

HEALTH PLAN TRENDS

group size & industry

IOWA



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 Iowa, the survey includes employee benefit plans offered by 205 employers covering more than 34,000 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 Iowa

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

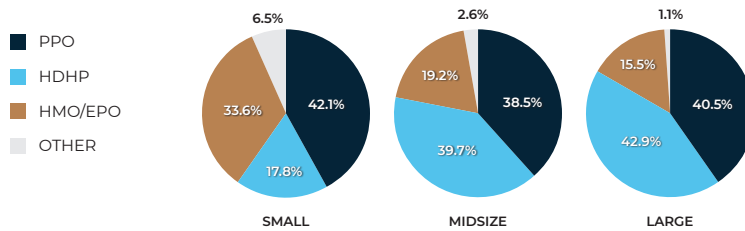
UBA EMPLOYEE BENEFITS BENCHMARKING provides data from employer groups of all sizes. Group size has a tremendous impact on cost, making it an important benchmark for any employer.

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

Small employers in Iowa typically offer preferred provider organization (PPO) plans followed by health maintenance organization (HMO)/exclusive provider organization (EPO) plans. Larger groups in the state more equally offer PPO plans and high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. Point of service (POS) plans are not common in the state.

PREVALENCE OF PLAN TYPE BY GROUP SIZE

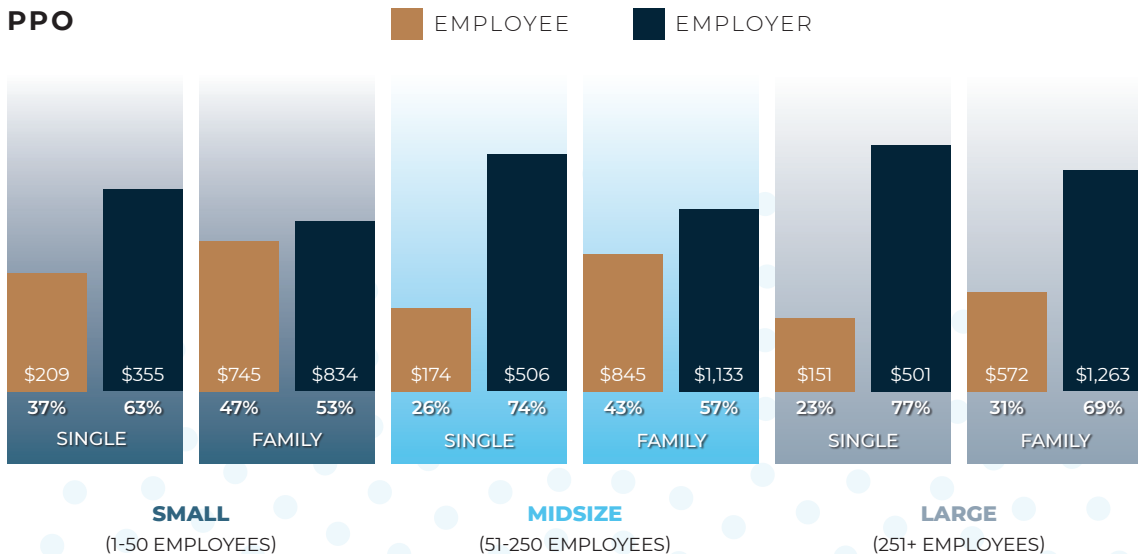
GROUP SIZE	PPO	HDHP	HMO/EPO
SMALL (1-50 EMPLOYEES)	42.1%	17.8%	33.6%
MIDSIZE (51-250 EMPLOYEES)	38.5%	39.7%	19.2%
LARGE (251+ EMPLOYEES)	40.5%	42.9%	15.5%



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

Iowa employers generally contribute about 75% and 80% of single PPO plan and HDHP premiums, respectively. While small groups in the state contribute about half of family health plan premiums, the larger the group in Iowa, the more they contribute to family health plan premiums.

