

## HEALTH PLAN TRENDS

### *group size & industry*

#### FLORIDA



**THE UNITED BENEFIT ADVISORS® (UBA)** employee benefits survey is the nation's definitive employee benefits benchmarking survey. This valuable data enables meaningful study of trends among different size employer groups, within specific regions and states, and by industry groups. Data in the 2023 UBA Employee Benefits Benchmarking Trends Report and State Trends Reports are based on responses from 10,389 employers representing nearly one million employees across the nation—and more than \$28 billion in healthcare dollars spent. In Florida, the survey includes employee benefit plans offered by 338 employers covering approximately 25,000 employees.

With this granular data, UBA Partner Firms help employers avoid the top two benchmarking pitfalls:

- 1) Automatically adopting the practices of the nation's largest employers who are most often studied by other data sets but are not typically the best benchmarks.
- 2) Looking only at plan data supplied by a single carrier.

UBA Partner Firms help employers of all sizes benchmark their employee benefits plans more accurately based on both national and regional trends and also compared to local, industry, and sized-based peers.

This State Trends Report highlights key cost benchmarks among the following groups:

- Small and large employers
- Four of the top industries in Florida

When employers compare their plan to local peers of the same size or industry, the top three questions typically asked are:

- 1) What type of plans do my peers offer?
- 2) What is the cost per employee?
- 3) What are the in-network deductibles and out-of-pocket maximums?

## TOP BENCHMARKS BY GROUP SIZE

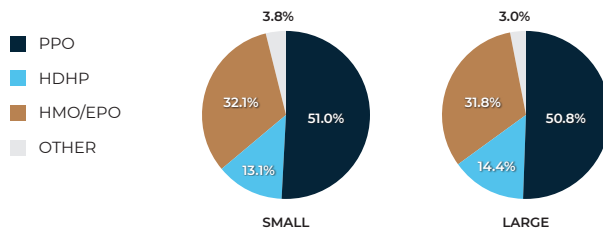
**UBA EMPLOYEE BENEFITS BENCHMARKING** provides data from employer groups of all sizes. Group size has a tremendous impact on cost, making it an important benchmark for any employer.

### WHAT TYPES OF PLANS DO MY SIZE-BASED PEERS OFFER?

Preferred provider organization (PPO) plans are prevalent in Florida; however, health maintenance organization (HMO)/exclusive provider organization (EPO) plans are a popular second choice. Though relatively small overall, high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans, are slightly more prevalent among large employers. Point of service (POS) plans are not common in the state.

### PREVALENCE OF PLAN TYPE BY GROUP SIZE

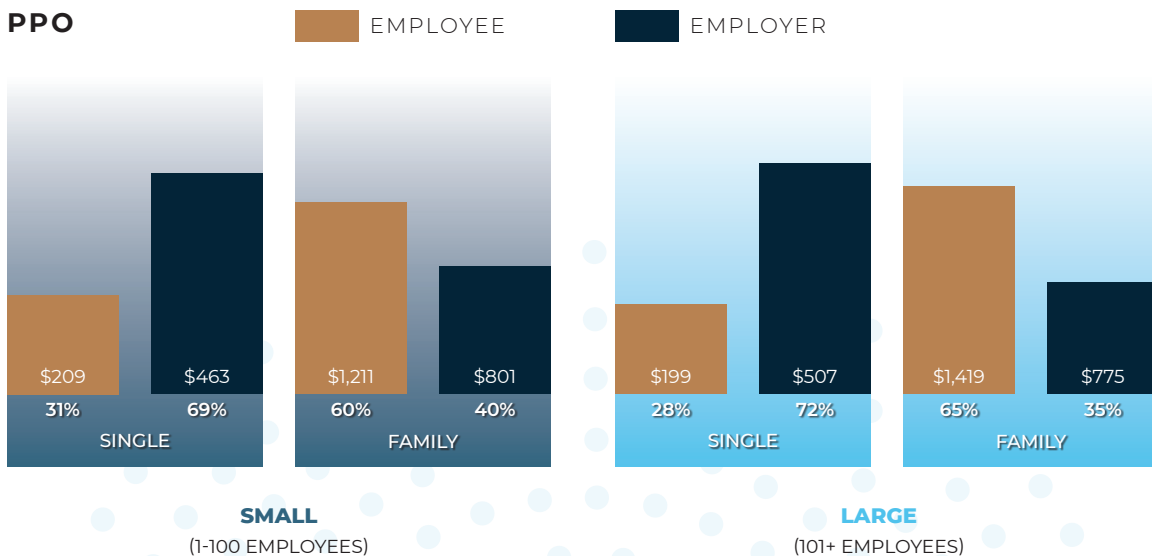
GROUP SIZE	PPO	HDHP	HMO/EPO
SMALL (1-100 EMPLOYEES)	51.0%	13.1%	32.1%
LARGE (101+ EMPLOYEES)	50.8%	14.4%	31.8%



