

HEALTH PLAN TRENDS
among employers

MINNESOTA



UNITED BENEFIT ADVISORS® (UBA) has years of experience surveying thousands of employers nationwide regarding their group health plan offerings. The UBA survey is the nation's definitive employee benefits benchmarking survey. Since 2005, UBA Partner Firms have studied plan design and cost trends among employers on a state, regional, and national basis. 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 Minnesota, the survey includes employee benefits plans offered by 343 employers covering more than 14,000 employees to offer valuable benchmark data.

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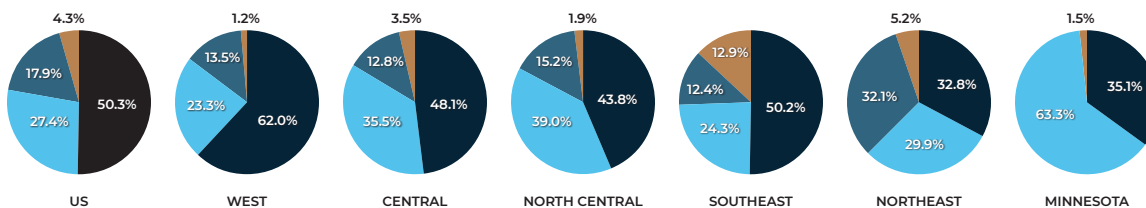
For Minnesota employers interested in making the most informed health care plan decisions possible, it's crucial to compare your plans and costs not just to national benchmarks, but to peers in your state and region. This State Trends Report highlights key benchmarks to help you strategically manage plan renewal decisions.

TOP PLANS IN MINNESOTA

PREFERRED provider organization (PPO) plans dominate most of the nation, however, high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans, are the top choice in Minnesota. Only about 35% of health plans in Minnesota are PPO plans. Health maintenance organization (HMO)/exclusive provider organization (EPO) plans and point of service (POS) plans are rare in Minnesota.

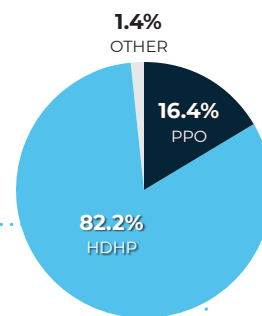
PLAN PREVALENCE IN MINNESOTA

PLAN TYPE	US	WEST	CENTRAL	NORTH CENTRAL	SOUTHEAST	NORTHEAST	MINNESOTA
PPO	50.3%	62.0%	48.1%	43.8%	50.2%	32.8%	35.1%
HDHP	27.4%	23.3%	35.5%	39.0%	24.3%	29.9%	63.3%
HMO/EPO	17.9%	13.5%	12.8%	15.2%	12.4%	32.1%	0.0%
POS	4.3%	1.2%	3.5%	1.9%	12.9%	5.2%	1.5%



PREVALENCE VS. ENROLLMENT

IN MINNESOTA, 82.2% OF EMPLOYEES ENROLL IN HDHPS, WHILE 16.4% OF EMPLOYEES SELECT A PPO PLAN.

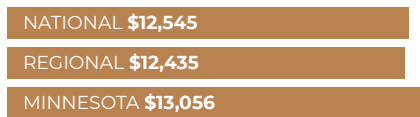


COST COMPARISONS

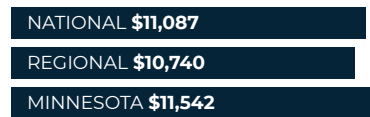
IN GENERAL, health plans in Minnesota are more expensive than national and regional averages. PPO plans cost \$13,056 per employee annually on average while HDHPs in Minnesota cost \$11,542, per employee per year on average.

