

## HEALTH PLAN TRENDS

### *group size & industry*

#### MISSOURI



**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 Missouri, the survey includes employee benefit plans offered by 98 employers covering nearly 5,000 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 and large employers
- Four of the top industries in Missouri

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

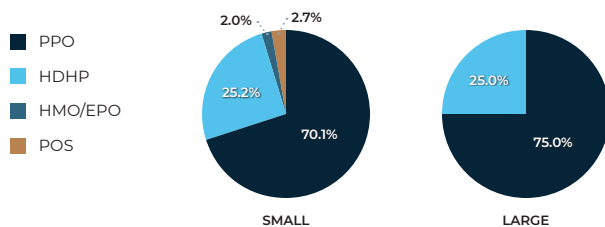
**UBA EMPLOYEE BENEFITS BENCHMARKING** provides data from employer groups of all sizes. Group size has a tremendous impact on cost, making it an important benchmark for any employer.

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

All employers in Missouri overwhelmingly offer preferred provider organization (PPO) plans, followed by high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. Some limited instances of point of service (POS) plans and health maintenance organization (HMO)/exclusive provider organization (EPO) plans can be found among small businesses in the state.

### PREVALENCE OF PLAN TYPE BY GROUP SIZE

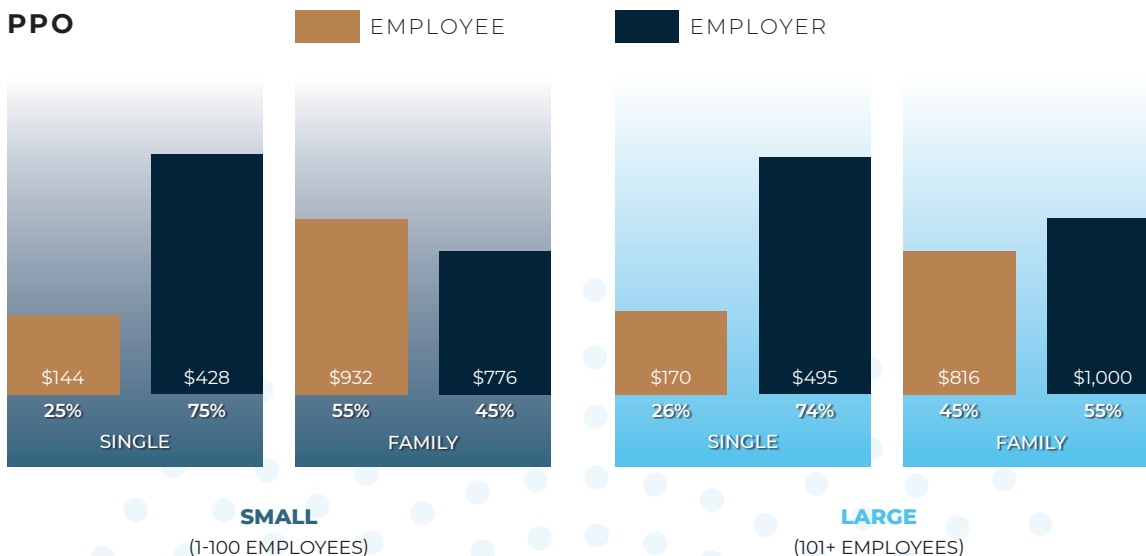
GROUP SIZE	PPO	HDHP	HMO/EPO	POS
SMALL (1-100 EMPLOYEES)	70.1%	25.2%	2.0%	2.7%
LARGE (101+ EMPLOYEES)	75.0%	25.0%	0.0%	0.0%



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

Larger groups in Missouri contribute more toward family PPO plan premiums compared to their smaller counterparts.

### AVERAGE MONTHLY PREMIUM CONTRIBUTION SPLIT



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

PPO plan deductibles for large groups are below the \$1,800 national and \$2,000 regional medians for these plans. Conversely, small businesses in Missouri have higher deductibles than national and regional medians. The larger the group in Missouri, the higher the out-of-pocket maximum for employees.

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

GROUP SIZE	PPO	
	DEDUCTIBLE	OOP MAXIMUM
SMALL (1-100 EMPLOYEES)	\$2,500	\$5,750
LARGE (101+ EMPLOYEES)	\$1,750	\$6,250

## TOP BENCHMARKS BY INDUSTRY

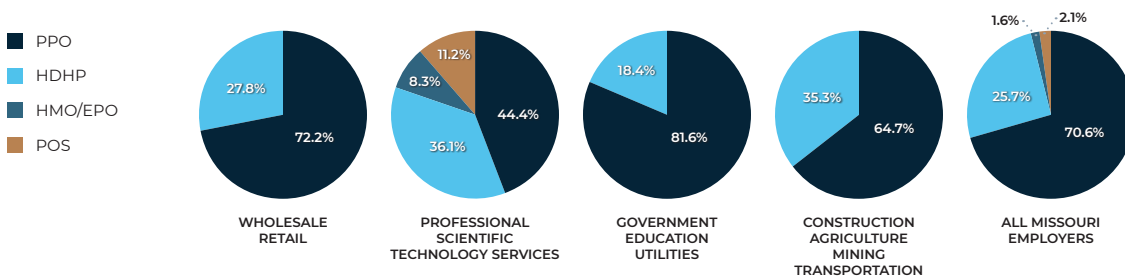
**IN MISSOURI**, four of the top industries studied in UBA’s Employee Benefits Benchmarking are Wholesale/Retail, Professional/Scientific/Technology Services, Government/Education/Utilities, and Construction/Agriculture/Mining/Transportation.

