

### A ALERAGROUP

# Alera Group Employee Benefits Benchmarking Survey

#### **Construction 2024**

566

Companies Participating 50,677

Employees Represented\* 1,200

Medical Plans Included

#### National 2024

6,257

Companies Participating 1,022,000

Employees Represented\* 13,960

Medical Plans Included

#### **U.S. Construction Data**

456,000

Job Openings,

Feb 20241

4.5

Total Separation Rate (as a % of employment)

\$32.66

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

\$3.38

Insurance plans cost per hour worked for full-time private industry workers in construction industries<sup>2</sup>

HDHP In-Network Plan Medians		
	Construction	National
Deductible	\$4,000	\$3,200
OOP Max	\$6,450	\$6,000
HSA Employer Contribution (of those contributing)	\$775	\$800

PPO In-Network Plan Medians			
	Construction	National	
Deductible	\$2,500	\$2,000	
OOP Max	\$6,500	\$6,350	
PCP Copay	\$30	\$25	
Specialist Copay	\$60	\$50	

## **EE Contribution / Medical Premium Medians**

#### **Employee Only Family** \$2.114 \$1,906 \$1,849 \$1,648 \$704 Total Medical \$633 \$619 \$1.126 Premium \$538 \$961 \$758 \$648 Employee \$173 \$168 \$120 Contribution Const. National Const. National **National** Const. National Const. **HDHP PPO HDHP PPO**

1 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 2 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

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