

## HEALTH PLAN TRENDS

### *group size & industry*

#### MARYLAND



**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 Maryland, the survey includes employee benefit plans offered by 259 employers covering more than 28,000 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
- Three of the top industries in Maryland

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

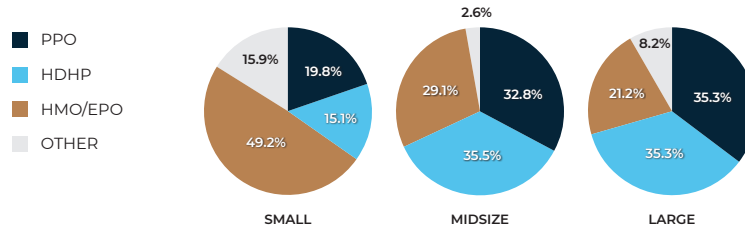
**UBA EMPLOYEE BENEFITS BENCHMARKING** provides data from employer groups of all sizes. Group size has a tremendous impact on cost, making it an important benchmark for any employer.

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

Small businesses in Maryland prefer health maintenance organization (HMO)/exclusive provider organization (EPO) plans. However, midsize and large groups offer a more diverse range of plan types, including preferred provider organization (PPO) plans and high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. Statewide, less than 10% of plans are point of service (POS) plans..

### PREVALENCE OF PLAN TYPE BY GROUP SIZE

GROUP SIZE	PPO	HDHP	HMO/EPO
SMALL (1-50 EMPLOYEES)	19.8%	15.1%	49.2%
MIDSIZE (51-250 EMPLOYEES)	32.8%	35.5%	29.1%
LARGE (251+ EMPLOYEES)	35.3%	35.3%	21.2%



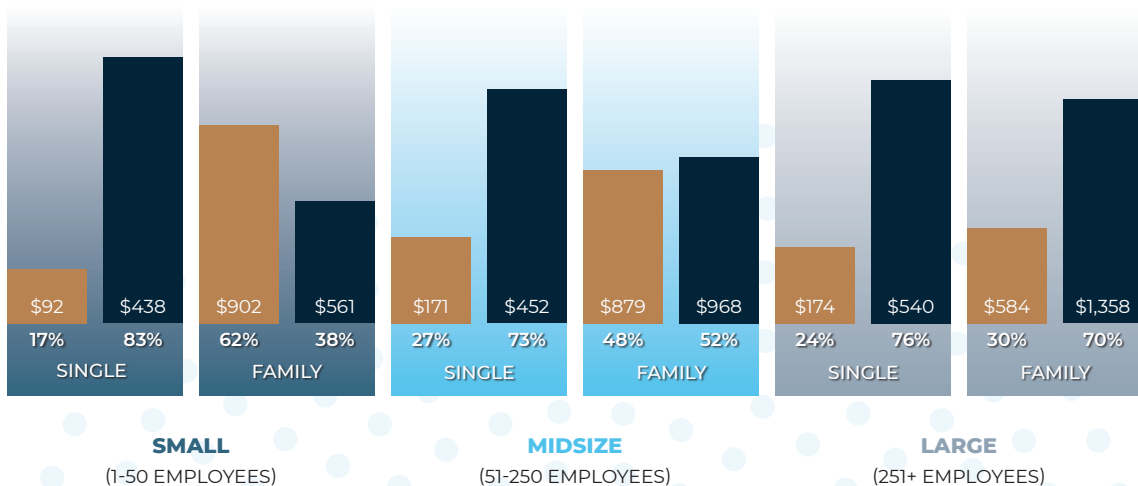
### HOW MUCH DO MY SIZE-BASED PEERS PAY PER EMPLOYEE?

Small businesses in Maryland contribute the highest percentage toward monthly single HMO/EPO plan premiums. When it comes to family coverage, the larger the employer, the greater the percentage of family premiums are paid by the employer.

