

HEALTH PLAN TRENDS
group size & industry
MASSACHUSETTS



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 Massachusetts, the survey includes employee benefit plans offered by 167 employers covering nearly 37,000 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 Massachusetts

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

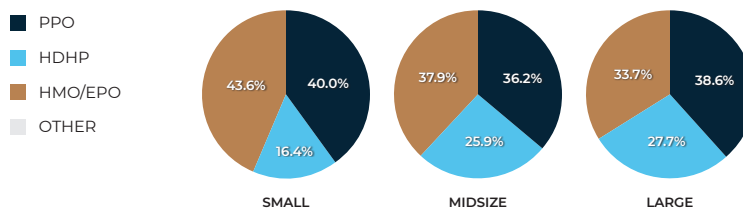
UBA EMPLOYEE BENEFITS BENCHMARKING provides data from employer groups of all sizes. Group size has a tremendous impact on cost, making it an important benchmark for any employer.

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

Small and midsize businesses in Massachusetts equally offer health maintenance organization (HMO)/exclusive provider organization (EPO) plans and preferred provider organization (PPO) plans. Larger groups in the state have above-average interest in high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. Point of service (POS) plans are rare in the state.

PREVALENCE OF PLAN TYPE BY GROUP SIZE

GROUP SIZE	PPO	HDHP	HMO/EPO
SMALL (1-50 EMPLOYEES)	40.0%	16.4%	43.6%
MIDSIZE (51-250 EMPLOYEES)	36.2%	25.9%	37.9%
LARGE (251+ EMPLOYEES)	38.6%	27.7%	33.7%



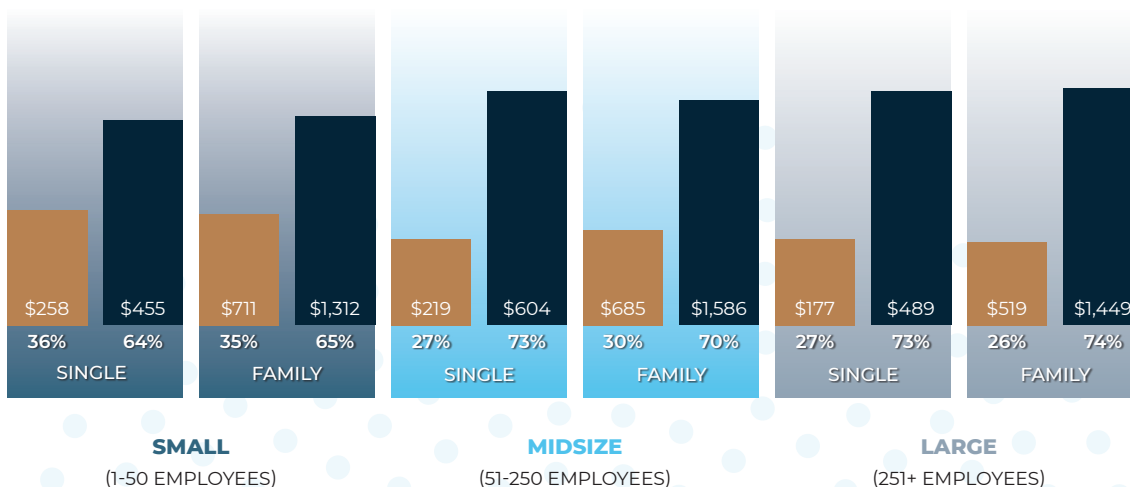
HOW MUCH DO MY SIZE-BASED PEERS PAY PER EMPLOYEE?

Large businesses in Massachusetts contribute the highest percentage toward monthly HMO/EPO plan premiums. Small businesses in the state are contributing more toward PPO plan premiums than their larger counterparts.

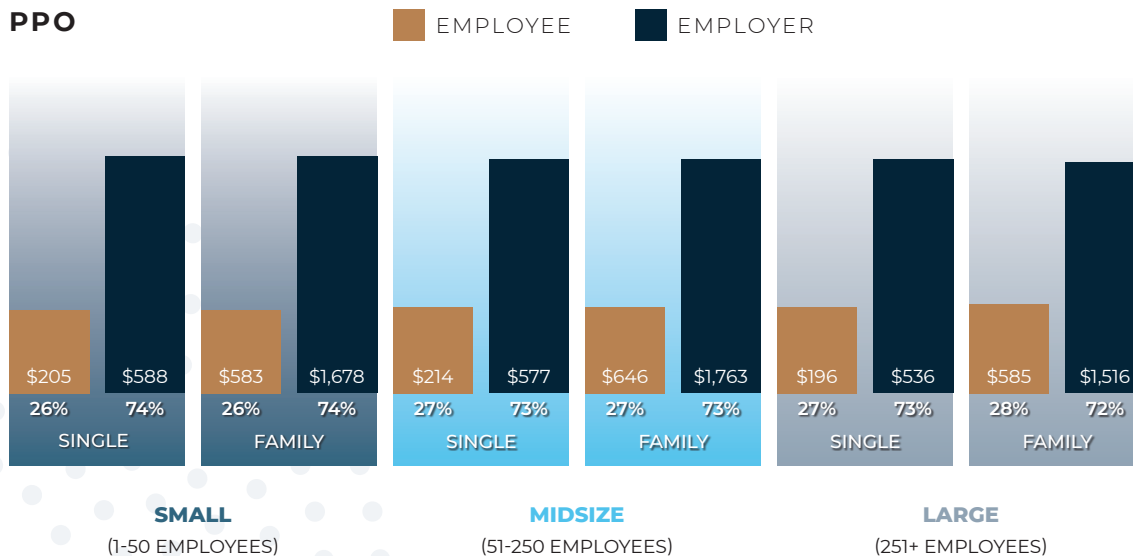
AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT

