

Employee Contributions BY INDUSTRY

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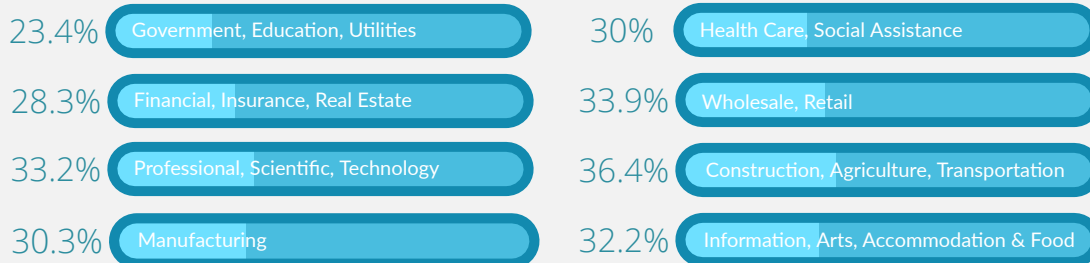
Introduction

Data within this Trend at a Glance is based on the 2020 UBA Health Plan Survey and are based on responses from **11,788 employers** sponsoring **21,980 health plans** covering **1,366,186 employees nationwide**. Reseco Insurance Advisors is a member of United Benefit Advisors (UBA) and by using this data, we can help employers more **accurately evaluate costs**, contrast the current benefit plan's effectiveness against competitors' plans, and adjust accordingly. This gives employers a **distinct competitive edge** in negotiating rates—and recruiting and retaining a superior workforce.

Altogether, UBA's survey is nearly three times larger than the next two of the nation's largest health plan benchmarking surveys combined. The resulting volume of data provides employers of all sizes more detailed—and therefore more meaningful—benchmarks and trends than any other source. The scope of the survey allows regional, industry-specific, and employee size differentials to emerge from the data. In addition, the large number of plans represented allows for both a broader range of categories by plan type than traditionally reported and a larger number of respondents in each category. Historically, these types of benchmark data were unavailable to small and mid-size employers. For larger employers, the survey provides benchmarking data on a more detailed level than ever before.

EMPLOYEE CONTRIBUTIONS BY INDUSTRY

Employees, on average, contribute 32% toward total plan costs in 2020 versus 32.7% in 2019 and 31.2% in 2018. Many experts expected employers to continue to inch further and further away from the typical 70/30 employer/employee cost split, but that trend seems to have slowed. Nevertheless, it is still a metric to watch, especially within different industries. Government employers pass on the least cost to employees (while offering the richest plans), who contribute only 23.4%, on average, toward the total costs. The construction/transportation industry passes on the most cost to employees, who pick up 36.4% of the tab.



As the coronavirus pandemic sweeps the nation in 2020, a crucial pillar supporting the U.S. workforce is employer-sponsored healthcare. Together, the independent Partner Firms that comprise United Benefit Advisors® (UBA) have been closely watching plan design and cost trends in order to advise the tens of thousands of employers across the United States who rely on them for procuring the most competitive health plans in the marketplace.



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While we wait to see how postponed preventive care and delayed elective surgeries will affect the health of the nation's workforce, and how the total costs of COVID-19 testing, treatment, and vaccinations will be financed, Reseco Insurance Advisors is already leveraging our local knowledge, along with data from the national UBA Health Plan Survey to recommend renewal strategies for 2021.

