

HEALTH PLAN TRENDS

group size & industry

GEORGIA



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 Georgia, the survey includes employee benefit plans offered by 250 employers covering nearly 24,000 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, midsize, and large employers
- Four of the top industries in Georgia

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

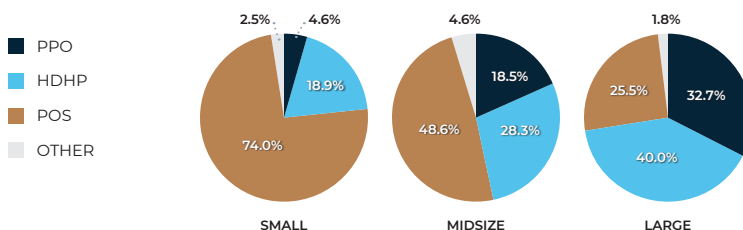
UBA EMPLOYEE BENEFITS BENCHMARKING provides data from employer groups of all sizes. Group size has a tremendous impact on cost, making it an important benchmark for any employer.

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

Point of service (POS) plans are generally the most popular plan among small and midsize employers in Georgia. However, high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans, are the top choice of large groups in Georgia. When it comes to preferred provider organization (PPO) plans, the larger the group, the more likely they are to offer this type of plan. Health maintenance organization (HMO)/exclusive provider organization (EPO) plans are not common in the state.

PREVALENCE OF PLAN TYPE BY GROUP SIZE

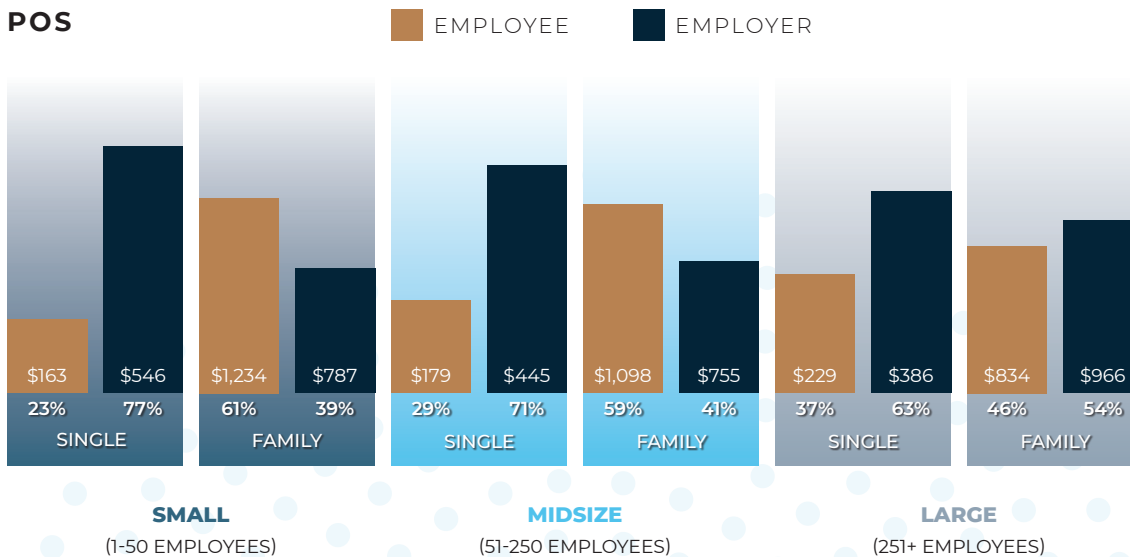
GROUP SIZE	PPO	HDHP	POS
SMALL (1-50 EMPLOYEES)	4.6%	18.9%	74.0%
MIDSIZE (51-250 EMPLOYEES)	18.5%	28.3%	48.6%
LARGE (251+ EMPLOYEES)	32.7%	40.0%	25.5%



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

Small businesses in Georgia pay a greater percentage of single POS plan premiums while large groups pay a higher percentage of family POS plan premiums than their smaller counterparts. Large businesses in the state also pick up a higher percentage of family HDHP premiums than other groups.

