

# Alera Group Employee Benefits Benchmarking Survey

## Trade Transportation Utilities 2024

**1,030**

Companies  
Participating

**181,000**

Employees  
Represented\*

**2,288**

Medical Plans  
Included

## National 2024

**6,257**

Companies  
Participating

**1,022,000**

Employees  
Represented\*

**13,960**

Medical Plans  
Included

## U.S. Trade Transportation Utilities Data

**1,072,000**

Job Openings,  
Feb 2024<sup>1</sup>

**3.8**

Total Separation Rate  
(as a % of employment)<sup>1</sup>

**\$25.78**

Wages and salaries cost per hour  
worked for full-time private industry  
workers in trade, transportation, and  
utilities industries<sup>2</sup>

**\$2.58**

Insurance plans cost per hour worked for  
full-time private industry workers in trade,  
transportation, and utilities industries<sup>2</sup>

### HDHP In-Network Plan Medians

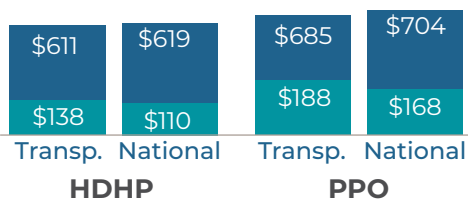
|   | Trade Transportation | National |
|---|----------------------|----------|
| Deductible  | \$3,500              | \$3,200  |
| OOP Max   | \$6,350              | \$6,000  |
| HSA<br>Employer<br>Contribution<br>(of those<br>contributing) | \$600                | \$800    |

### PPO In-Network Plan Medians

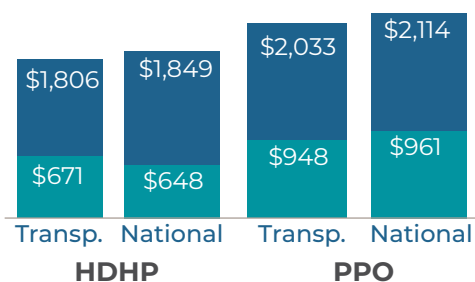
|                     | Trade Transportation | National |
|---------------------|----------------------|----------|
| Deductible          | \$2,000              | \$2,000  |
| OOP Max             | \$6,350              | \$6,350  |
| PCP Copay           | \$30                 | \$25     |
| Specialist<br>Copay | \$50                 | \$50     |

## EE Contribution / Medical Premium Medians

### Employee Only



### Family



<sup>1</sup> 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>

<sup>2</sup> 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>