

Alera Group Employee Benefits Benchmarking Survey

Trade Transportation Utilities 2025

1,082

Companies
Participating

330,192

Employees
Represented*

2,577

Medical Plans
Included

National 2025

6,775

Companies
Participating

2,025,435

Employees
Represented*

16,150

Medical Plans
Included

U.S. Trade Transportation Utilities Data

1,036,000

Job Openings,
Feb 2025¹

3.7

Total Separation Rate
(as a % of employment)¹

\$29.00

Wages and salaries cost per hour
worked for full-time private industry
workers in trade, transportation, and
utilities industries²

\$2.93

Insurance plans cost per hour worked for
full-time private industry workers in trade,
transportation, and utilities industries²

HDHP In-Network Plan Medians

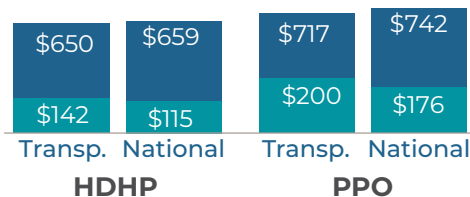
	Trade Transportation	National
Deductible	\$3,500	\$3,300
OOP Max	\$6,350	\$6,075
HSA Employer Contribution (of those contributing)	\$650	\$770

PPO In-Network Plan Medians

	Trade Transportation	National
Deductible	\$2,000	\$2,000
OOP Max	\$6,350	\$6,250
PCP Copay	\$30	\$25
Specialist Copay	\$50	\$50

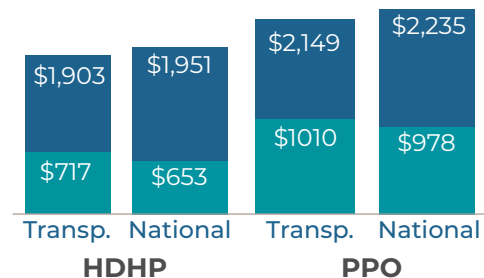
EE Contribution / Medical Premium Medians

Employee Only



■ Total Medical
Premium
■ Employee
Contribution

Family



¹ U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey, Feb 2025, 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 2024, All workers for highlighted industry, <https://www.bls.gov/ecec/data.htm>