



# Alera Group Employee Benefits Benchmarking Survey

## Washington 2024

**424**Companies  
Participating**142,400**Employees  
Represented\***984**Medical Plans  
Included

## National 2024

**6,200**Companies  
Participating**1,022,000**Employees  
Represented\***14,700**Medical Plans  
Included

## Washington in Recent Years

**\$90,325**Median Household  
Income in 2022 Dollars<sup>1</sup>**2.53**Average Persons per  
Household in 2022<sup>1</sup>**4.8%**Unemployment  
Rate March 2024<sup>2</sup>**\$9,265**Healthcare costs  
per capita 2020<sup>3</sup>

### HDHP In-Network Plan Medians

	Washington	National
Deductible	\$3,000	\$3,200
OOP Max	\$5,650	\$6,000
HSA Employer Contribution (of those contributing)	\$900	\$800

### PPO In-Network Plan Medians

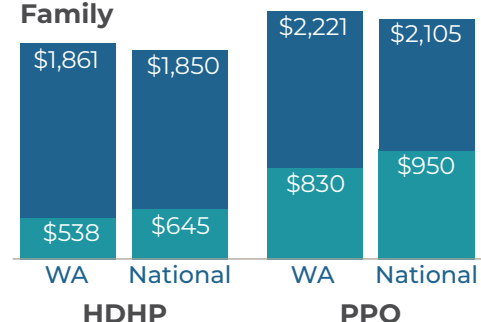
	Washington	National
Deductible	\$1,500	\$2,000
OOP Max	\$5,500	\$6,350
PCP Copay	\$30	\$25
Specialist Copay	\$50	\$50

## EE Contribution / Medical Premium Medians

### Employee Only



### Family



\* Estimated.

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

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