

HEALTH PLAN TRENDS
among employers
NEW YORK



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 New York the survey includes employee benefits plans offered by 79 employers covering nearly 5,000 employees to offer valuable benchmark data.

Since 2005, UBA Partner Firms across the U.S. have studied plan design and cost trends among employers on a state, regional, and national basis.

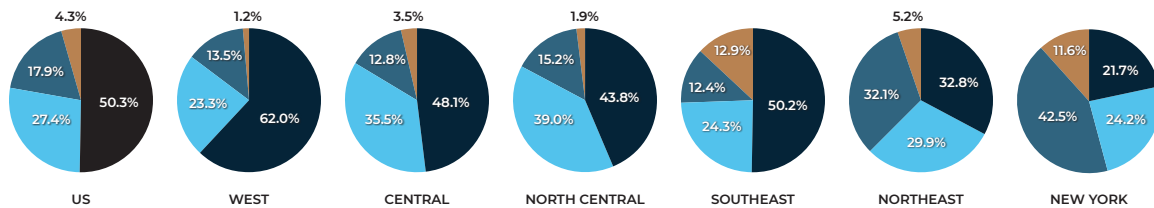
For New York employers interested in making the most informed health care plan decisions possible, it’s crucial to compare your plans and costs not just to national benchmarks, but to peers in your state and region. This State Trends Report highlights key benchmarks to help you strategically manage plan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

TOP PLANS IN NEW YORK

PREFERRED provider organization (PPO) plans dominate most of the nation, but in New York only about 22% of plans are PPO plans. Nearly 43% of plans in the state are health maintenance organization (HMO)/exclusive provider organization (EPO) plans. Just over 24% of plans are high deductible health plans (HDHPs), sometimes referred to as “consumer-directed” plans. Point of service (POS) plans are not common in New York.

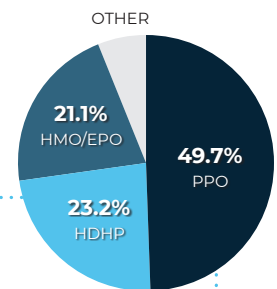
PLAN PREVALENCE IN NEW YORK

PLAN TYPE	US	WEST	CENTRAL	NORTH CENTRAL	SOUTHEAST	NORTHEAST	NEW YORK
PPO	50.3%	62.0%	48.1%	43.8%	50.2%	32.8%	21.7%
HDHP	27.4%	23.3%	35.5%	39.0%	24.3%	29.9%	24.2%
HMO/EPO	17.9%	13.5%	12.8%	15.2%	12.4%	32.1%	42.5%
POS	4.3%	1.2%	3.5%	1.9%	12.9%	5.2%	11.6%



PREVALENCE VS. ENROLLMENT

IN NEW YORK, 21.1% OF EMPLOYEES ENROLL IN HMO/EPO PLANS, WHILE 23.2% OF EMPLOYEES CHOOSE AN HDHP PLAN AND 49.7% OF EMPLOYEES SELECT A PPO PLAN.



COST COMPARISONS

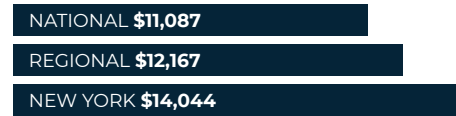
HEALTH PLAN costs in New York are significantly higher than national and regional averages. For example, on average, HMO/EPO plans in New York cost \$17,547 annually, while HDHPs cost \$14,044 per employee per year.