HMO/EPO

EMPLOYEE (Brown) EMPLOYER (Dark Blue)



AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT



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

Generally, large groups in Massachusetts have lower health plan deductibles than their smaller counterparts—and national and regional medians as well. Nationally, PPO plans have a median in-network deductible of \$1,800 for singles, and \$1,500 in the Northeast. 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	\$7,000	\$2,000	\$7,900
MIDSIZE (51-250 EMPLOYEES)	\$1,250	\$5,450	\$1,000	\$5,900
LARGE (251+ EMPLOYEES)	\$1,250	\$5,450	\$1,000	\$5,450

TOP BENCHMARKS BY INDUSTRY

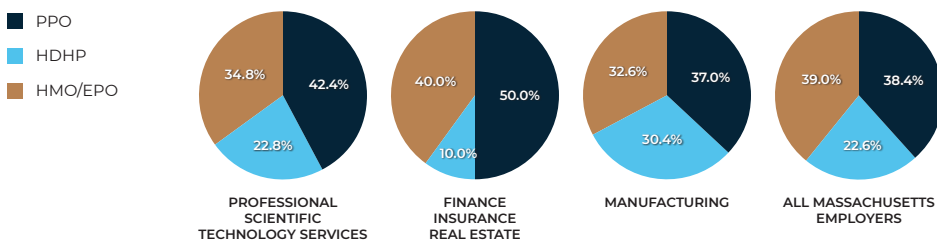
IN MASSACHUSETTS, three of the top industries studied in UBA’s Employee Benefits Benchmarking are Professional/Scientific/Technology Services, Finance/Insurance/Real Estate, and Manufacturing.

WHAT TYPES OF PLANS DO MY INDUSTRY PEERS OFFER?

The Finance/Insurance/Real Estate industry in Massachusetts has high interest in PPO plans. The Manufacturing industry has an above-average prevalence of HDHPs.

PREVALENCE OF PLAN TYPE BY INDUSTRY

TOP 3 MASSACHUSETTS INDUSTRIES	PPO	HDHP	HMO/EPO
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	42.4%	22.8%	34.8%
FINANCE/INSURANCE/REAL ESTATE	50.0%	10.0%	40.0%
MANUFACTURING	37.0%	30.4%	32.6%
ALL MASSACHUSETTS EMPLOYERS	38.4%	22.6%	39.0%

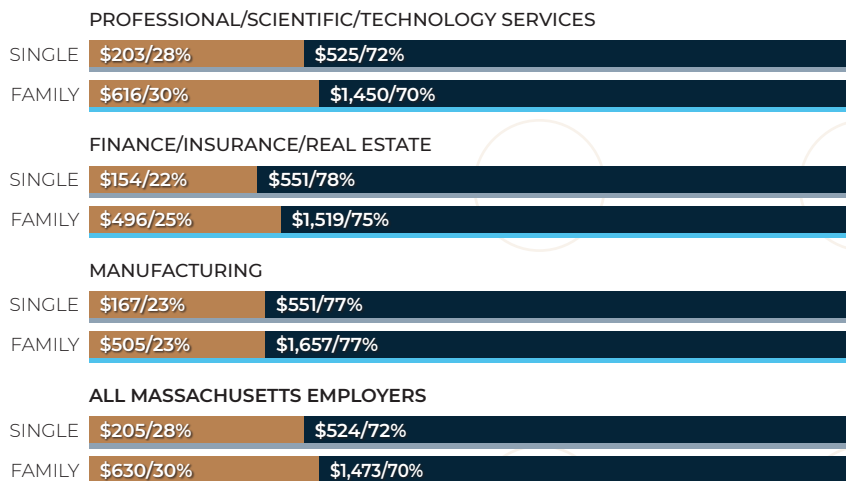


HOW MUCH DO MY INDUSTRY PEERS PAY PER EMPLOYEE?

The Finance/Insurance/Real Estate and Manufacturing industries in Massachusetts generally pay a higher percentage of single and family HMO/EPO premiums than most other employers in the state. However, all of the top industries in the state have aligned their PPO plan contributions with the state averages.

AVERAGE MONTHLY PREMIUM CONTRIBUTION

HMO/EPO ■ EMPLOYEE ■ EMPLOYER



AVERAGE MONTHLY PREMIUM CONTRIBUTION

PPO

EMPLOYEE EMPLOYER

PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES

SINGLE	\$188/26%	\$547/74%
FAMILY	\$574/27%	\$1,580/73%

FINANCE/INSURANCE/REAL ESTATE

SINGLE	\$208/26%	\$604/74%
FAMILY	\$586/25%	\$1,728/75%

MANUFACTURING

SINGLE	\$204/25%	\$597/75%
FAMILY	\$585/25%	\$1,727/75%

ALL MASSACHUSETTS EMPLOYERS

SINGLE	\$201/26%	\$576/74%
FAMILY	\$594/26%	\$1,673/74%

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

The Manufacturing industry in Massachusetts has the lowest health plan deductibles and out-of-pocket maximums for singles. Conversely, the Finance/Insurance/Real Estate industry has the highest deductibles and out-of-pocket maximums for singles.

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

TOP 3 MASSACHUSETTS INDUSTRIES	PPO		HMO/EPO	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	\$2,000	\$5,450	\$2,000	\$6,650
FINANCE/INSURANCE/REAL ESTATE	\$2,250	\$6,875	\$2,750	\$7,650
MANUFACTURING	\$1,000	\$5,000	\$500	\$5,000
ALL MASSACHUSETTS EMPLOYERS	\$2,000	\$6,000	\$2,000	\$6,450



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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