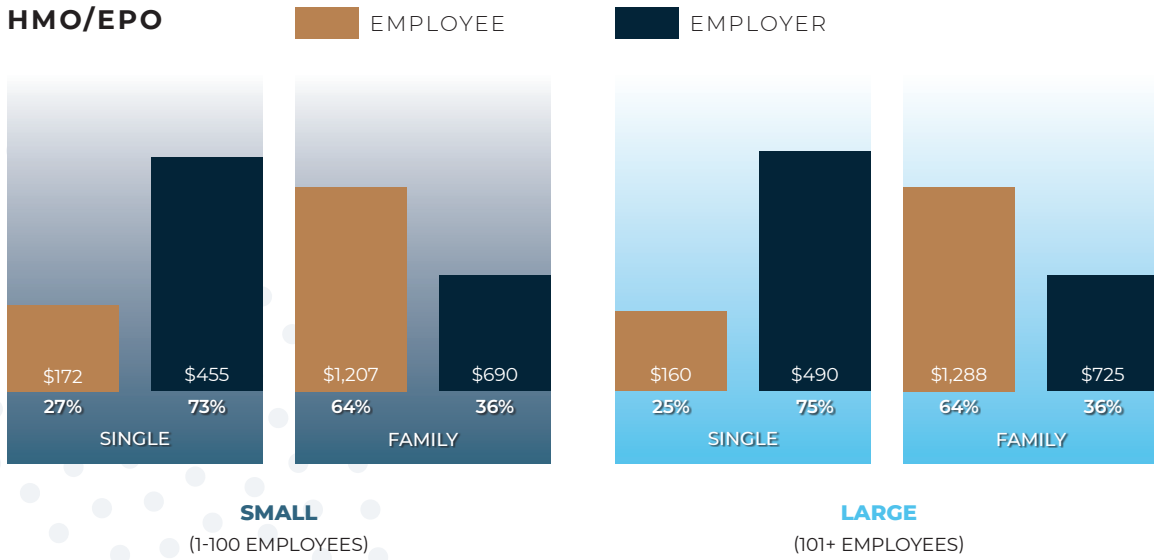
### HOW MUCH DO MY SIZE-BASED PEERS PAY PER EMPLOYEE?

Large businesses in Florida pay a greater percentage of single premiums compared to their smaller counterparts. In contrast, small businesses in the state pick up a higher percentage of family premiums than larger groups.

### AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT



**AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT**



**WHAT ARE THE DEDUCTIBLES AND OUT-OF-POCKET COSTS FOR MY SIZE-BASED PEERS?**

PPO plan deductibles across all group sizes in Florida are generally lower than those found nationally and regionally. Nationally, the median in-network PPO plan deductible is \$1,800 for singles; in the Southeast it is \$2,000. Large groups in Florida have set HMO/EPO plan deductibles for singles above national and regional medians of \$1,500 and \$2,000, respectively.