AVERAGE TOTAL COST PER EMPLOYEE PER YEAR

PPO



HDHP



HMO/EPO



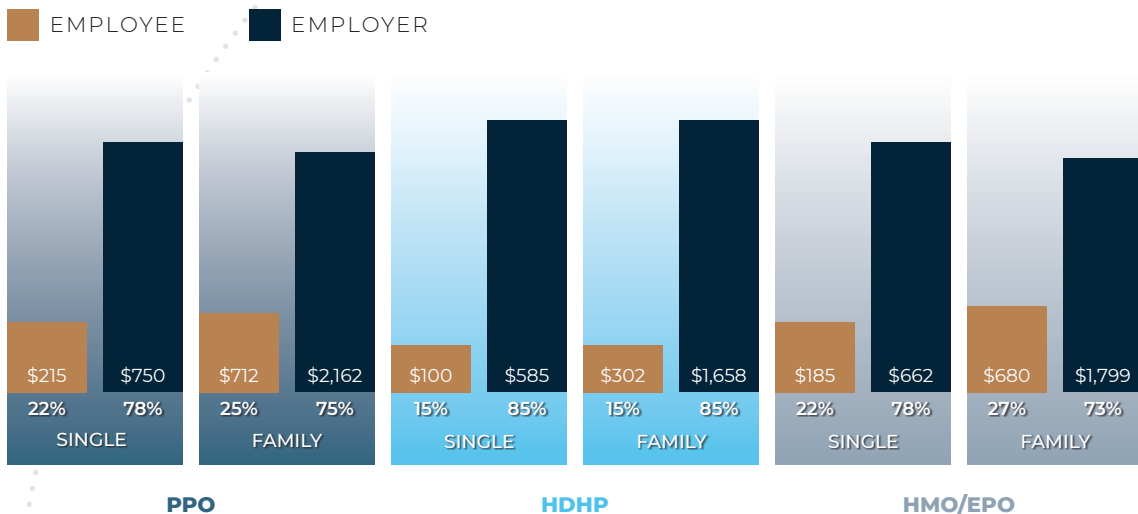
POS



SETTING THE MONTHLY CONTRIBUTION FOR EMPLOYEES

New York employers offering HMO/EPO plans cover 78% of single premiums and 73% of family premiums compared to the 75/50 single/family employer contributions found nationally for these plans. For those on HDHPs, New York employers typically pick up 85% of premiums for singles and 85% of family premiums, compared to the national 80/58 single/family split for these plans.

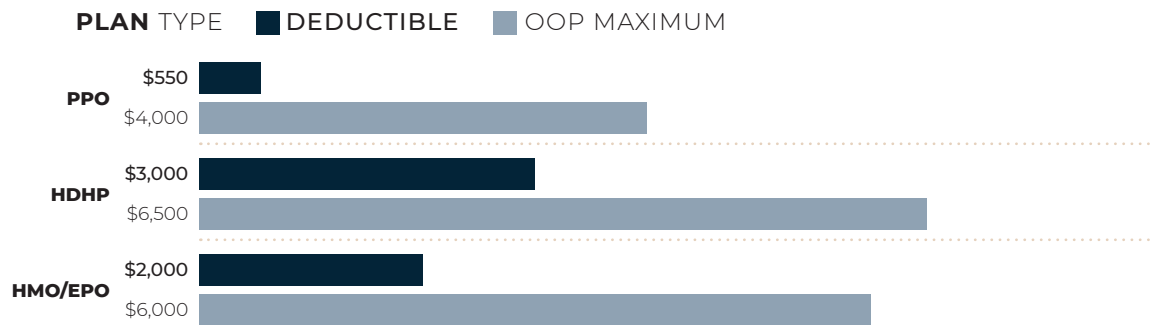
AVERAGE MONTHLY PREMIUM CONTRIBUTIONS



SETTING DEDUCTIBLES AND OUT-OF-POCKET COSTS

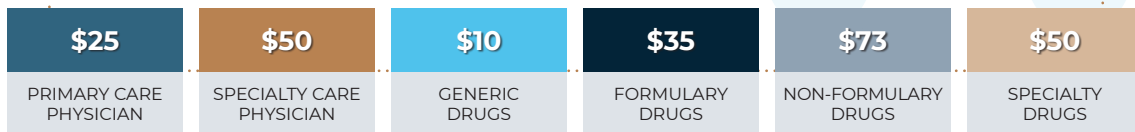
New York’s median in-network health plan deductibles for singles are in line with national and regional norms. HMO/EPO plan deductibles in the state are \$2,000, compared to \$1,500 nationally and \$2,000 in the Northeast. New York HDHP deductibles are \$3,000, which is the same as what is found both nationally and regionally.

MEDIAN SINGLE DEDUCTIBLES AND OUT-OF-POCKET COSTS



NEW YORK HDHPS FOR SINGLES TYPICALLY INCLUDE A \$1,250 EMPLOYER CONTRIBUTION TO HEALTH SAVINGS ACCOUNTS (HSAS) OR HEALTH REIMBURSEMENT ARRANGEMENTS (HRAS) TO HELP DEFRAY OUT-OF-POCKET COSTS.

AVERAGE HMO/EPO PLAN COPAYS IN NEW YORK





REREADY 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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BENCHMARKING
REPORT

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