

HEALTH PLAN TRENDS
among employers
INDIANA



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 Indiana, the survey includes employee benefits plans offered by 361 employers covering more than 74,000 employees to offer valuable benchmark data.

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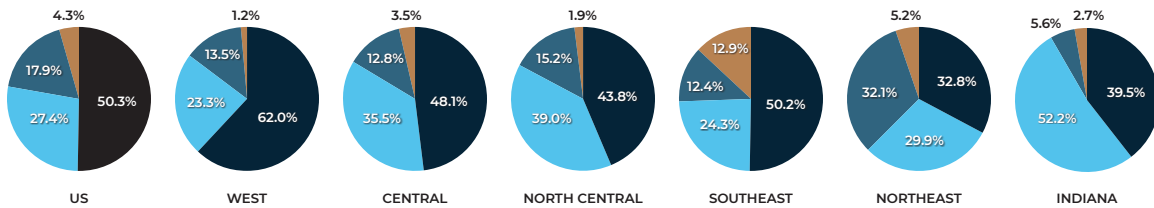
For Indiana employers interested in making the most informed health care plan decisions possible, it's crucial to compare your plans and costs not just to national benchmarks, but to peers in your state and region. This State Trends Report highlights key benchmarks to help you strategically manage plan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

TOP PLANS IN INDIANA

WHILE PREFERRED provider organization (PPO) plans dominate most of the nation, approximately 52% of plans in Indiana are high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. About 40% of health plans in Indiana are PPO plans, ranking them second in prevalence. Health maintenance organization (HMO)/exclusive provider organization (EPO) plans and point of service (POS) plans are not common in Indiana.

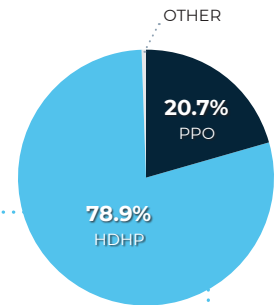
PLAN PREVALENCE IN INDIANA

PLAN TYPE	US	WEST	CENTRAL	NORTH CENTRAL	SOUTHEAST	NORTHEAST	INDIANA
PPO	50.3%	62.0%	48.1%	43.8%	50.2%	32.8%	39.5%
HDHP	27.4%	23.3%	35.5%	39.0%	24.3%	29.9%	52.2%
HMO/EPO	17.9%	13.5%	12.8%	15.2%	12.4%	32.1%	5.6%
POS	4.3%	1.2%	3.5%	1.9%	12.9%	5.2%	2.7%



PREVALENCE VS. ENROLLMENT

IN INDIANA, 78.9% OF EMPLOYEES ENROLL IN HDHPS, WHILE 20.7% OF EMPLOYEES SELECT A PPO PLAN.

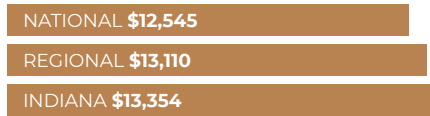


COST COMPARISONS

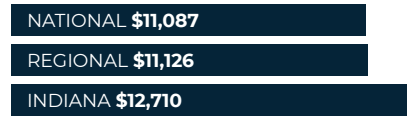
IN GENERAL, health plans in Indiana are more expensive than national and regional averages. PPO plans cost \$13,354 per employee annually on average while HDHPs in Indiana cost \$12,710 per employee per year on average.