**MEDIAN SINGLE IN-NETWORK DEDUCTIBLES AND OUT-OF-POCKET COSTS**

GROUP SIZE	PPO		HMO/EPO	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
SMALL (1-100 EMPLOYEES)	\$1,500	\$5,500	\$1,500	\$6,350
LARGE (101+ EMPLOYEES)	\$1,500	\$5,500	\$2,500	\$6,350

**TOP BENCHMARKS BY INDUSTRY**

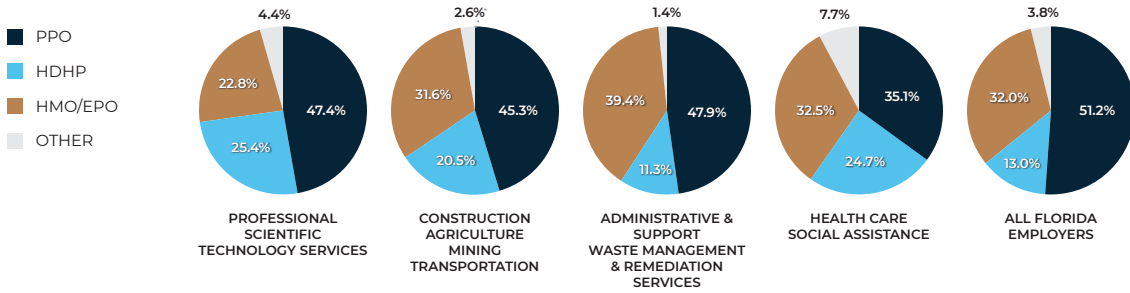
**IN FLORIDA**, four of the top industries studied in UBA’s Employee Benefits Benchmarking are Professional/Scientific/Technology Services, Construction/Agriculture/Mining/Transportation, Administrative & Support/Waste Management & Remediation Services, and Health Care/Social Assistance.

**WHAT TYPES OF PLANS DO MY INDUSTRY PEERS OFFER?**

The Health Care/Social Assistance industry in Florida has a below-average prevalence of PPO plans. However, these same employers, along with Professional/Scientific/Technology Services employers, have an above-average prevalence of HDHPs. The Administrative & Support/Waste & Remediation Services sector has the highest prevalence of HMO/EPO plans in the state.

## PREVALENCE OF PLAN TYPE BY INDUSTRY

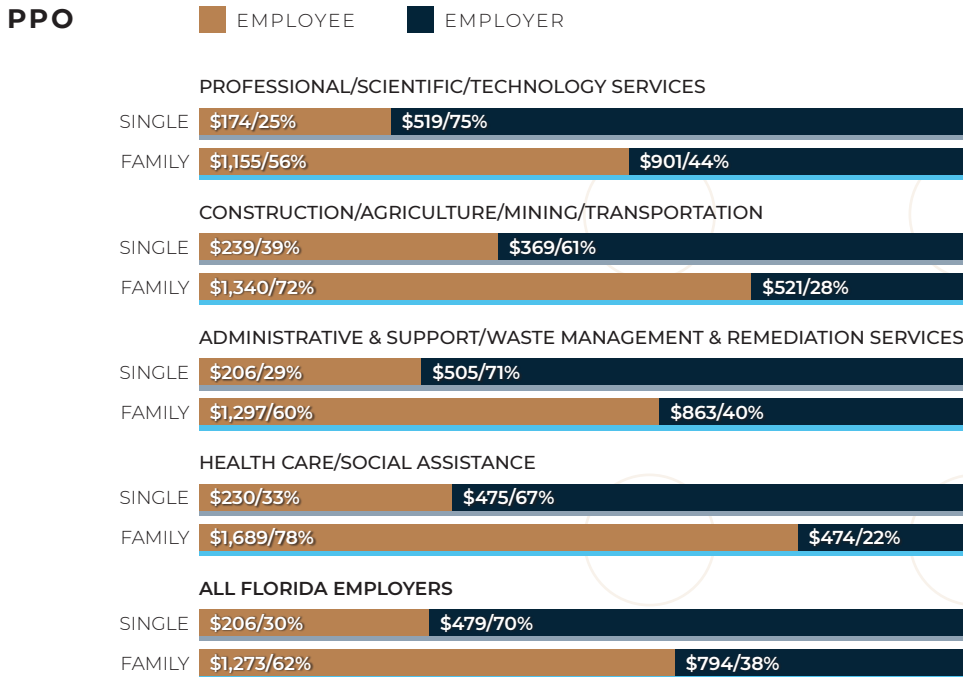
TOP 4 FLORIDA INDUSTRIES	PPO	HDHP	HMO/EPO
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	47.4%	25.4%	22.8%
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	45.3%	20.5%	31.6%
ADMINISTRATIVE & SUPPORT/WASTE MANAGEMENT & REMEDIATION SERVICES	47.9%	11.3%	39.4%
HEALTH CARE/SOCIAL ASSISTANCE	35.1%	24.7%	32.5%
<b>ALL FLORIDA EMPLOYERS</b>	<b>51.2%</b>	<b>13.0%</b>	<b>32.0%</b>



