

# 2024

## UBA EMPLOYEE BENEFITS BENCHMARKING

### STATE TRENDS REPORT

#### NORTH CAROLINA



**THIS STATE REPORT** highlights key employee benefits benchmarks to help employers strategically manage plan renewal decisions.

United Benefit Advisors® (UBA) has years of experience surveying thousands of employers nationwide regarding their group health plan offerings. Since 2005, UBA Partner Firms have studied plan design and cost trends among employers on a state, regional, and national basis. Data in the 2024 UBA Employee Benefits Benchmarking Trends and State Reports are based on responses from 7,800 employers representing approximately one million employees nationwide—and more than \$13.2 billion in healthcare dollars spent. In North Carolina, the survey includes employee benefits plans offered by 169 employers covering more than 15,000 employees to provide 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.*

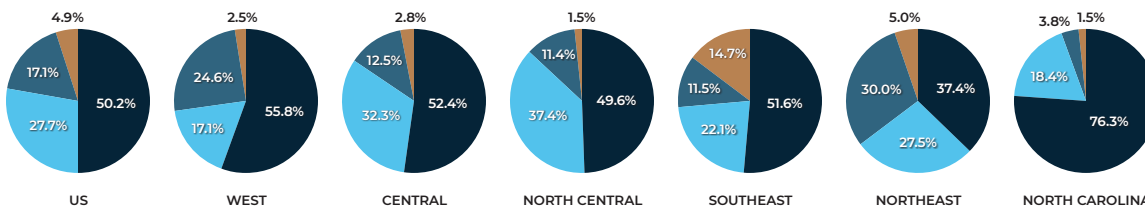
For North Carolina employers interested in making the most informed employee benefits decisions possible, it's crucial to compare your plans and costs to national benchmarks and peers in your state and region.

## TOP PLANS IN NORTH CAROLINA

**PREFERRED** provider organization (PPO) plans dominate most of the nation, and particularly in North Carolina.

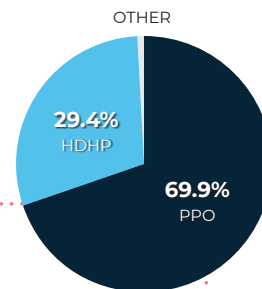
### PLAN PREVALENCE IN NORTH CAROLINA

PLAN TYPE	US	WEST	CENTRAL	NORTH CENTRAL	SOUTHEAST	NORTHEAST	NORTH CAROLINA
PPO	50.2%	55.8%	52.4%	49.6%	51.6%	37.4%	<b>76.3%</b>
HDHP	27.7%	17.1%	32.3%	37.4%	22.1%	27.5%	<b>18.4%</b>
HMO/EPO	17.1%	24.6%	12.5%	11.4%	11.5%	30.0%	<b>3.8%</b>
POS	4.9%	2.5%	2.8%	1.5%	14.7%	5.0%	<b>1.5%</b>



### PREVALENCE VS. ENROLLMENT

IN NORTH CAROLINA, 69.9% OF EMPLOYEES ENROLL IN PPO PLANS, WHILE 29.4% OF EMPLOYEES CHOOSE AN HDHP.

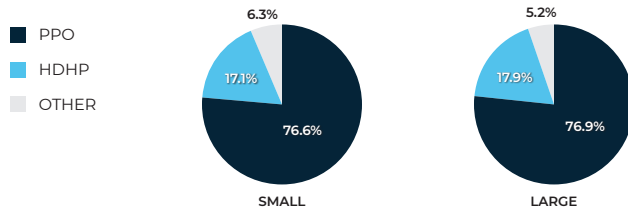




**PLAN PREVALENCE** is similar among North Carolina’s small and large businesses. After PPO plans and HDHPs, other types of plans found among small businesses are primarily HMO/EPO plans.

### PLAN PREVALENCE BY GROUP SIZE

GROUP SIZE	PPO	HDHP
SMALL (1-100 EMPLOYEES)	76.6%	17.1%
LARGE (101+ EMPLOYEES)	76.9%	17.9%



## COST COMPARISONS

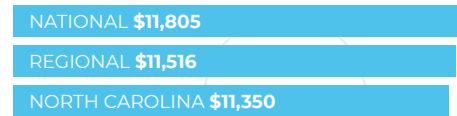
**PPO PLAN COSTS** in North Carolina are in line with national averages but are higher than regional averages.

