATELY 11.9%** of groups with 25 to 50 employees were self-funded in 2023, compared to 12.5% the previous year. Nearly 22% of employers with 50 to 199 employees were self-funded in 2023, up 7.8% from the previous year.

### SELF-FUNDED GROUPS

25 - 99 EMPLOYEES

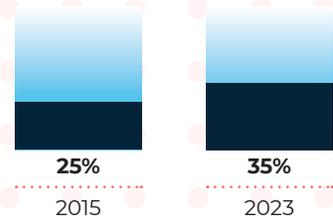


### MIDSIZE AND LARGE GROUP PREVALENCE

**LOOKING AT GROUPS** with 501 to 1,000 employees — 61% are self-funded, and approximately 79% of employers with more than 1,000 employees have self-funded plans, up 6.5% from last year.

### SELF-FUNDED GROUPS

100 - 499 EMPLOYEES



### SELF-FUNDING & WELLNESS

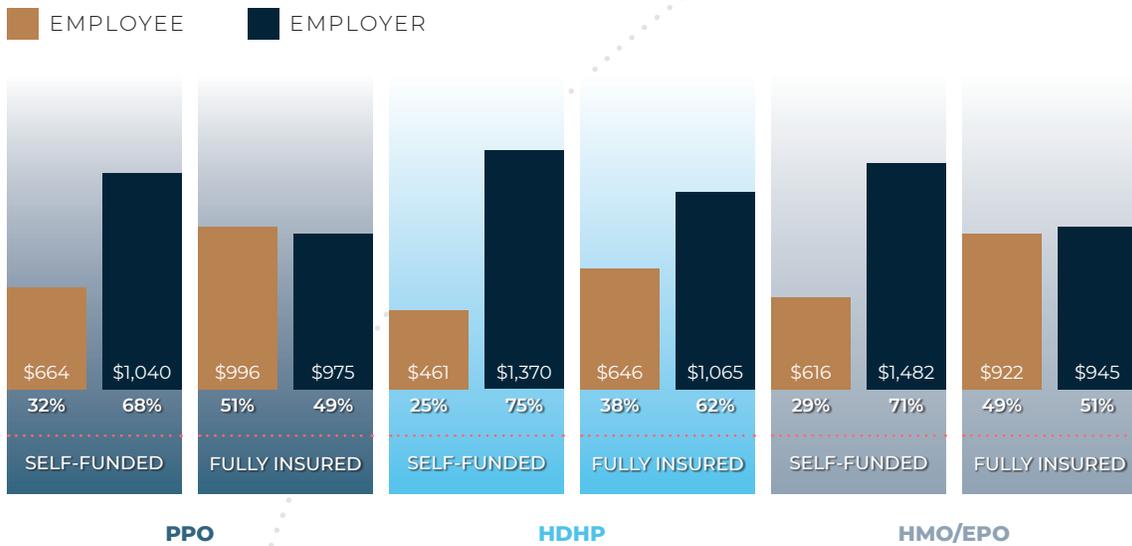
**WELLNESS PROGRAMS** are an increasingly important part of an overall self-funding strategy. Self-funding arrangements incentivize employers to take an active role in improving employee health, and 73.4% of self-insured groups with more than 500 employees offer a wellness program. Though many analysts categorize wellness programs as only popular among the nation's largest employers, 36.4% of small to midsize businesses (500 or fewer employees) that are self-funded offer wellness programs, up from 23% in 2021, demonstrating that wellness offerings are not a luxury item, particularly when an employer is not fully insured.



## PREMIUM CONTRIBUTIONS

**EMPLOYERS ADOPTING** self-funding arrangements can often customize their plan designs due to increased financial flexibility, claims data transparency, and tax advantages. For example, self-funded employers often contribute slightly more toward single coverage amounts to be competitive with what employees pay at their fully insured counterparts. Surprisingly, however, self-insured employers contribute significantly more to family premiums across all plan types and group sizes. UBA Partner Firms find these increased family contributions enhance employee participation, allowing employers to balance risk over a larger population while providing a potential retention benefit.

## AVERAGE MONTHLY FAMILY PREMIUM CONTRIBUTION (all plans)



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# EMPLOYEE BENEFITS BENCHMARKING TRENDS REPORT

## TREND EIGHT

### LIFE & DISABILITY BENEFITS

Small businesses with 50 or fewer employees are driving growth in basic life insurance and short- and long-term disability insurance, with respective increases of 14.5%, 8.5%, and 12.4% over the past year.

#### LIFE INSURANCE COVERAGE

**THIS BENEFIT** is more commonly offered than disability coverage.



Most employers provide flat-dollar life insurance coverage. The larger the group, the more likely it is to offer benefits one or two times the employee's salary. In fact, 32% of large businesses with more than 500 employees offer two times the employee's salary.

#### SHORT-TERM DISABILITY BENEFITS

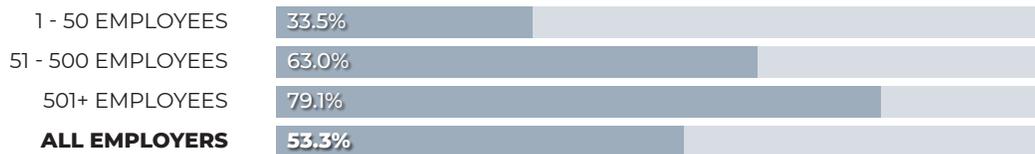
**PREVALENCE** of short-term disability (STD) benefits increases with employer size.



