



Alera Group Employee Benefits Benchmarking Survey

Arizona 2025

685Companies
Participating**420,130**Employees
Represented***2,042**Medical Plans
Included

National 2025

6,700Companies
Participating**2,025,435**Employees
Represented***15,900**Medical Plans
Included

Arizona in Recent Years

\$76,872Median Household
Income in 2023 Dollars¹**2.54**Average Persons per
Household in 2023¹**4.1%**Unemployment
Rate March, 2025²**\$8,756**Healthcare Costs
per Capita 2020³

HDHP In-Network Plan Medians

	Arizona	National
Deductible	\$3,500	\$3,300
OOP Max	\$6,000	\$6,100
HSA Employer Contribution (of those contributions)	\$750	\$780

PPO In-Network Plan Medians

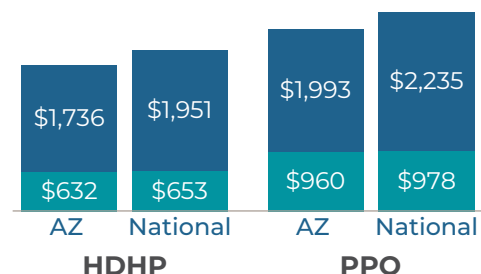
	Arizona	National
Deductible	\$2,500	\$2,000
OOP Max	\$6,250	\$6,250
PCP Copay	\$25	\$25
Specialist Copay	\$60	\$50

EE Contribution / Medical Premium Medians

Employee Only



Family



* Estimated.

1. U.S. Census Bureau quickfacts: United States. Arizona. (2022). <https://www.census.gov/quickfacts/fact/table/AZ,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>