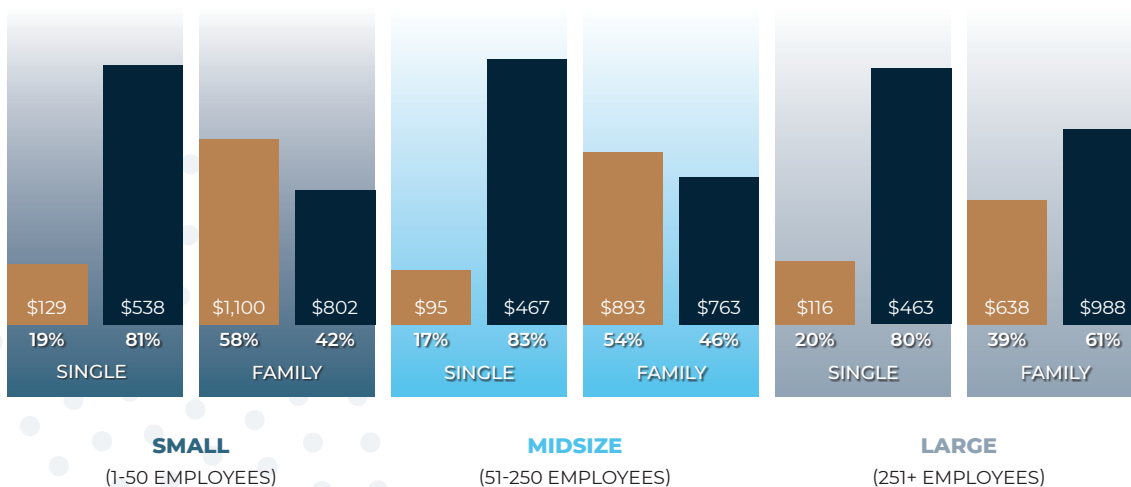
AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT



AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT

HDHP

EMPLOYEE EMPLOYER



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

Large employers in Georgia have POS plan deductibles in line with the national median for these plans, but below the regional median of \$2,500. Conversely, large groups have HDHP deductibles in line with the regional median, but higher than the national median of \$3,000 for these plans. Small and midsize groups have HDHP deductibles that are significantly higher than both national and regional medians. Midsize groups have the highest POS plan out-of-pocket maximums and the lowest HDHP out-of-pocket maximums, while large businesses have the highest HDHP out-of-pocket maximums.

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

GROUP SIZE	POS		HDHP	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
SMALL (1-50 EMPLOYEES)	\$2,500	\$6,000	\$5,000	\$6,000
MIDSIZE (51-250 EMPLOYEES)	\$2,500	\$7,000	\$5,000	\$5,500
LARGE (251+ EMPLOYEES)	\$2,000	\$6,125	\$3,500	\$6,600

TOP BENCHMARKS BY INDUSTRY

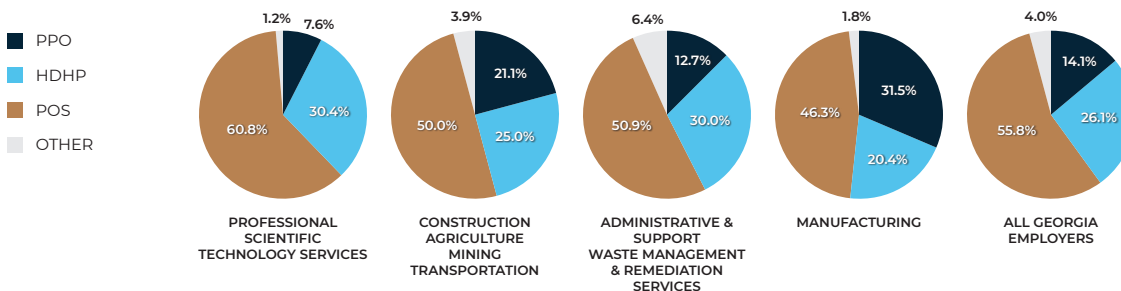
IN GEORGIA, four of the top industries studied in UBA’s Employee Benefits Benchmarking are Professional/Scientific/Technology Services, Construction/Agriculture/Mining/Transportation, Administrative & Support/Waste Management & Remediation Services, and Manufacturing.

WHAT TYPES OF PLANS DO MY INDUSTRY PEERS OFFER?

The Professional/Scientific/Technology Services sector has the highest prevalence of POS plans in the state. The Manufacturing industry in Georgia has an above-average prevalence of PPO plans.

