

How the State Health Plan Measures Up



The State Health Plan is a self-funded insurance plan. That means employees' and employers' premiums are held in a trust fund, which pays for claims.

PEBA regularly benchmarks the State Health Plan against other public and private sector insurance plans.

As you can see in the charts below, the State Health Plan compares favorably in cost while maintaining value.

State Health Plan versus national trends

Net expenditure growth

While health care costs continue to rise, we aim to ensure our costs aren't going up as much as those of our peers. The target is to maintain net expenditure growth at least two points below benchmark.

	Benchmark	State Health Plan
2016	6.9%	0.3%
2017	6.5%	2.5%
2018	7.1%	3.2%
2019	6.7%	2.5%
2020	6.6%	3.6%
5-year average (2016-2020)	6.8%	2.4%

The benchmark is a blended number derived from annual health care cost trend surveys produced by national consulting firms including Aon, Buck, PriceWaterhouseCoopers, Segal, and Willis Towers Watson, when available.

2020 Average monthly total premiums¹

The State Health Plan is a value for both employees and employers.

	Single	Family
State Health Plan	\$500	\$1,305
Large public and private sector employers²	\$646	\$1,860
Public and private sector in South³	\$624	\$1,738
Public employers	\$668	\$1,880
Private - manufacturing	\$648	\$1,888
Private - financial services	\$671	\$1,958

¹Average monthly total premiums in Preferred Provider Organization (PPO) plans. Premiums include employee and employer contributions.

²Large public and private sector employers: ≥ 200 employees in public and private sectors.

³Public and private sector employers in South include Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

2020 Average annual deductible¹

The State Health Plan's average annual deductible is at least half of that of our peers.

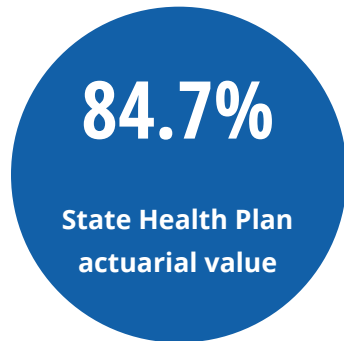
	Single
State Health Plan	\$490
Large public and private sector employers²	\$960
All employers	\$1,204

¹Average annual deductible in Preferred Provider Organization (PPO) plans.

²Large public and private sector employers: ≥ 200 employees in public and private sectors.

Actuarial value as of 2020

On average, the State Health Plan covers 85 percent of the average cost for covered benefits. Subscribers pay roughly 15 percent of the average cost.



Bronze	Silver	Gold	Platinum
actuarial value	actuarial value	actuarial value	actuarial value
60%	70%	80%	90%

PEBA Perks

The State Health Plan offers a variety of value-based benefits. Employees can visit a network provider or pharmacy to take advantage of these benefits at no cost. These benefits can help make it easier for employers and their families to stay healthy.



- Preventive screening;
- Flu vaccine;
- Adult vaccinations;
- Well-child benefits (exams and immunizations);
- Colorectal cancer screening;
- Cervical cancer screening;
- No-Pay Copay;
- Mammography;
- Diabetes education;
- Tobacco cessation;
- Breast pump; and
- Lactation consultations through Blue CareOnDemand.

Visit PEBAperks.com to learn more about PEBA Perks.