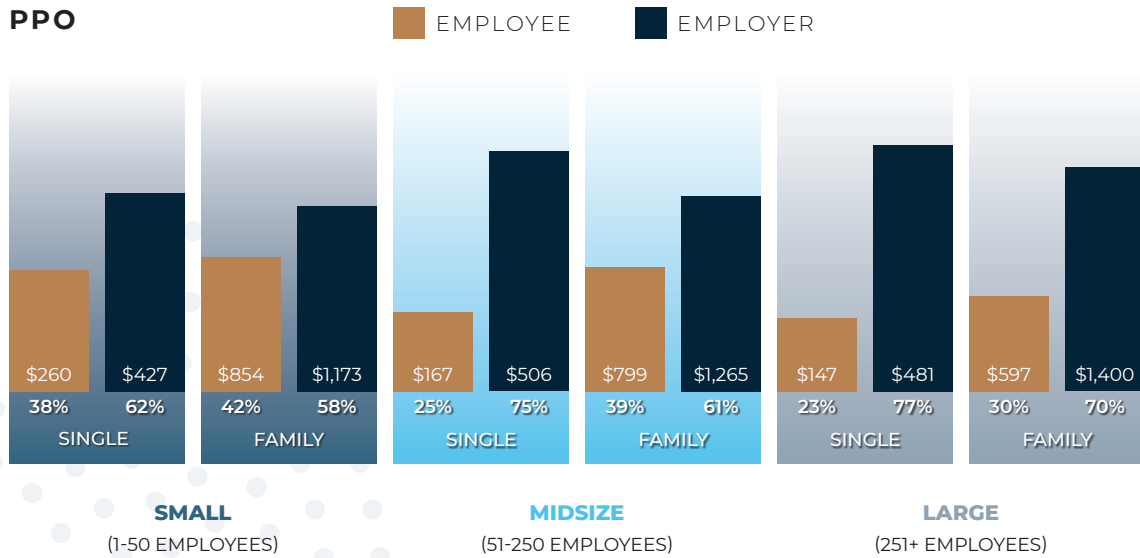
### AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT

#### HMO/EPO

EMPLOYEE      EMPLOYER



**AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT**



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

Generally, large groups in Maryland have lower health plan deductibles than their smaller counterparts—and lower than national and regional medians. Nationally, PPO plans have a median in-network deductible of \$1,800 for singles; in the Northeast it is \$1,500. HMO/EPO plans have a median in-network deductible of \$1,500 nationally, and \$2,000 in the Northeast.

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

GROUP SIZE	PPO		HMO/EPO	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
SMALL (1-50 EMPLOYEES)	\$2,000	\$5,750	\$2,000	\$5,900
MIDSIZE (51-250 EMPLOYEES)	\$1,400	\$3,000	\$1,500	\$4,000
LARGE (251+ EMPLOYEES)	\$1,000	\$3,500	\$1,000	\$3,500

**TOP BENCHMARKS BY INDUSTRY**

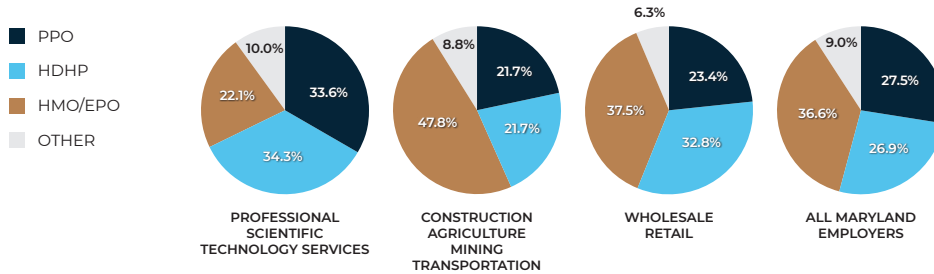
**IN MARYLAND,** three of the top industries studied in UBA’s Employee Benefits Benchmarking are Professional/Scientific/Technology Services, Construction/Agriculture/Mining/Transportation, and Wholesale/Retail.

**WHAT TYPES OF PLANS DO MY INDUSTRY PEERS OFFER?**

The Construction/Agriculture/Mining/Transportation industry in Maryland largely offers HMO/EPO plans. The Professional/Scientific/Technology Services industry in the state prefers HDHPs and PPO plans. The Wholesale/Retail industry has an above-average prevalence of HDHPs.

