



Alera Group Employee Benefits Benchmarking Survey

Washington 2025

535

Companies
Participating

352,870

Employees
Represented*

1,310

Medical Plans
Included

National 2025

6,700

Companies
Participating

2,025,435

Employees
Represented*

15,900

Medical Plans
Included

Washington in Recent Years

\$94,952

Median Household
Income in 2023 Dollars¹

2.51

Average Persons per
Household in 2023¹

4.4%

Unemployment
Rate March 2025²

\$9,265

Healthcare costs
per capita 2020³

HDHP In-Network Plan Medians

	Washington	National
Deductible	\$3,000	\$3,300
OOP Max	\$5,100	\$6,100
HSA Employer Contribution (of those contributing)	\$750	\$780

PPO In-Network Plan Medians

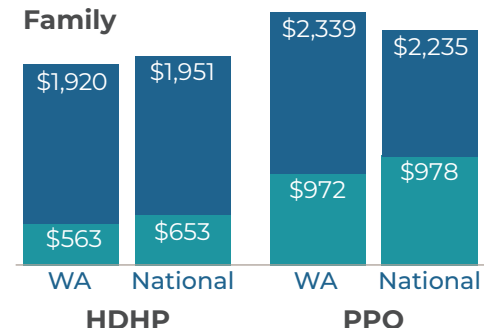
	Washington	National
Deductible	\$1,500	\$2,000
OOP Max	\$5,500	\$6,250
PCP Copay	\$30	\$25
Specialist Copay	\$45	\$50

EE Contribution / Medical Premium Medians

Employee Only



Family



* Estimated.

1. U.S. Census Bureau QuickFacts: United States, Washington, (2023). <https://www.census.gov/quickfacts/fact/table/WA,US/SBO020217>

2. U.S. Bureau of Labor Statistics. (2025). 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>

Copyright © 2024 The information contained herein should be understood to be general insurance brokerage information only and does not constitute advice for any particular situation or fact pattern and cannot be relied upon as such. Statements concerning financial, regulatory or legal matters are based on general observations as an insurance broker and may not be relied upon as financial, regulatory or legal advice. This document is owned by Alera Group, Inc., and its contents may not be reproduced, in whole or in part, without the written permission of Alera Group, Inc. Updated as of 04/28/25.