### AVERAGE TOTAL COST PER EMPLOYEE PER YEAR

#### PPO



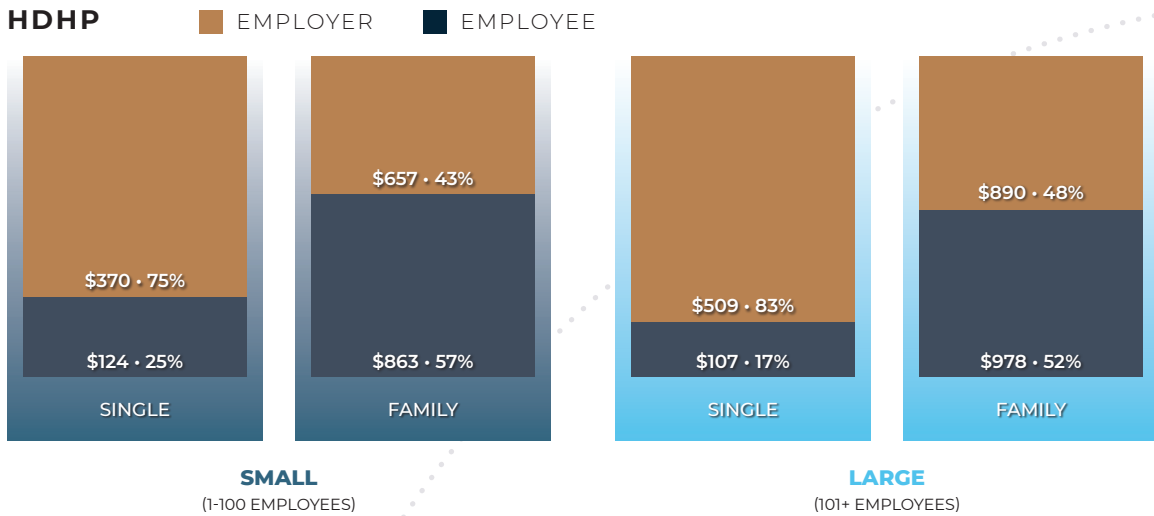
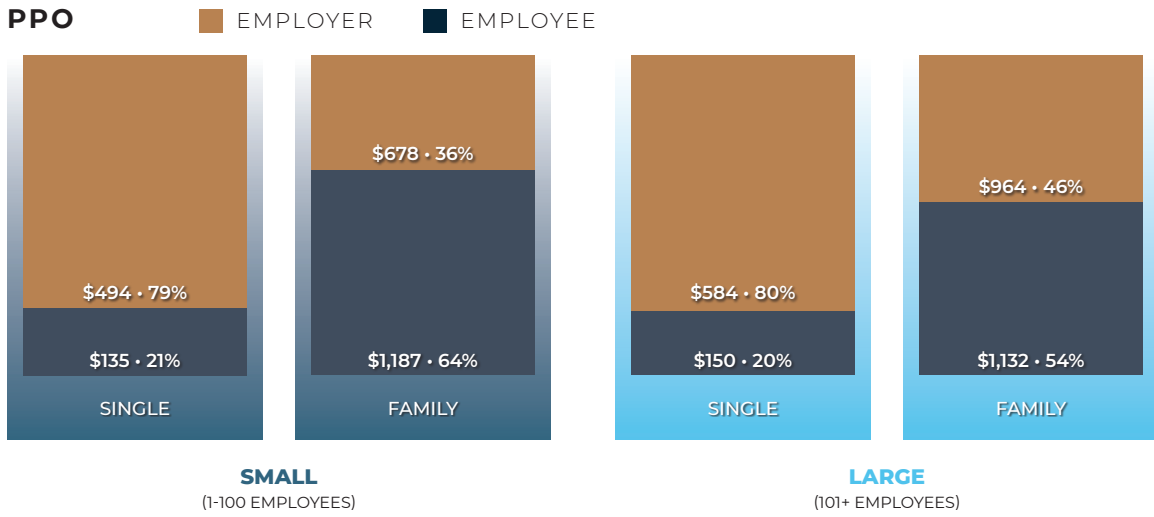
#### HDHP



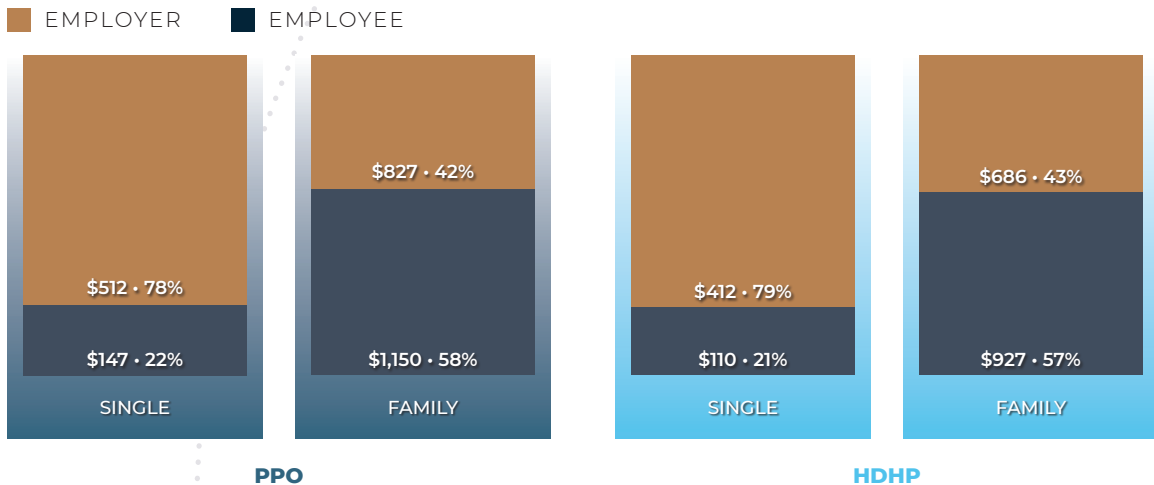
## SETTING MONTHLY CONTRIBUTIONS FOR EMPLOYEES