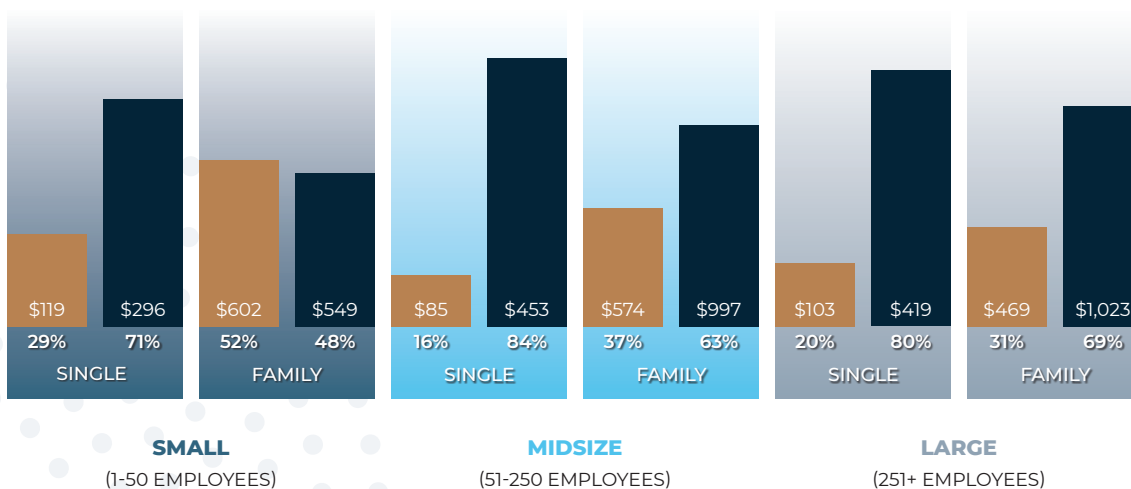
AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT



AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT

HDHP

EMPLOYEE EMPLOYER



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

Larger groups in Iowa generally have lower health plan deductibles and out-of-pocket maximums for singles than their smaller counterparts.

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

GROUP SIZE	PPO		HDHP	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
SMALL (1-50 EMPLOYEES)	\$3,000	\$6,925	\$5,000	\$6,875
MIDSIZE (51-250 EMPLOYEES)	\$2,000	\$4,500	\$3,500	\$4,750
LARGE (251+ EMPLOYEES)	\$2,000	\$4,000	\$3,375	\$4,000

TOP BENCHMARKS BY INDUSTRY

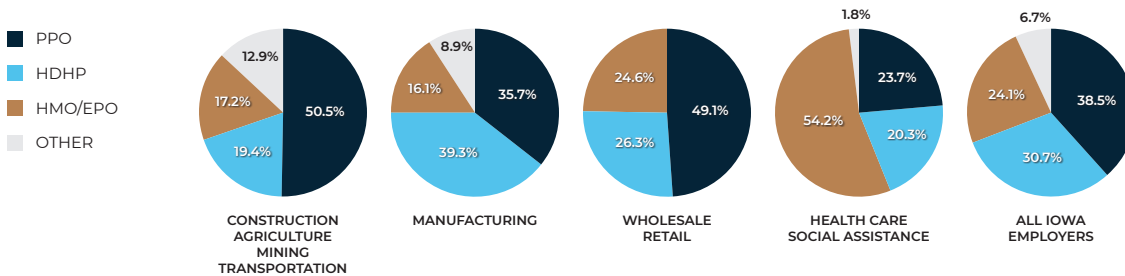
IN IOWA, four of the top industries studied in UBA’s Employee Benefits Benchmarking are Construction/Agriculture/Mining/Transportation, Manufacturing, Wholesale/Retail, and Health Care/Social Assistance.

WHAT TYPES OF PLANS DO MY INDUSTRY PEERS OFFER?

The Construction/Agriculture/Mining/Transportation and Wholesale/Retail sectors in Iowa prefer PPO plans while the Manufacturing industry in the state more equally offers PPO plans and HDHPs. The Health Care/Social Assistance industry is heavily invested in HMO/EPO plans.

