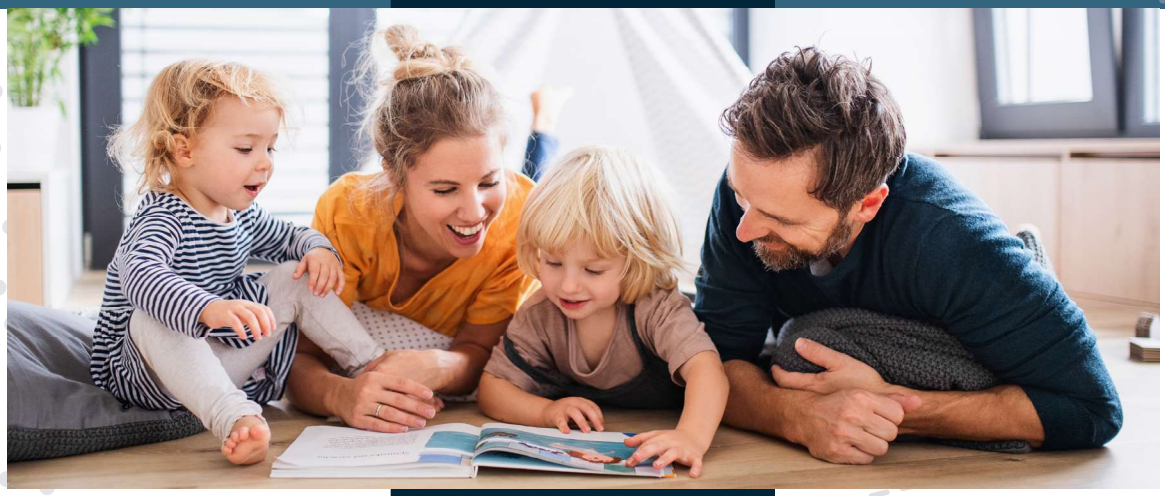
TRIBRIDGE PARTNERS LLC

UBA Shared Wisdom. Powerful Results.®

HEALTH PLAN TRENDS *among employers*

MARYLAND



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 Maryland, the survey includes employee benefits plans offered by 259 employers covering more than 28,000 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.

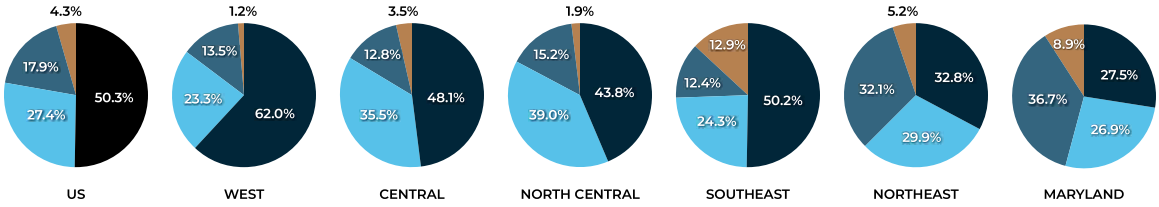
For Maryland employers interested in making the most informed health care plan decisions possible, it's crucial to compare your plans and costs not just to national benchmarks, but to peers in your state and region. This State Trends Report highlights key benchmarks to help you strategically manage plan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

TOP PLANS IN MARYLAND

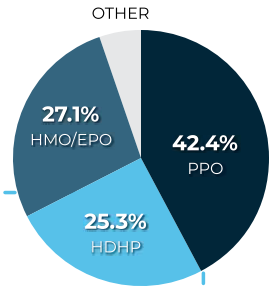
PREFERRED provider organization (PPO) plans dominate most of the nation, but in Maryland only about 28% of plans are PPO plans. Nearly 37% of plans in the state are health maintenance organization (HMO)/exclusive provider organization (EPO) plans. Approximately 27% of plans are high deductible health plans (HDHPs), sometimes referred to as "consumer-directed" plans. Less than 10% of plans in Maryland are point of service (POS) plans.

PLAN PREVALENCE IN MARYLAND

PLAN TYPE	US	WEST	CENTRAL	NORTH CENTRAL	SOUTHEAST	NORTHEAST	MARYLAND
PPO	50.3%	62.0%	48.1%	43.8%	50.2%	32.8%	**27.5%**
HDHP	27.4%	23.3%	35.5%	39.0%	24.3%	29.9%	**26.9%**
HMO/EPO	17.9%	13.5%	12.8%	15.2%	12.4%	32.1%	**36.7%**
POS	4.3%	1.2%	3.5%	1.9%	12.9%	5.2%	**8.9%**



PREVALENCE VS. ENROLLMENT



IN MARYLAND, 42.4% OF EMPLOYEES ENROLL IN PPO PLANS, WHILE 27.1% OF EMPLOYEES CHOOSE AN HMO/EPO PLAN AND 25.3% OF EMPLOYEES SELECT AN HDHP.

COST COMPARISONS

IN GENERAL, health plan costs in Maryland are above national averages, but less than regional averages. For example, on average, PPO plans cost $13,013 per employee annually, while HMO/EPO plans in Maryland cost $12,295 per employee per year.

