

HEALTH PLAN TRENDS

among employers

NEVADA



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 Nevada, the survey includes health plans offered by 240 employers covering more than 5,000 employees.

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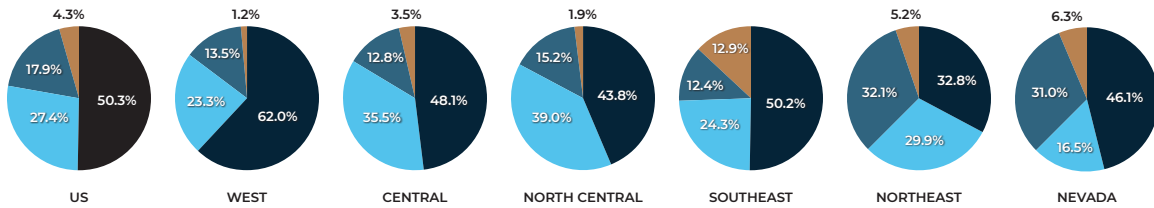
For Nevada employers interested in making the most informed health care plan decisions possible, it's crucial to compare your plans and costs not just to national benchmarks, but to peers in your state and region. This State Trends Report highlights key benchmarks to help you strategically manage plan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

TOP PLANS IN NEVADA

PREFERRED provider organization (PPO) plans dominate most of the nation and are also popular in Nevada. Health maintenance organization (HMO)/exclusive provider organization (EPO) plans comprise about a third of the market. Approximately 17% of plans are high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. Point of service (POS) plans are not common in Nevada.

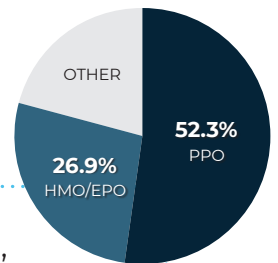
PLAN PREVALENCE IN NEVADA

PLAN TYPE	US	WEST	CENTRAL	NORTH CENTRAL	SOUTHEAST	NORTHEAST	NEVADA
PPO	50.3%	62.0%	48.1%	43.8%	50.2%	32.8%	46.1%
HDHP	27.4%	23.3%	35.5%	39.0%	24.3%	29.9%	16.5%
HMO/EPO	17.9%	13.5%	12.8%	15.2%	12.4%	32.1%	31.0%
POS	4.3%	1.2%	3.5%	1.9%	12.9%	5.2%	6.3%



PREVALENCE VS. ENROLLMENT

IN NEVADA, 52.3% OF EMPLOYEES ENROLL IN PPO PLANS, WHILE 26.9% OF EMPLOYEES CHOOSE AN HMO/EPO PLAN.

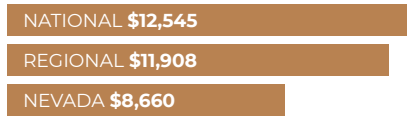


COST COMPARISONS

IN GENERAL, health plans in Nevada are less expensive than national and regional averages. PPO plans cost \$8,660 per employee annually on average while HMO/EPO plans in Nevada cost \$8,599 per employee per year on average.

