Employer Health Benefits

Employer-sponsored insurance is the leading source of health insurance in America. The Kaiser Family Foundation and the Health Research & Educational Trust conduct an annual national survey each year to provide the most current information about the characteristics of employer-sponsored health benefits. Below are the most recent key findings.

Health Insurance Premiums & Worker Contributions

- The average annual premiums for employer-sponsored health insurance are $5,614/single and $15,745/family.
- Since 2002, average premiums for family coverage have increased 97%.
- Average premiums for family coverage are lower for workers in small firms (3–199 workers) than for workers in large firms (200 or more workers) which is $15,253 vs. $15,980.
- Average premiums for high-deductible health plans with a savings option (HDHP/SO's) are lower than the overall average for all plan types for both single and family coverage at $4,928 and $14,129 respectively.
- On average, covered workers contribute 18% of the total premium for single coverage and 28% for family coverage, relatively unchanged over the past decade.
- The average annual worker contributions for 2012 were $951/single and $4,316/family.
- Among workers with a deductible, the average annual deductible for single coverage is $733 for workers in PPO's, $691 for workers in HMO's, $1,014 for workers in POS plans, and $2,086 for workers in HDHP/SO's.
- Ninety-nine percent of covered workers have prescription drug coverage, and the majority face cost sharing. Seventy-eight percent of covered workers are in plans with three or more tiers of cost sharing that are generally based on the type or cost of the drug. Copayments are more common than coinsurance for tiers.
- For hospital admissions, after any general annual deductible, 58% of covered workers have coinsurance, 17% have a copayment, and 9% have both coinsurance and copayments.

High Deductible Health Plans with Savings Options

- Thirty-one percent of firms offering health benefits offer an HDHP/SO, up from 11% in 2009.
- Among firms with 1,000 or more workers, 40% offer an HDHP/SO.
- Nineteen percent of covered workers are enrolled in HDHP/SO. The percentage of covered workers enrolled in HSA-qualified HDHP's remained at 16%. Nine percent of covered workers in small firms (3–199 workers) are enrolled in HSA-qualified HDHP's, compared to 9% of workers in large firms (200 or more workers).
- The annual deductible for single coverage HDHP/HRA's and HSA-qualified HDHP's average $1,923 and $2,190.
- The average HSA contribution is $609/single and $1,070/family.
- The average HSA employer contributions are $919/single and $1,611/family.

Wellness Benefits & Disease Management

- Sixty-three percent of employers that offer health benefits offer at least one type of wellness program.
- Eighteen percent of firms offering health benefits give their employees the option of completing a health risk assessment, and 53% use health risk assessments as a method to identify people for participation in a program.
- Sixty-three percent of large firms offering assessments offer financial incentives for workers to complete them.
- Seventy-three percent of employers offering at least one wellness program reported the programs were effective in improving the health of employees, while 52% said they were effective in reducing the firm's healthcare costs.