## HOW MUCH DO MY INDUSTRY PEERS PAY PER EMPLOYEE?

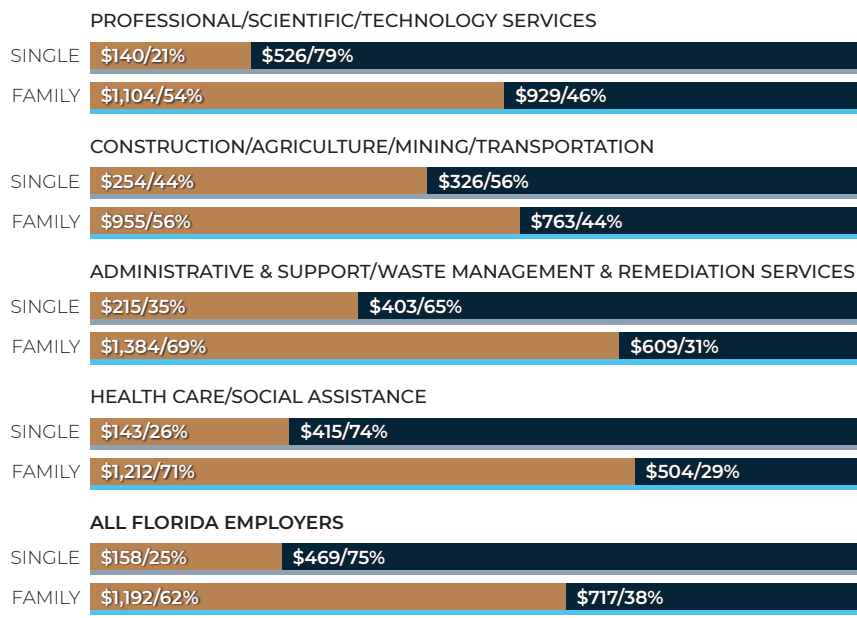
The Professional/Scientific/Technology Services industry in Florida pays an above-average percentage of single and family PPO and HMO/EPO plan premiums. The Construction/Agriculture/Mining/Transportation sector in Florida picks up the lowest percentage of single PPO and HMO/EPO plan premiums.

## AVERAGE MONTHLY PREMIUM CONTRIBUTION



**AVERAGE MONTHLY PREMIUM CONTRIBUTION**

**HMO/EPO** ■ EMPLOYEE ■ EMPLOYER



**WHAT ARE THE DEDUCTIBLES AND OUT-OF-POCKET COSTS FOR MY INDUSTRY PEERS?**

The Construction/Agriculture/Mining/Transportation industry in Florida has the highest health plan deductibles for singles. The Administrative & Support/Waste Management & Remediation Services sector has some of the lowest out-of-pocket costs.

**MEDIAN SINGLE IN-NETWORK DEDUCTIBLES AND OUT-OF-POCKET COSTS**

TOP 4 FLORIDA INDUSTRIES	PPO		HMO/EPO	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	\$1,500	\$5,000	\$1,500	\$4,750
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	\$2,000	\$6,350	\$2,500	\$6,350
ADMINISTRATIVE & SUPPORT/WASTE MANAGEMENT & REMEDIATION SERVICES	\$1,500	\$4,750	\$1,500	\$4,500
HEALTH CARE/SOCIAL ASSISTANCE	\$1,500	\$6,350	\$2,250	\$6,350
ALL FLORIDA EMPLOYERS	\$1,500	\$5,500	\$2,000	\$6,350



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that retain top talent and help recruit  
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