

HEALTH PLAN TRENDS *among employers*

MISSOURI



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 Missouri, the survey includes employee benefits plans offered by 98 employers covering nearly 5,000 employees to offer valuable benchmark data.

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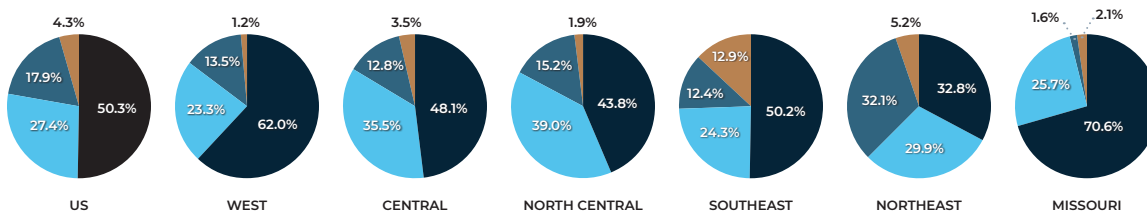
For Missouri employers interested in making the most informed health care plan decisions possible, it's crucial to compare your plans and costs not just to national benchmarks, but to peers in your state and region. This State Trends Report highlights key benchmarks to help you strategically manage plan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

TOP PLANS IN MISSOURI

PREFERRED provider organization (PPO) plans dominate most of the nation, and particularly Missouri. Approximately 26% of employers in Missouri offer high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. Point of service (POS) plans and health maintenance organization (HMO)/exclusive provider organization (EPO) plans are not common in the state.

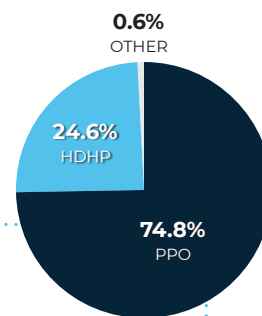
PLAN PREVALENCE IN MISSOURI

PLAN TYPE	US	WEST	CENTRAL	NORTH CENTRAL	SOUTHEAST	NORTHEAST	MISSOURI
PPO	50.3%	62.0%	48.1%	43.8%	50.2%	32.8%	70.6%
HDHP	27.4%	23.3%	35.5%	39.0%	24.3%	29.9%	25.7%
HMO/EPO	17.9%	13.5%	12.8%	15.2%	12.4%	32.1%	1.6%
POS	4.3%	1.2%	3.5%	1.9%	12.9%	5.2%	2.1%



PREVALENCE VS. ENROLLMENT

IN MISSOURI, 74.8% OF EMPLOYEES ENROLL IN PPO PLANS, WHILE 24.6% OF EMPLOYEES SELECT AN HDHP.

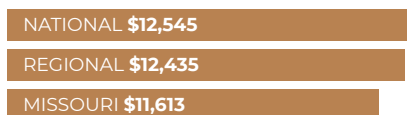


COST COMPARISONS

IN GENERAL, PPO plans and HDHPs in Missouri are less expensive than national and regional averages. For example, on average, PPO plans cost \$11,613 per employee annually, while HDHPs in Missouri cost \$8,373, per employee per year.

