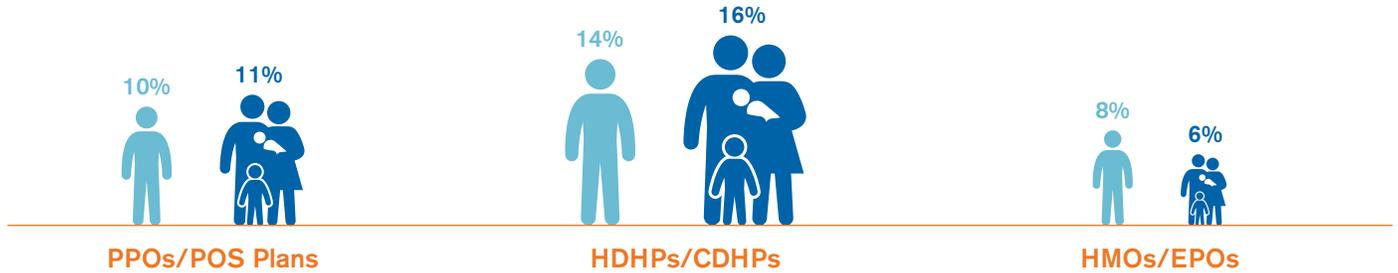


State Employee Health Benefits Costs and Cost Sharing Increasing

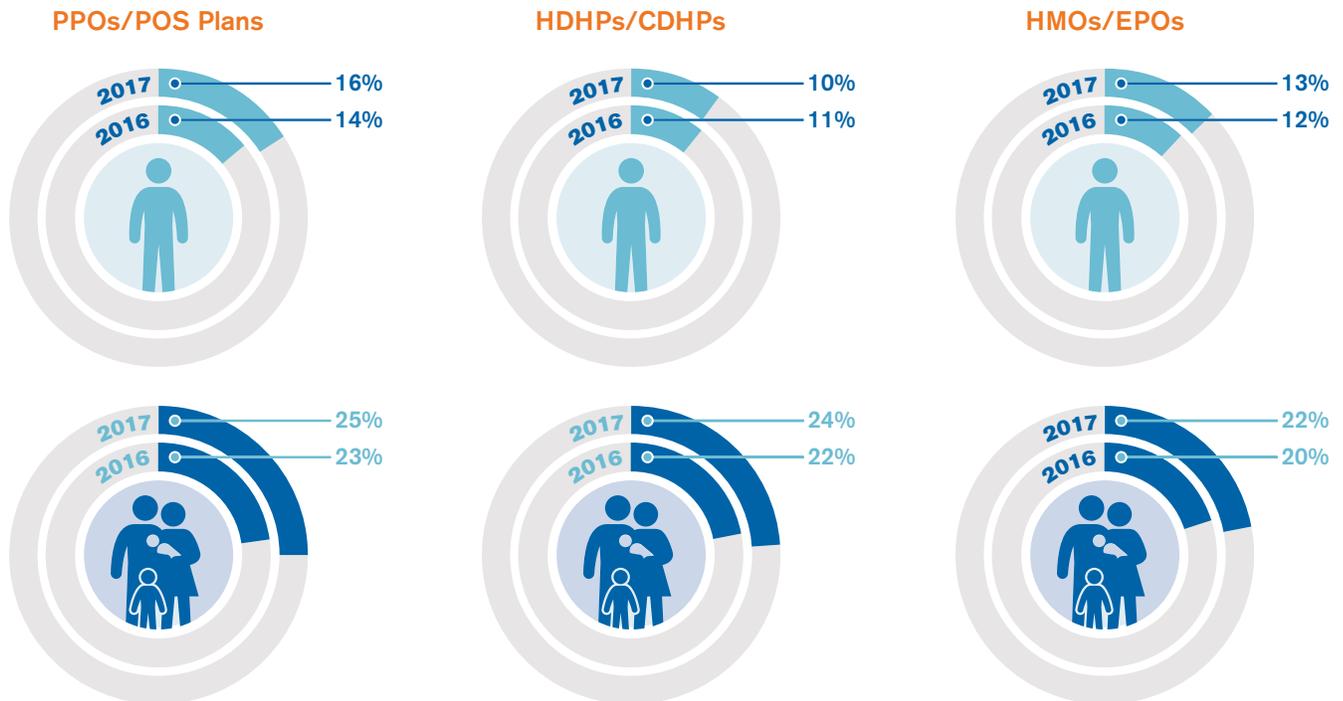
How Does Your Jurisdiction Compare?

Average **total premiums** for employee-only and family coverage in PPOs/POS plans and HDHPs/CDHPs have **risen** by double digits between 2016 and 2017.



Some state plans experienced increases well below the average, while others saw premium costs rise by even greater percentages. Although average *increases* for HMOs/EPOs were in the single digits, *premiums* for employee-only coverage in that plan type were 11 percent higher than premiums for PPOs/POS plans and 46 percent higher than for HDHPs/CDHPs.

On average, states are requiring employees to share more of the premium cost.



State employees who have employee-only coverage in HDHPs/CDHPs continue to have an attractive premium cost-sharing requirement, an indication that states with account-based plans are investing in promoting health care consumerism.

Key Questions to Ask About Your Jurisdiction's Health Coverage



How can we manage our health plan cost increases to get them in line with what other jurisdictions are experiencing?



How can we be sure the coverage choices we offer are the "right" ones for our employees and their families?



How competitive is the coverage we offer compared to our chosen peer jurisdictions and the private sector employers with which we compete for talent?



How often should we review our cost-sharing requirements in light of employee compensation?



How well do our employees understand the value and risk associated with each of the coverage options our plan provides?

Segal can help you answer those questions and review the effectiveness of these aspects of your health plans:

- Plan types,
- Number of plans offered,
- Number of premium tiers,
- Cost-sharing requirements,
- Benefit levels,
- Eligibility criteria,
- Prescription drug coverage,
- Wellness,
- Retiree health coverage,
- Vendor management,
- Data analytics,
- Administration,
- Technology,
- Employee communications, and
- Compliance.



Segal works with states and other public plans and employers on the design of their health benefit plans. To discuss your offerings and cost-management strategies, contact [Richard Ward](#).