



Alera Group Employee Benefits Benchmarking Survey

California 2024

585Companies
Participating**189,700**Employees
Represented***1,686**Medical Plans
Included

National 2024

6,257Companies
Participating**1,022,000**Employees
Represented***13,960**Medical Plans
Included

California in Recent Years

\$91,905Median Household
Income in 2022 Dollars¹**2.89**Average Persons per
Household in 2022¹**5.3%**Unemployment
Rate March, 2024²**\$10,299**Healthcare costs
per capita 2020³

HDHP In-Network Plan Medians

	California	National
Deductible	\$3,000	\$3,200
OOP Max	\$6,000	\$6,000
HSA Employer Contribution (of those contributing)	\$800	\$800

PPO In-Network Plan Medians

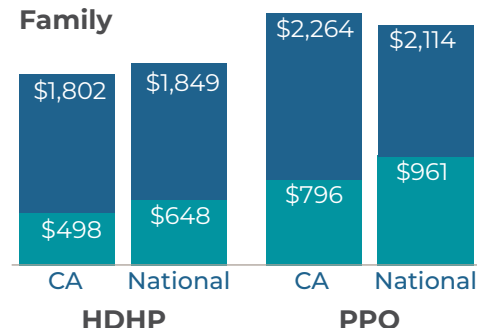
	California	National
Deductible	\$1,000	\$2,000
OOP Max	\$5,000	\$6,350
PCP Copay	\$25	\$25
Specialist Copay	\$50	\$50

EE Contribution / Medical Premium Medians

Employee Only



Family



* Estimated.

1. U.S. Census Bureau quickfacts: United States. California. (2022). <https://www.census.gov/quickfacts/fact/table/CA,US/SBO020217>2. U.S. Bureau of Labor Statistics. (2023). LAUS Home. U.S. Bureau of Labor Statistics. <https://www.bls.gov/lau/>3. Health Care Expenditures per Capita by State of Residence, Kaiser Family Foundation: World Population Review (updated July, 2023). <https://worldpopulationreview.com/state-rankings/health-care-costs-by-state>

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