Most STD plans cover 60% of salary for 13 weeks. The larger the group, the more likely it is to provide benefits for up to 26 weeks.

#### BASIC LONG-TERM DISABILITY BENEFITS

**LONG-TERM** disability is slightly more prevalent than short-term disability



Most basic LTD plans cover 60% of an employee's salary up to age 67, following a 90-day elimination period.

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# EMPLOYEE BENEFITS BENCHMARKING TRENDS REPORT

## TREND NINE

### WELLNESS PROGRAMS

The fastest growing wellness offerings are discounts or reimbursements for health clubs or weight management programs, from 28% prevalence in 2022 to more than 50% of those offering wellness in 2023.

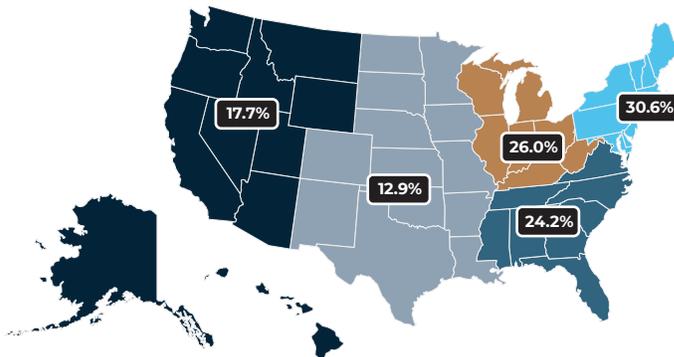
**JUST 23.3%** of all employers offer wellness programs, but that number jumps to 74% among large groups with more than 500 employees. However, 36.4% of self-funded businesses with 500 or fewer employees offer wellness programs, up from 23% in 2021, demonstrating that wellness offerings are an increasingly important part of an overall self-funding and cost-containment strategy.

#### PREVALENCE BY GROUP SIZE

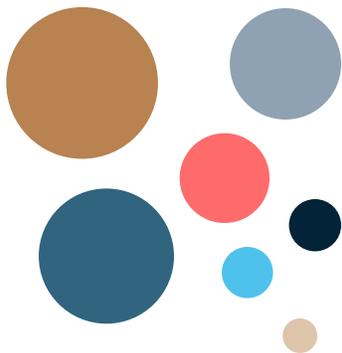
1 - 50 EMPLOYEES	9.0%
51 - 500 EMPLOYEES	36.5%
501+ EMPLOYEES	73.4%
<b>ALL GROUP SIZES</b>	<b>23.3%</b>

#### PREVALENCE BY REGION

SOUTHEAST	24.2%
CENTRAL	12.9%
WEST	17.7%
NORTH CENTRAL	26.0%
NORTHEAST	30.6%
<b>ALL REGIONS</b>	<b>23.3%</b>



**WELLNESS** programs typically include a variety of offerings, the most common being wellness websites, newsletters, and employee assistance programs (EAPs).



#### WELLNESS PROGRAM COMPONENT

84.6%	HEALTHY LIVING WEB RESOURCE/WELLNESS NEWSLETTER
75.4%	EAP
62.1%	TELEPHONIC/ONLINE HEALTH COACHING
50.1%	HEALTH CLUB/WEIGHT MANAGEMENT DISCOUNT/REIMBURSEMENT
29.1%	SMOKING CESSATION PROGRAM
28.6%	FLU SHOTS
19.3%	WEIGHT LOSS PROGRAMS

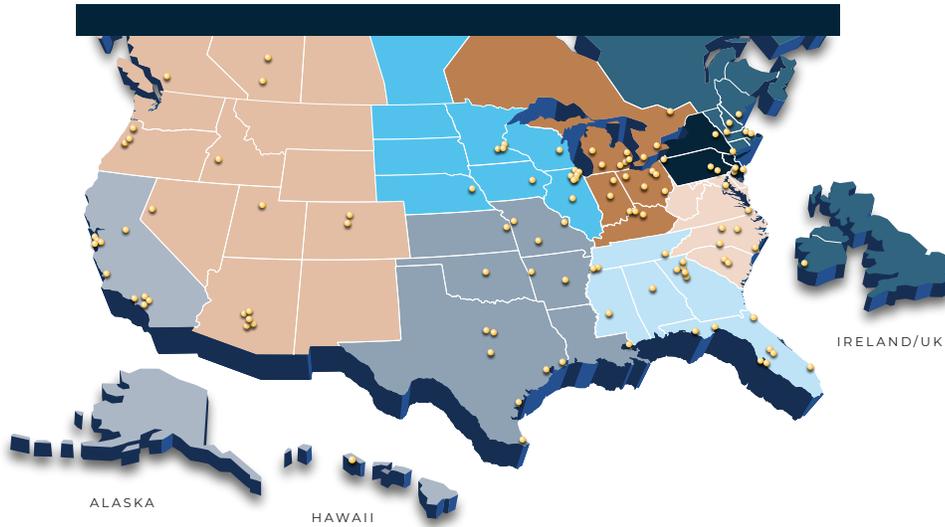
**PERCENT OF WELLNESS PROGRAMS OFFERING**

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