AVERAGE TOTAL COST PER EMPLOYEE PER YEAR

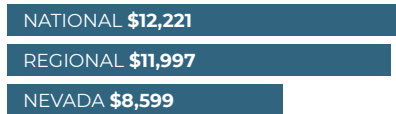
PPO



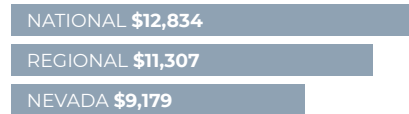
HDHP



HMO/EPO



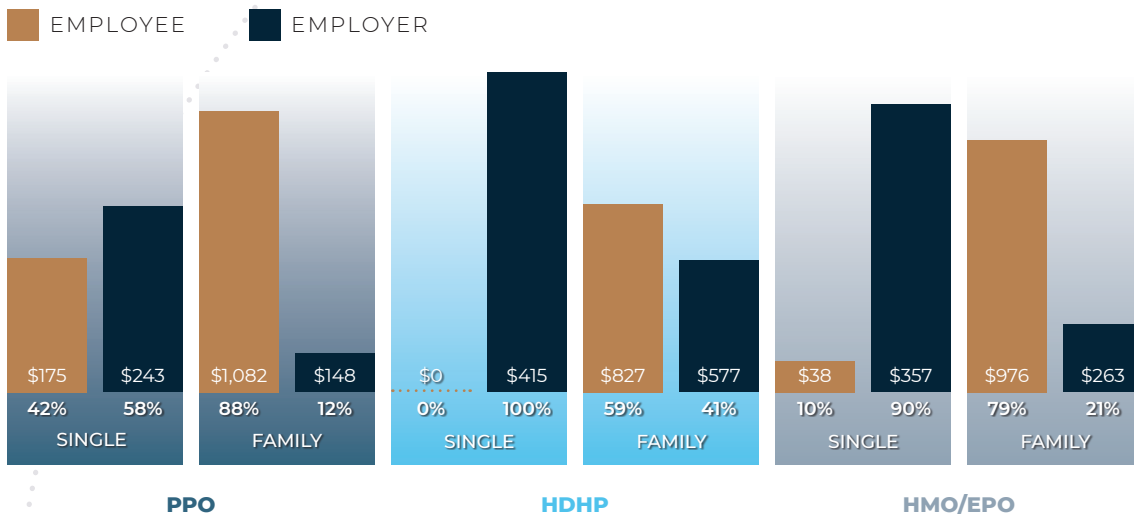
POS



SETTING THE MONTHLY CONTRIBUTION FOR EMPLOYEES

Nevada employers typically pick up about 58% of PPO plan premiums for singles and 12% of family premiums, compared the national 75/43 single/family employer contribution for these plans. Employers offering HMO/EPO plans in the state are covering 90% of single premiums and 21% of family premiums compared to the 75/50 single/family employer contribution found nationally for these plans.

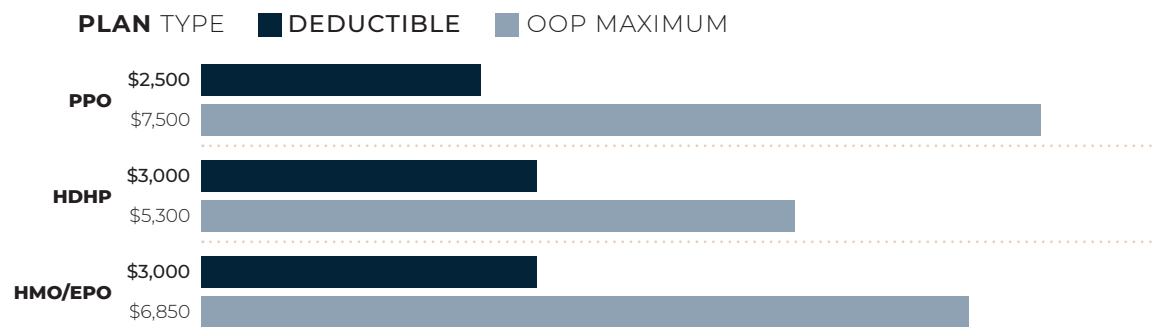
AVERAGE MONTHLY PREMIUM CONTRIBUTIONS



SETTING DEDUCTIBLES AND OUT-OF-POCKET COSTS

In Nevada, the median in-network PPO plan deductible for singles is \$2,500. By comparison, the national median PPO plan deductible is \$1,800 for singles; in the western region, it is \$1,500. The median in-network deductible for singles on HMO/EPO plans in Nevada is \$3,000, compared to \$1,500 nationally and \$250 in the West.

MEDIAN SINGLE DEDUCTIBLES AND OUT-OF-POCKET COSTS



NEVADA HDHPS FOR SINGLES TYPICALLY INCLUDE A \$1,000 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?

A UBA Partner Firm is ready to help.
Make informed health plan decisions
that retain top talent and help recruit
new talent.

REQUEST A
BENCHMARKING
REPORT

UNITED BENEFIT ADVISORS® (UBA) is the nation's leading independent employee benefits advisory organization with more than 200 offices throughout the United States, Canada, and Europe. UBA empowers 2,000+ advisors to maintain independence while capitalizing on each other's shared knowledge and market presence to provide best-in-class services and solutions.

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