AVERAGE TOTAL COST PER EMPLOYEE PER YEAR

PPO

- NATIONAL **$12,545**
- REGIONAL **$14,179**
- MARYLAND **$13,013**

HDHP

- NATIONAL **$11,087**
- REGIONAL **$12,167**
- MARYLAND **$11,343**

HMO/EPO

- NATIONAL **$12,221**
- REGIONAL **$13,582**
- MARYLAND **$12,295**

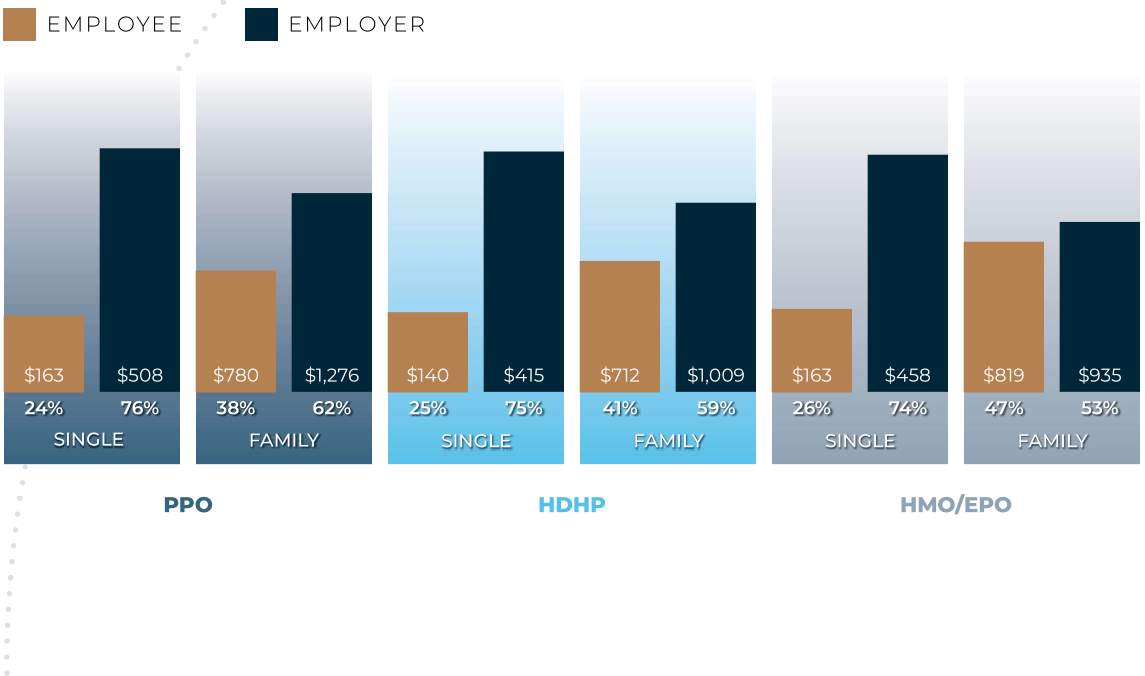
POS

- NATIONAL **$12,834**
- REGIONAL **$14,087**
- MARYLAND **$13,234**

SETTING THE MONTHLY CONTRIBUTION FOR EMPLOYEES

Maryland employers typically pick up 76% of PPO plan premiums for singles and 62% of family premiums, compared to the national 75/43 single/family employer contributions for these plans. Employers offering HMO/EPO plans in the state cover 74% of single premiums and 53% of family premiums compared to the 75/50 single/family employer contributions found nationally for these plans.

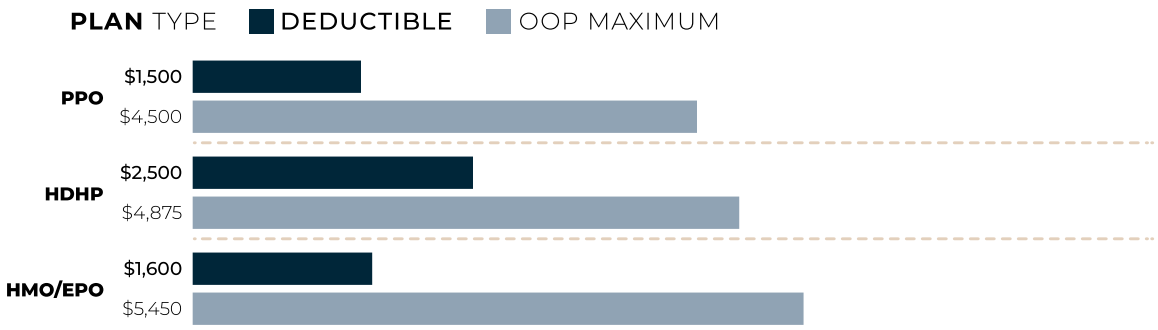
AVERAGE MONTHLY PREMIUM CONTRIBUTIONS



SETTING DEDUCTIBLES AND OUT-OF-POCKET COSTS

Maryland's median in-network PPO plan deductible for singles is $1,500, which is the same found regionally. By comparison, national median PPO plan deductibles are $1,800 for singles. The median in-network deductible for singles on HMO/EPO plans in Maryland is $1,600, compared to $1,500 found nationally and $2,000 in the Northeast.

MEDIAN SINGLE DEDUCTIBLES AND OUT-OF-POCKET COSTS



MARYLAND HDHPS FOR SINGLES TYPICALLY INCLUDE A $963 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 MARYLAND

TRIBRIDGEPARTNERS LLC

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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.

LOCAL SERVICE. NATIONAL PRESENCE.

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