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

While all Missouri industries prefer PPO plans, the Government/Education/Utilities sector has a particularly high prevalence of these plans. The Professional/Scientific/Technology Services and Construction/Agriculture/Mining/Transportation industries in the state have the most interest in HDHPs. The Professional/Scientific/Technology Services industry has some limited instances of HMO/EPO and POS plans not found in other industries.

### PREVALENCE OF PLAN TYPE BY INDUSTRY

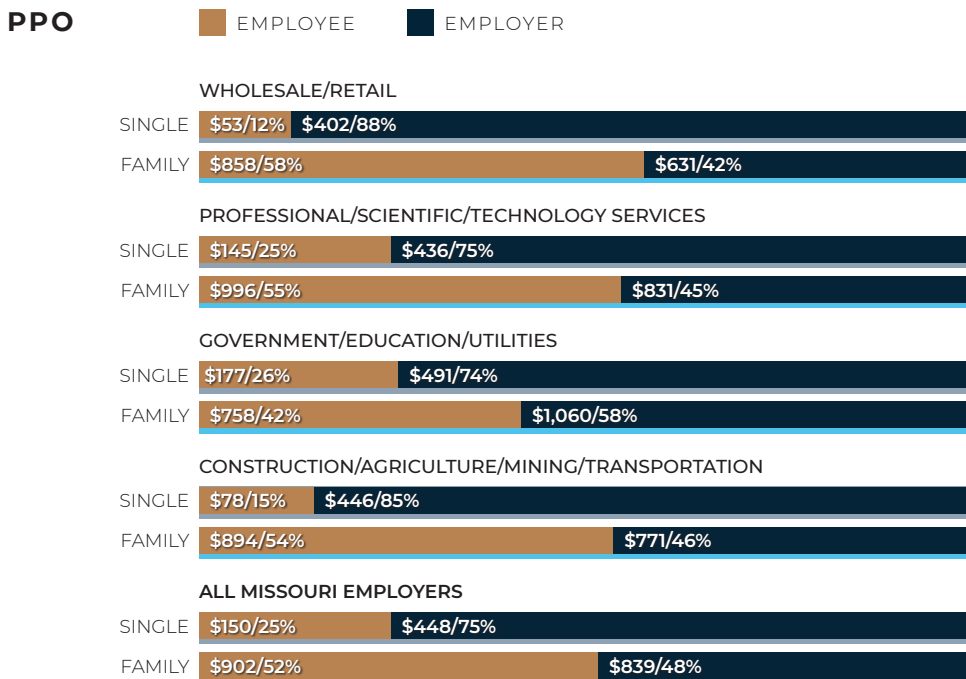
TOP 4 MISSOURI INDUSTRIES	PPO	HDHP	HMO/EPO	POS
WHOLESALE/RETAIL	72.2%	27.8%	0.0%	0.0%
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	44.4%	36.1%	8.3%	11.2%
GOVERNMENT/EDUCATION/UTILITIES	81.6%	18.4%	0.0%	0.0%
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	64.7%	35.3%	0.0%	0.0%
ALL MISSOURI EMPLOYERS	70.6%	25.7%	1.6%	2.1%



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

The Wholesale/Retail industry in Missouri contributes the highest percentage toward single PPO plan premiums, but the least toward family premiums. The Government/Education/Utilities industry contributes the most to family PPO plan premiums.

### AVERAGE MONTHLY PREMIUM CONTRIBUTION



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

The Government/Education/Utilities sector in Missouri has the lowest PPO plan deductible, but the highest out-of-pocket maximum for single employees.

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

TOP 4 MISSOURI INDUSTRIES	PPO	
	DEDUCTIBLE	OOP MAXIMUM
WHOLESALE/RETAIL	\$2,500	\$5,500
PROFESSIONAL/SCIENTIFIC/TECHNOLOGY SERVICES	\$2,250	\$5,750
GOVERNMENT/EDUCATION/UTILITIES	\$1,750	\$6,250
CONSTRUCTION/AGRICULTURE/MINING/TRANSPORTATION	\$2,500	\$5,500
ALL MISSOURI EMPLOYERS	\$2,000	\$6,000



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

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