



# Alera Group Employee Benefits Benchmarking Survey

## West Region 2025

**1,569**

 Companies  
Participating

**239,795**

 Employees  
Represented\*

**4,670**

 Medical Plans  
Included

## National 2025

**6,700**

 Companies  
Participating

**2,025,435**

 Employees  
Represented\*

**15,900**

 Medical Plans  
Included

## West Region in Recent Years

**\$87,767**

 Median Household  
Income in 2023 Dollars<sup>1</sup>
**2.78**

 Average Persons per  
Household in 2023<sup>1</sup>
**4.22%**

 Unemployment  
Rate June, 2025<sup>2</sup>
**\$9,524**

 Healthcare Costs  
per Capita 2020<sup>3</sup>

### HDHP In-Network Plan Medians

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

### PPO In-Network Plan Medians

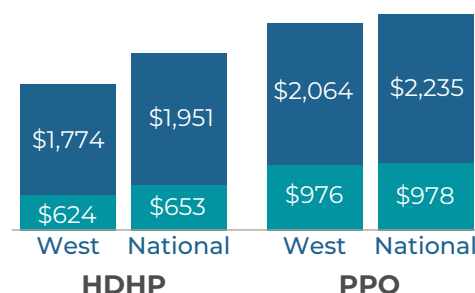
	West	National
Deductible	\$1,500	\$2,000
OOP Max	\$6,350	\$6,250
PCP Copay	\$25	\$25
Specialist Copay	\$55	\$50

## EE Contribution / Medical Premium Medians

### Employee Only



### Family



\* Estimated. \*\*Numbers reflect the combined median for all the states of the region.

1. U.S. Census Bureau quickfacts: United States. (2023). <https://www.census.gov/quickfacts/fact/table/US/PST045222>

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>

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