AVERAGE TOTAL COST PER EMPLOYEE PER YEAR

PPO



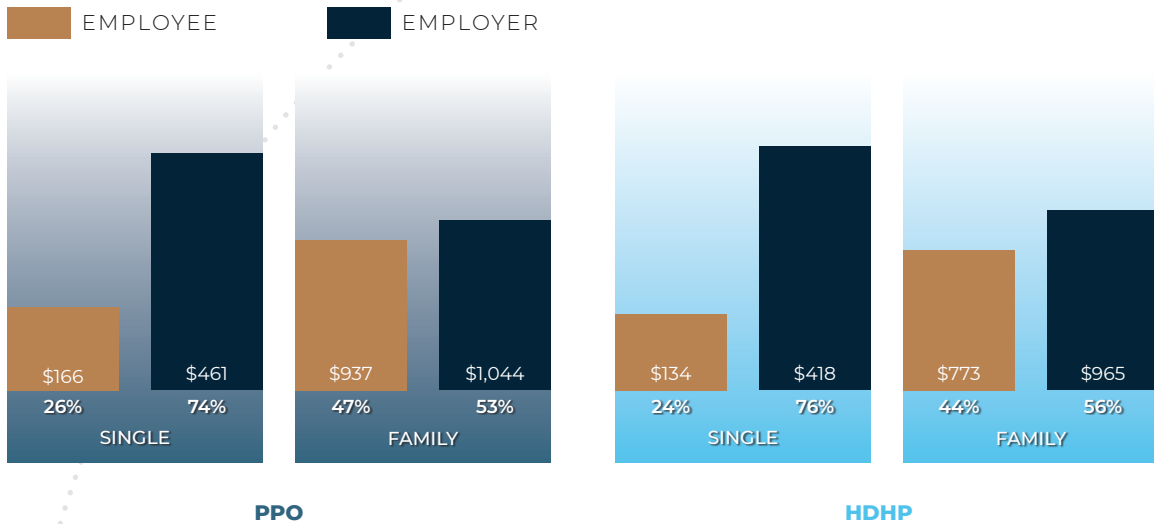
HDHP



SETTING THE MONTHLY CONTRIBUTION FOR EMPLOYEES

Minnesota employers typically pick up 74% of PPO plan premiums for singles and 53% of family premiums, compared to the national 75/43 single/family employer contributions for these plans. Employers offering HDHPs in the state are covering 76% of single premiums and 56% of family premiums compared to the 80/58 single/family split found nationally for these plans.

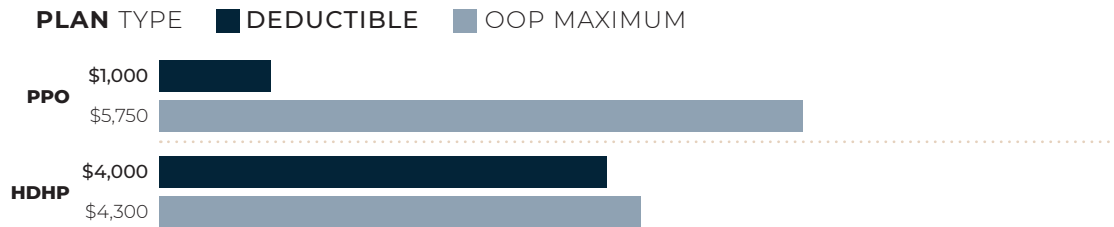
AVERAGE MONTHLY PREMIUM CONTRIBUTIONS



SETTING DEDUCTIBLES AND OUT-OF-POCKET COSTS

In Minnesota, the median in-network PPO plan deductible for singles is \$1,000. By comparison, the national median PPO plan deductible is \$1,800 for singles; in the central region, it is \$2,000. The median in-network deductible for singles on HDHPs in Minnesota is \$4,000, compared to \$3,000 nationally and \$4,250 in the Central U.S.

MEDIAN SINGLE DEDUCTIBLES AND OUT-OF-POCKET COSTS



MINNESOTA HDHPS FOR SINGLES TYPICALLY INCLUDE A \$750 EMPLOYER CONTRIBUTION TO HEALTH SAVINGS ACCOUNTS (HSAS) OR HEALTH REIMBURSEMENT ARRANGEMENTS (HRAS) TO HELP DEFRAID OUT-OF-POCKET COSTS..

AVERAGE PPO PLAN COPAYS IN MINNESOTA





REREADY TO OFFER RAVED-ABOUT HEALTH PLANS?

A UBA Partner Firm is ready to help.
Make informed health plan decisions
that retain top talent and help recruit
new talent.

REQUEST A
BENCHMARKING
REPORT

UNITED BENEFIT ADVISORS® (UBA) is the nation's leading independent employee benefits advisory organization with more than 200 offices throughout the United States, Canada, and Europe. UBA empowers 2,000+ advisors to maintain independence while capitalizing on each other's shared knowledge and market presence to provide best-in-class services and solutions.

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