



Alera Group Employee Benefits Benchmarking Survey

Pennsylvania 2025

780Companies
Participating**427,815**Employees
Represented***1,718**Medical Plans
Included

National 2025

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

Pennsylvania in Recent Years

\$76,081Median Household
Income in 2023 Dollars¹**2.40**Average Persons per
Household in 2023¹**3.8%**Unemployment
Rate March, 2025²**\$11,603**Healthcare costs
per capita 2020³

HDHP In-Network Plan Medians

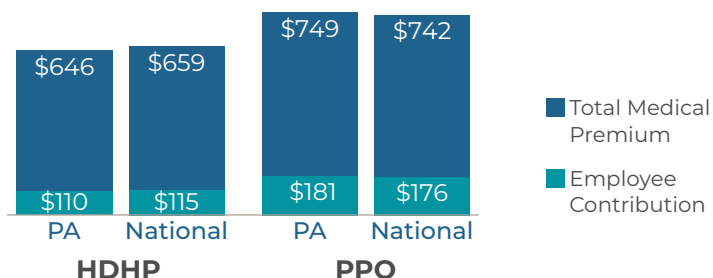
	Pennsylvania	National
Deductible	\$3,000	\$3,300
OOP Max	\$6,250	\$6,100
HSA Employer Contribution (of those contributing)	\$750	\$780

PPO In-Network Plan Medians

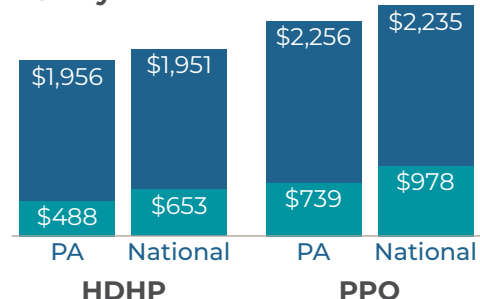
	Pennsylvania	National
Deductible	\$1,500	\$2,000
OOP Max	\$6,450	\$6,250
PCP Copay	\$25	\$25
Specialist Copay	\$50	\$50

EE Contribution / Medical Premium Medians

Employee Only



Family



* Estimated.

1. U.S. Census Bureau quickfacts: United States. Pennsylvania. (2023). <https://www.census.gov/quickfacts/fact/table/PA,US/SBO020217>2. U.S. Bureau of Labor Statistics. (2025). LAUS Home. U.S. Bureau of Labor Statistics. <https://www.bls.gov/laus/>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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