AVERAGE TOTAL COST PER EMPLOYEE PER YEAR

PPO



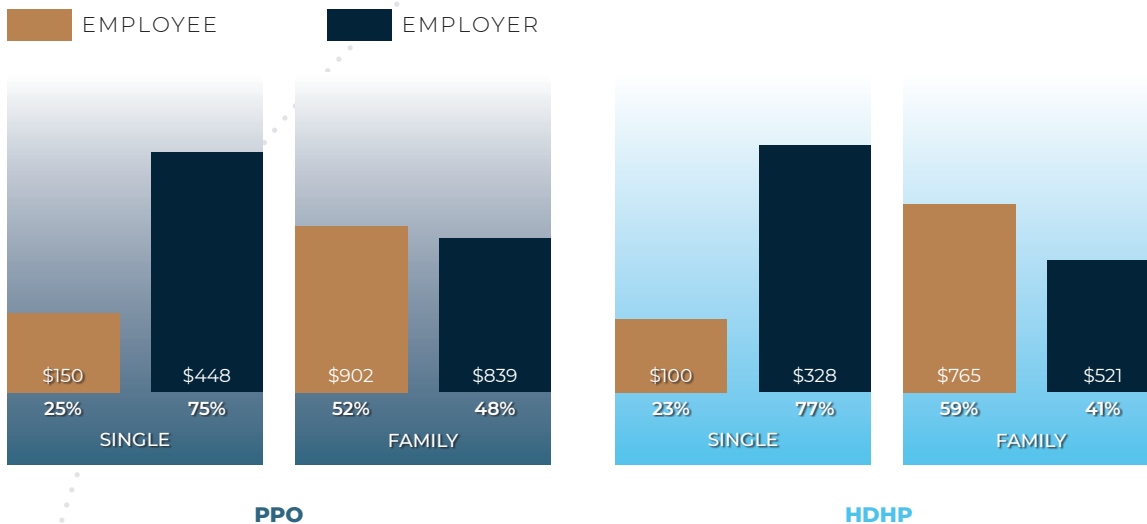
HDHP



SETTING THE MONTHLY CONTRIBUTION FOR EMPLOYEES

Missouri employers typically pick up 75% of PPO plan premiums for singles and 48% of family premiums, compared to the national 75/43 single/family employer contribution for these plans. Employers offering HDHPs in the state cover 77% of single premiums and 41% of family premiums compared to the 80/58 single/family split found nationally for these plans.

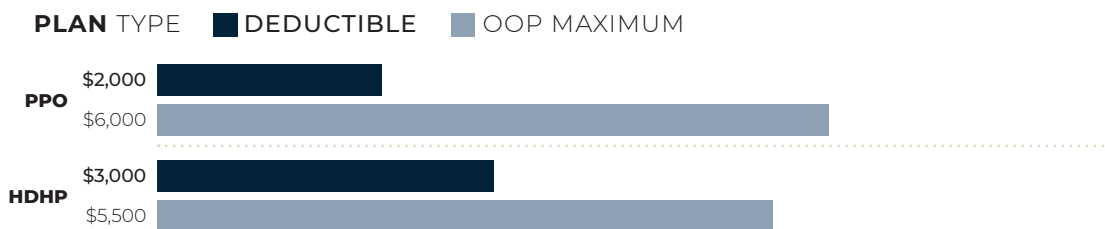
AVERAGE MONTHLY PREMIUM CONTRIBUTIONS



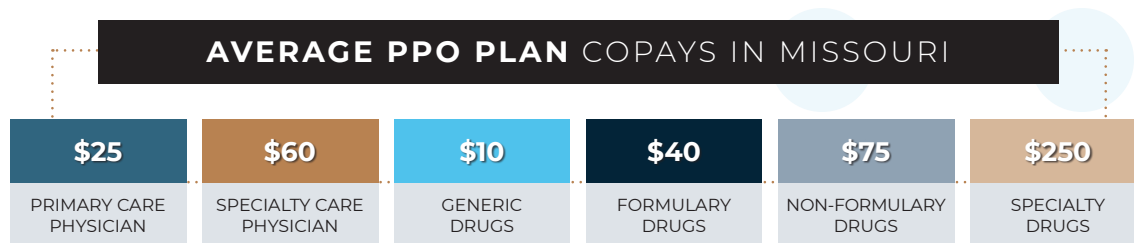
SETTING DEDUCTIBLES AND OUT-OF-POCKET COSTS

Missouri’s median in-network PPO plan deductible for singles is \$2,000, which is similar to the \$1,800 national and \$2,000 regional norms for these plans. The median in-network deductible for singles on HDHPs in Missouri is \$3,000, compared to \$3,000 nationally and \$4,250 in the Central U.S.

MEDIAN SINGLE DEDUCTIBLES AND OUT-OF-POCKET COSTS



MISSOURI HDHPS FOR SINGLES TYPICALLY INCLUDE A \$550 EMPLOYER CONTRIBUTION TO HEALTH SAVINGS ACCOUNTS (HSAS) OR HEALTH REIMBURSEMENT ARRANGEMENTS (HRAS) TO HELP DEFRAY OUT-OF-POCKET COSTS.





REALLY READY 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

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