

HEALTH PLAN TRENDS
among employers
KENTUCKY



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 Kentucky, the survey includes employee benefits plans offered by 164 employers covering approximately 19,000 employees to offer valuable benchmark data.

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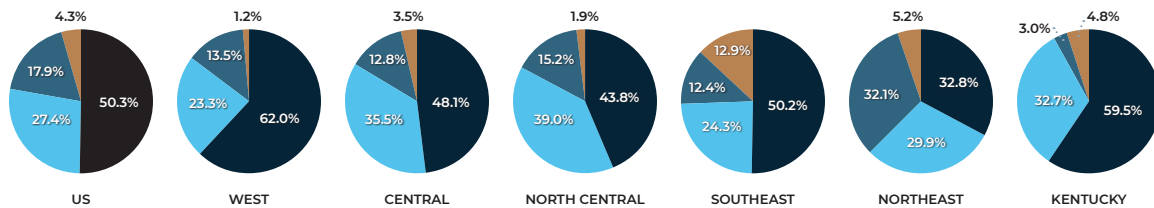
For Kentucky employers interested in making the most informed health care plan decisions possible, it's crucial to compare your plans and costs not just to national benchmarks, but to peers in your state and region. This State Trends Report highlights key benchmarks to help you strategically manage plan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

TOP PLANS IN KENTUCKY

PREFERRED provider organization (PPO) plans dominate most of the nation, including Kentucky. Nearly a third of plans in the state are high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. Only about 3% of health plans in Kentucky are health maintenance organization (HMO)/exclusive provider organization (EPO) plans. Point of service (POS) plans represent just under 5% of plans in Kentucky.

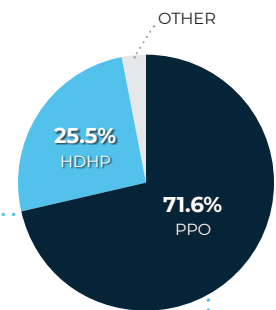
PLAN PREVALENCE IN KENTUCKY

PLAN TYPE	US	WEST	CENTRAL	NORTH CENTRAL	SOUTHEAST	NORTHEAST	KENTUCKY
PPO	50.3%	62.0%	48.1%	43.8%	50.2%	32.8%	59.5%
HDHP	27.4%	23.3%	35.5%	39.0%	24.3%	29.9%	32.7%
HMO/EPO	17.9%	13.5%	12.8%	15.2%	12.4%	32.1%	3.0%
POS	4.3%	1.2%	3.5%	1.9%	12.9%	5.2%	4.8%



PREVALENCE VS. ENROLLMENT

IN KENTUCKY, 71.6% OF EMPLOYEES ENROLL IN PPO PLANS, WHILE 25.5% OF EMPLOYEES SELECT AN HDHP.

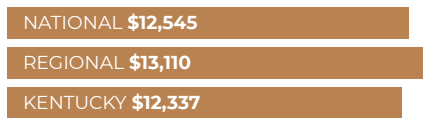


COST COMPARISONS

IN GENERAL, PPO plans and HDHPs in Kentucky are less expensive than national and regional averages. For example, on average, PPO plans cost \$12,337 per employee annually while HDHPs in Kentucky cost \$10,869, per employee per year.