PREVALENCE OF PLAN TYPE BY INDUSTRY

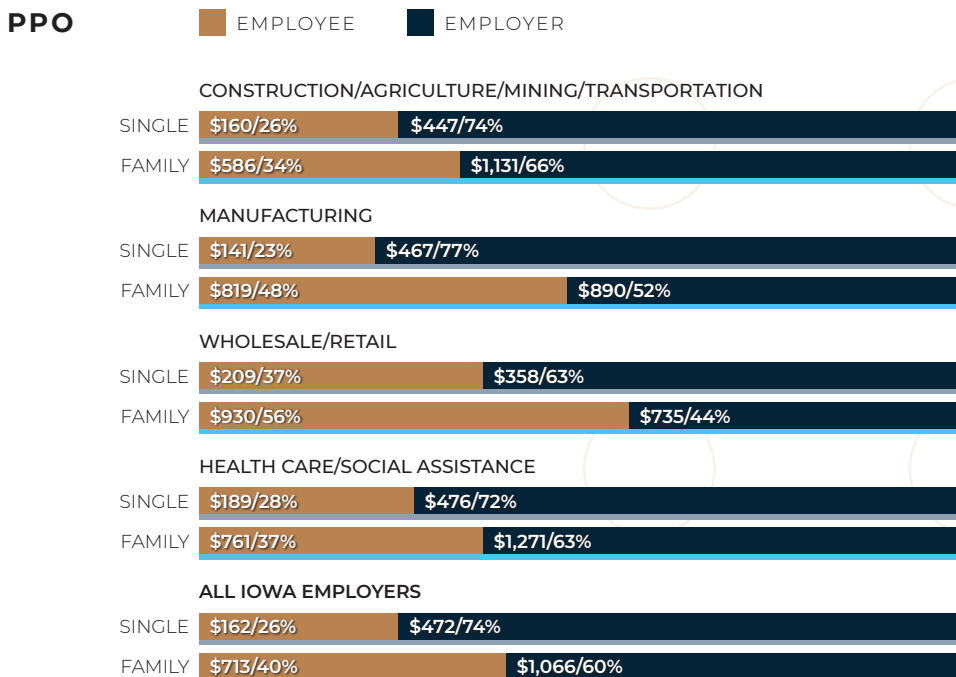
TOP 4 IOWA INDUSTRIES	PPO	HDHP	HMO/EPO
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	50.5%	19.4%	17.2%
MANUFACTURING	35.7%	39.3%	16.1%
WHOLESALE/RETAIL	49.1%	26.3%	24.6%
HEALTH CARE/SOCIAL ASSISTANCE	23.7%	20.3%	54.2%
ALL IOWA EMPLOYERS	38.5%	30.7%	24.1%



HOW MUCH DO MY INDUSTRY PEERS PAY PER EMPLOYEE?

The Wholesale/Retail industry in Iowa pays a below-average percent of PPO plan premiums, while the Construction/Agriculture/Mining/Transportation sector contributes the most toward family premiums. For HDHPs, the Wholesale/Retail industry contributes a below-average percentage toward single premiums while the Health Care/Social Assistance industry contributes the least toward family premiums. The Construction/Agriculture/Mining/Transportation sector in Iowa contributes the most toward HDHP premiums for singles.

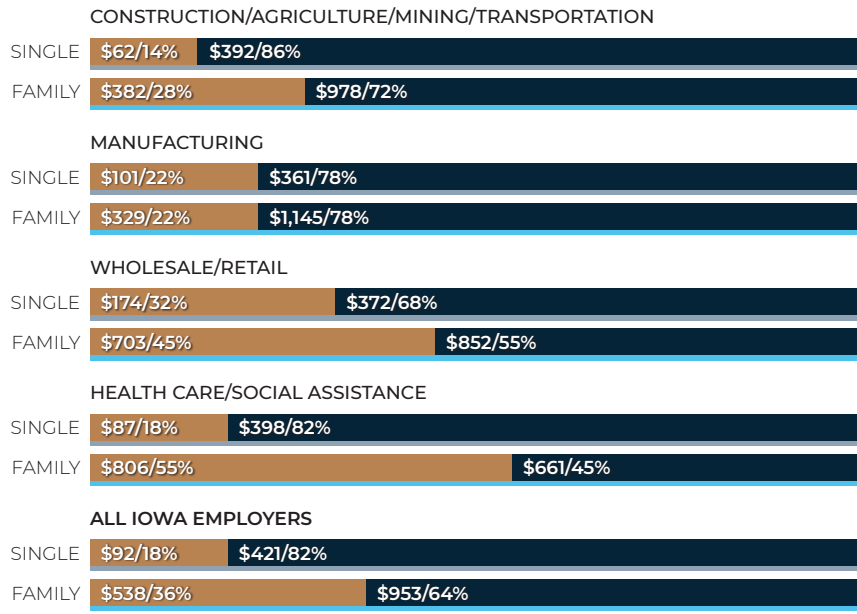
AVERAGE MONTHLY PREMIUM CONTRIBUTION



AVERAGE MONTHLY PREMIUM CONTRIBUTION

HDHP

EMPLOYEE EMPLOYER



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

The Construction/Agriculture/Mining/Transportation industry in Iowa has generally set health plan deductibles and out-of-pocket maximums for singles above the state medians. The Health Care/Social Assistance industry in the state has significantly higher HDHP deductibles and out-of-pocket maximums for singles than other employers in the state.

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

TOP 4 IOWA INDUSTRIES	PPO		HDHP	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	\$2,500	\$5,100	\$3,825	\$5,250
MANUFACTURING	\$2,000	\$5,000	\$3,500	\$6,200
WHOLESALE/RETAIL	\$2,250	\$5,000	\$3,500	\$5,000
HEALTH CARE/SOCIAL ASSISTANCE	\$2,250	\$5,000	\$5,675	\$6,350
ALL IOWA EMPLOYERS	\$2,000	\$5,000	\$3,500	\$5,000



REALLY READY 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.

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REPORT
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