



Alera Group Employee Benefits Benchmarking Survey

Healthcare 2024

585Companies
Participating**172,355**Employees
Represented***1,455**Medical Plans
Included

National 2024

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

U.S. Healthcare Data

1,811,000Job Openings,
Feb 2024¹**3.1**Total Separation Rate
(as a % of employment)¹**\$31.84**Wages and salaries cost per hour worked
for private industry workers in health care
and social assistance industries²**\$3.25**Insurance plans cost per hour worked
for private industry workers in health
care and social assistance industries²

HDHP In-Network Plan Medians

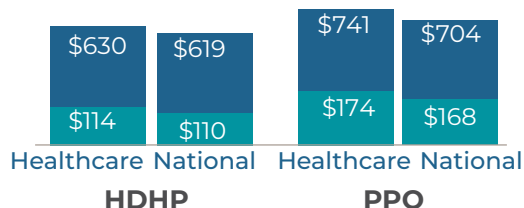
	Healthcare	National
Deductible	\$3,600	\$3,200
OOP Max	\$6,350	\$6,000
HSA Employer Contribution (of those contributing)	\$775	\$800

PPO In-Network Plan Medians

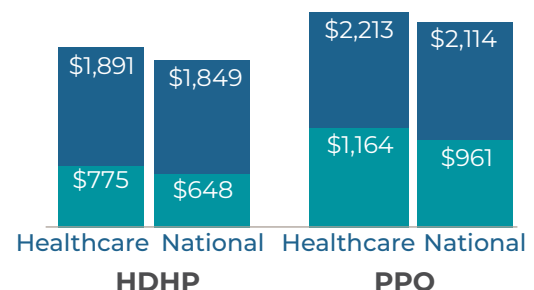
	Healthcare	National
Deductible	\$2,000	\$2,000
OOP Max	\$6,875	\$6,350
PCP Copay	\$30	\$25
Specialist Copay	\$55	\$50

EE Contribution / Medical Premium Medians

Employee Only



Family



¹ U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey, Feb 2024, All size classes, seasonally adjusted, <https://www.bls.gov/jlt/data.htm>

² U.S. Bureau of Labor Statistics, Employer Costs for Employee Compensation, Dec 2023, All workers for highlighted industry, <https://www.bls.gov/ecec/data.htm>