AVERAGE TOTAL COST PER EMPLOYEE PER YEAR

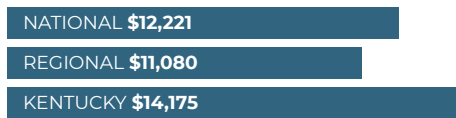
PPO



HDHP



HMO/EPO



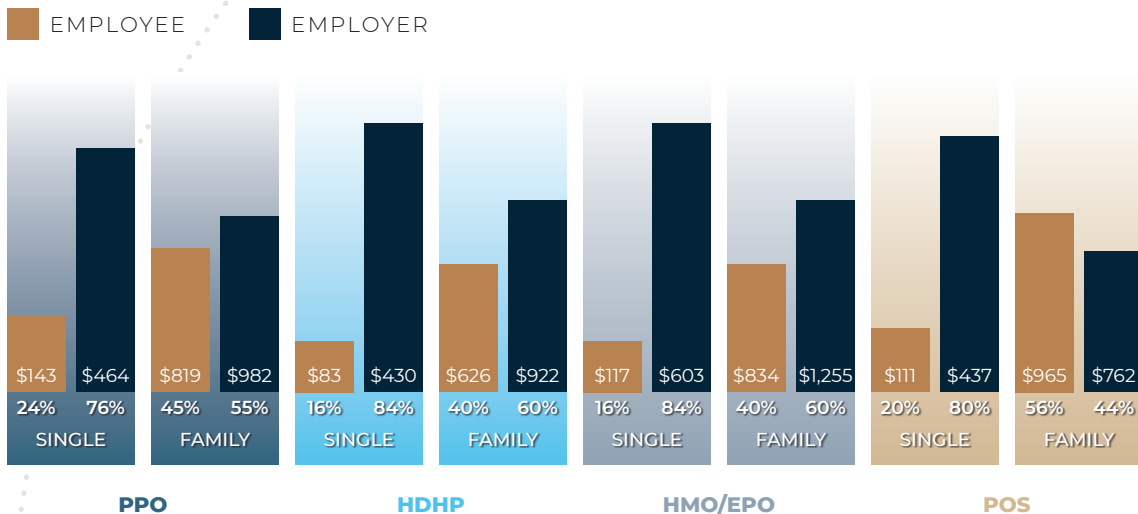
POS



SETTING THE MONTHLY CONTRIBUTION FOR EMPLOYEES

Employers in Kentucky typically pick up 76% of PPO plan premiums for singles and 55% of family premiums, compared the national 75/43 single/family employer contributions for these plans. Kentucky employers offering HDHPs cover 84% of single premiums and 60% of family premiums compared to the 80/58 single/family split found nationally for these plans.

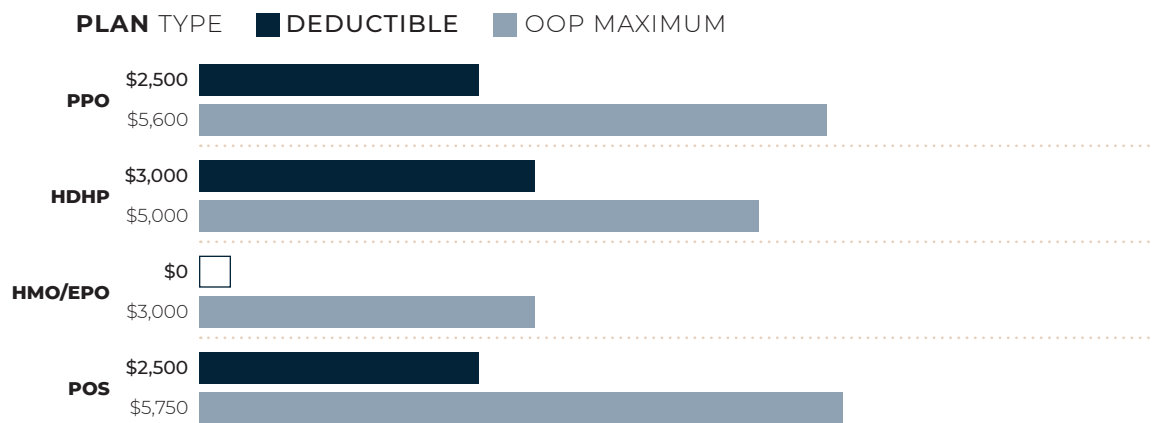
AVERAGE MONTHLY PREMIUM CONTRIBUTIONS



SETTING DEDUCTIBLES AND OUT-OF-POCKET COSTS

Kentucky’s 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. In Kentucky, the median in-network deductible for singles on HDHPs is \$3,000, which is the same as those found nationally and regionally.

MEDIAN SINGLE DEDUCTIBLES AND OUT-OF-POCKET COSTS



KENTUCKY HDHPS FOR SINGLES TYPICALLY INCLUDE A \$504 EMPLOYER CONTRIBUTION TO HEALTH SAVINGS ACCOUNTS (HSAS) OR HEALTH REIMBURSEMENT ARRANGEMENTS (HRAS) TO HELP DEFRAY OUT-OF-POCKET COSTS.





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Make informed health plan decisions
that retain top talent and help recruit
new talent.

REQUEST A
BENCHMARKING
REPORT

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