PREVALENCE OF PLAN TYPE BY INDUSTRY

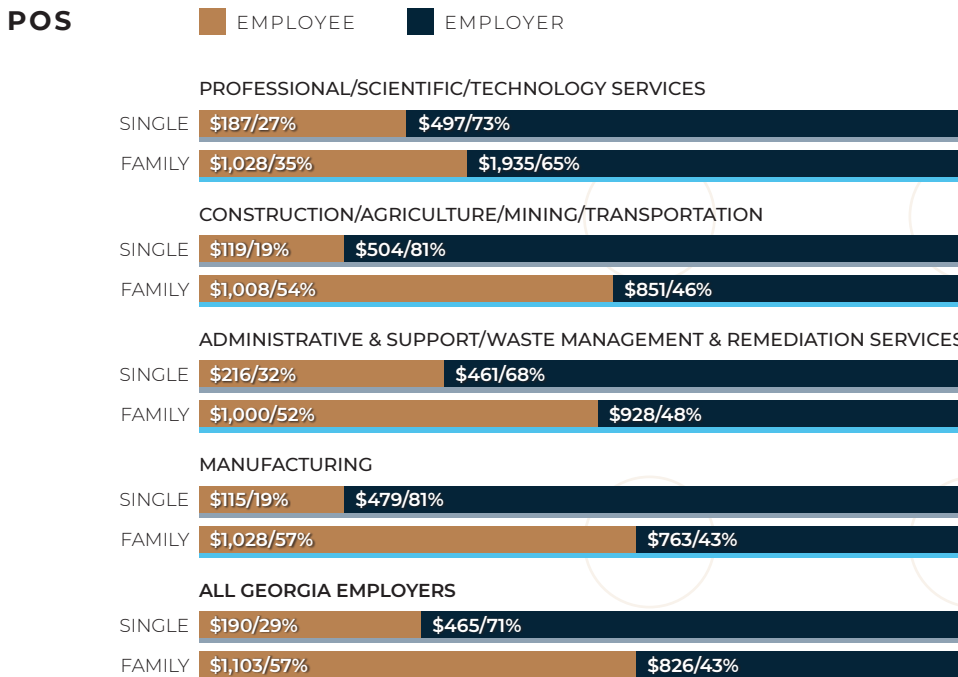
TOP 4 GEORGIA INDUSTRIES	PPO	HDHP	POS
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	7.6%	30.4%	60.8%
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	21.1%	25.0%	50.0%
ADMINISTRATIVE & SUPPORT/WASTE MANAGEMENT & REMEDIATION SERVICES	12.7%	30.0%	50.9%
MANUFACTURING	31.5%	20.4%	46.3%
ALL GEORGIA EMPLOYERS	14.1%	26.1%	55.8%



HOW MUCH DO MY INDUSTRY PEERS PAY PER EMPLOYEE?

The Manufacturing and Construction/Agriculture/Mining/Transportation sectors in Georgia pay the highest percentage of POS plan premiums for singles. The Professional/Scientific/Technology Services industry in Georgia pays a significantly higher percentage of family POS plan premiums than other industries in the state.

AVERAGE MONTHLY PREMIUM CONTRIBUTION



AVERAGE MONTHLY PREMIUM CONTRIBUTION

HDHP

EMPLOYEE EMPLOYER

PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES

SINGLE	\$93/16%	\$495/84%
FAMILY	\$779/48%	\$845/52%

CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION

SINGLE	\$139/23%	\$453/77%
FAMILY	\$796/48%	\$860/52%

ADMINISTRATIVE & SUPPORT/WASTE MANAGEMENT & REMEDIATION SERVICES

SINGLE	\$115/20%	\$459/80%
FAMILY	\$802/49%	\$834/51%

MANUFACTURING

SINGLE	\$123/20%	\$492/80%
FAMILY	\$1,049/60%	\$689/40%

ALL GEORGIA EMPLOYERS

SINGLE	\$113/19%	\$479/81%
FAMILY	\$893/52%	\$821/48%

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

The Manufacturing industry in Georgia has the highest health plan deductibles for singles. The Construction/Agriculture/Mining/Transportation industry has the highest out-of-pocket maximums for POS plans while the Manufacturing industry has the highest out-of-pocket maximums for HDHPs.

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

TOP 4 GEORGIA INDUSTRIES	POS		HDHP	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	\$2,000	\$6,350	\$4,500	\$5,625
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	\$2,500	\$7,150	\$5,000	\$6,000
ADMINISTRATIVE & SUPPORT/WASTE MANAGEMENT & REMEDIATION SERVICES	\$2,500	\$6,500	\$4,250	\$4,000
MANUFACTURING	\$3,000	\$5,500	\$5,250	\$6,350
ALL GEORGIA EMPLOYERS	\$2,500	\$6,500	\$4,000	\$5,450



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.

LOCAL SERVICE. NATIONAL PRESENCE.



847-675-5578

cara@1706advisors.com

<https://1706advisors.com/>