- North Carolina businesses offering PPO plans pay 78% of single and 42% of family premiums, compared to the national 76/53 single/family employer contributions for these plans.
- Groups offering HDHPs typically pick up 79% of premiums for singles and 43% of family premiums, compared to the national 82/63 single/family employer contributions.
- Large employers in North Carolina contribute a higher percentage of monthly health plan premiums compared to their smaller counterparts, particularly for families on PPO plans.

### AVERAGE MONTHLY PREMIUM CONTRIBUTIONS BY GROUP SIZE



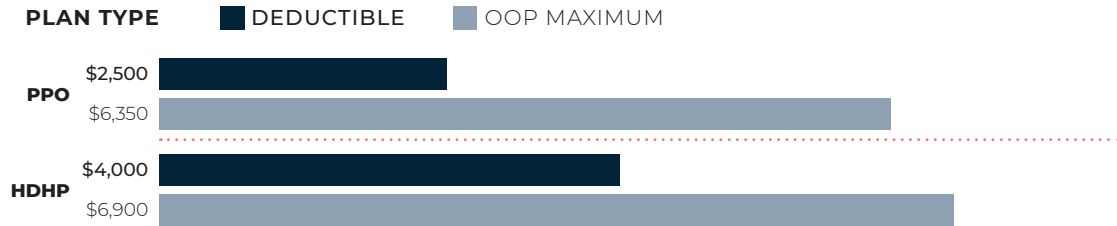
### AVERAGE MONTHLY PREMIUM CONTRIBUTIONS BY PLAN TYPE



## SETTING DEDUCTIBLES AND OUT-OF-POCKET COSTS

North Carolina's median in-network PPO plan deductible for singles is \$2,500, compared to \$2,000 nationally and \$2,250 regionally for these plans. The median in-network deductible for singles on HDHPs in North Carolina is \$4,000, compared to \$3,475 nationally and \$3,200 in the Southeastern U.S.

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



NORTH CAROLINA HDHPs FOR SINGLES TYPICALLY INCLUDE A \$2,000 EMPLOYER CONTRIBUTION TO HEALTH SAVINGS ACCOUNTS (HSAs) OR HEALTH REIMBURSEMENT ARRANGEMENTS (HRAs) TO HELP DEFRAY OUT-OF-POCKET COSTS.

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

GROUP SIZE	PPO		HDHP	
	DEDUCTIBLE	OOP MAXIMUM	DEDUCTIBLE	OOP MAXIMUM
SMALL (1-100 EMPLOYEES)	\$2,500	\$6,350	\$4,000	\$6,900
LARGE (101+ EMPLOYEES)	\$2,500	\$6,325	\$4,000	\$6,500

Large groups in North Carolina have the same median health plan deductibles for singles as smaller groups, but they offer lower out-of-pocket maximums, particularly for HDHPs.



## AVERAGE PPO PLAN COPAYS IN NORTH CAROLINA

<b>\$25</b>	<b>\$60</b>	<b>\$10</b>	<b>\$35</b>	<b>\$60</b>	<b>\$100</b>
PRIMARY CARE PHYSICIAN	SPECIALTY CARE PHYSICIAN	GENERIC DRUGS	FORMULARY DRUGS	NON-FORMULARY DRUGS	SPECIALTY DRUGS





UBA

Shared Wisdom.  
Powerful Results.®



THE  
**POWER**  
of  
BENCHMARKING



Navigate complex employee benefits with a trusted UBA Partner Firm, leveraging sophisticated solutions that address the evolving needs of your employees.

UBA Partner Firms provide a unique local and national perspective to transform employee benefits negotiation and develop winning employee benefit plan strategies to help employers attract and retain top talent.

**Ready to elevate your company with enviable employee benefits?  
Let's talk!**



REQUEST A  
BENCHMARKING  
REPORT

LOCAL SERVICE. NATIONAL PRESENCE.