AVERAGE TOTAL COST PER EMPLOYEE PER YEAR

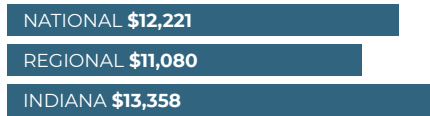
PPO



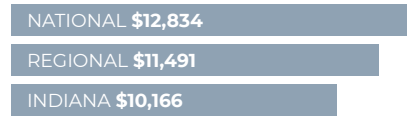
HDHP



HMO/EPO



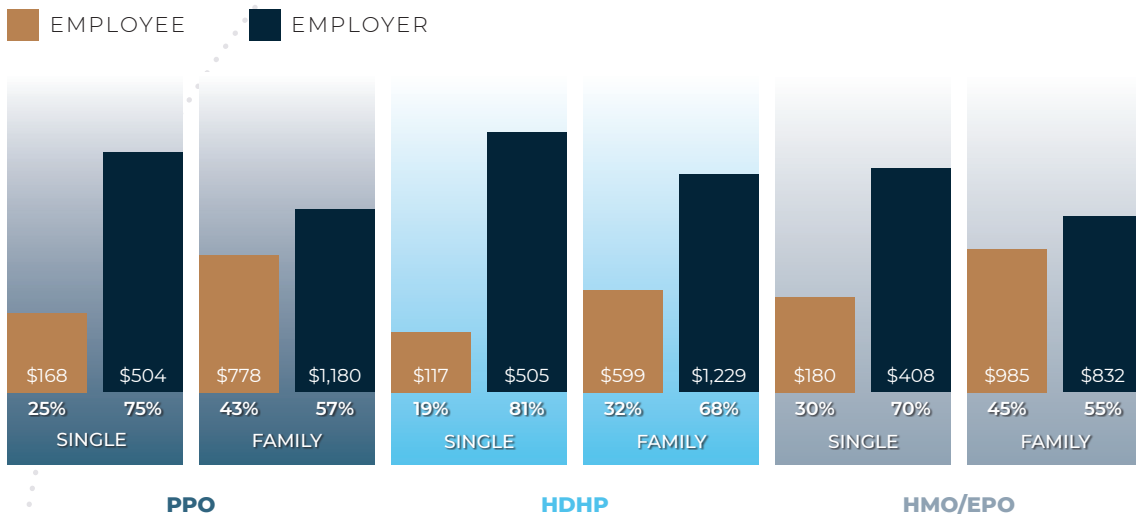
POS



SETTING THE MONTHLY CONTRIBUTION FOR EMPLOYEES

Indiana employers offering HDHPs in the state are covering 81% of single premiums and 68% of family premiums compared to the 80/58 single/family employer contributions found nationally for these plans. Employers in the state typically pick up 75% of PPO plan premiums for singles and 57% of family premiums, compared the national 75/43 single/family split for these plans.

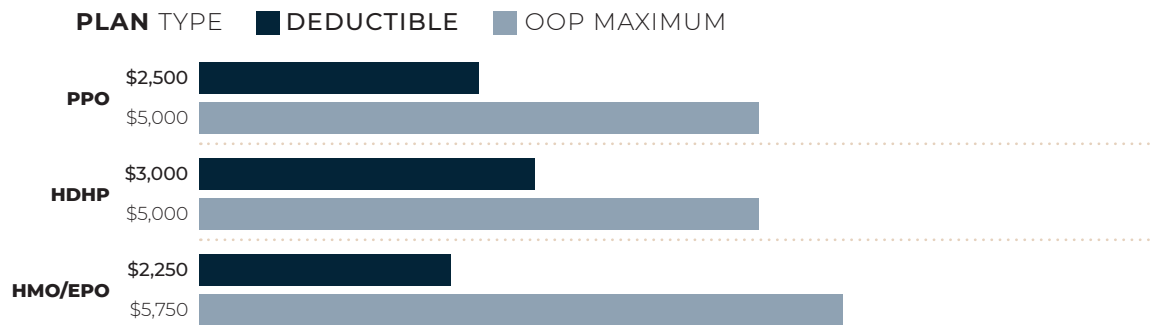
AVERAGE MONTHLY PREMIUM CONTRIBUTIONS



SETTING DEDUCTIBLES AND OUT-OF-POCKET COSTS

In Indiana, the median in-network deductible for singles on HDHPs is \$3,000, which is the same nationally and in the north central U.S. for these plans. The median in-network PPO plan deductible for singles is \$2,500. By comparison, national median PPO plan deductibles are \$1,800 for singles; in the north central region, they are \$1,750.

MEDIAN SINGLE DEDUCTIBLES AND OUT-OF-POCKET COSTS



INDIANA HDHPS FOR SINGLES TYPICALLY INCLUDE A \$650 EMPLOYER CONTRIBUTION TO HEALTH SAVINGS ACCOUNTS (HSAS) OR HEALTH REIMBURSEMENT ARRANGEMENTS (HRAS) TO HELP DEFRAY OUT-OF-POCKET COSTS.





REREADY TO OFFER RAVED-ABOUT HEALTH PLANS?

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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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