## PREVALENCE OF PLAN TYPE BY INDUSTRY

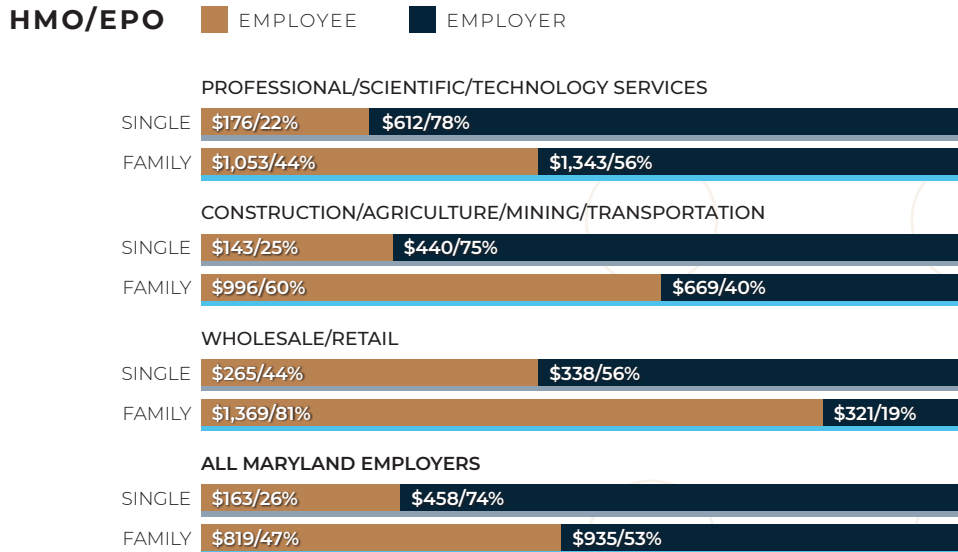
TOP 3 MARYLAND INDUSTRIES	PPO	HDHP	HMO/EPO
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	33.6%	34.3%	22.1%
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	21.7%	21.7%	47.8%
WHOLESALE/RETAIL	23.4%	32.8%	37.5%
ALL MARYLAND EMPLOYERS	27.5%	26.9%	36.6%



## HOW MUCH DO MY INDUSTRY PEERS PAY PER EMPLOYEE?

The Construction/Agriculture/Mining/Transportation and Wholesale/Retail industries in Maryland generally pay a much lower percentage of single and family health plan premiums than most other employers in the state. Conversely, the Professional/Scientific/Technology Services industry pays the highest percentage of HMO/EPO plan premiums.

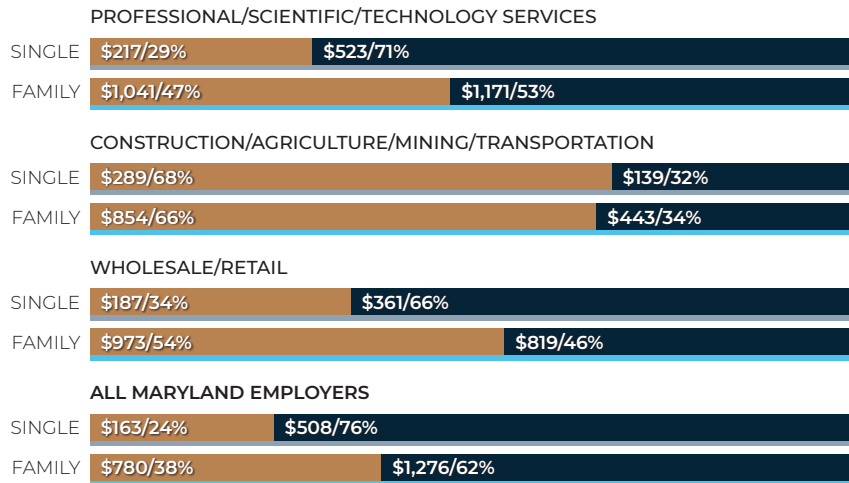
## AVERAGE MONTHLY PREMIUM CONTRIBUTION



**AVERAGE MONTHLY PREMIUM CONTRIBUTION**

**PPO**

EMPLOYEE EMPLOYER



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

The Professional/Scientific/Technology Services industry in Maryland has aligned its PPO plan deductibles and out-of-pocket maximums for singles with the state median for these plans, but its HMO/EPO plan deductibles and out-of-pocket maximums are below the state median. The Construction/Agriculture/Mining/Transportation industry has single deductibles above the state medians. The Wholesale/Retail industry has the highest out-of-pocket maximums for singles.

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

TOP 3 MARYLAND INDUSTRIES	PPO		HMO/EPO	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	\$1,500	\$4,500	\$1,500	\$4,750
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	\$2,000	\$4,750	\$2,000	\$5,000
WHOLESALE/RETAIL	\$1,500	\$5,000	\$2,000	\$5,750
ALL MARYLAND EMPLOYERS	\$1,500	\$4,500	\$1,600	\$5,450



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