

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
2019	6.7%	2.5%
2020	5.6%	3.7%
2021	7.9%	7.3%
2022	6.2%	0.5%
2023	7.3%	8.9% ¹
5-year average (2019-2023)	6.7%	4.6%

¹Incurred in 12 months; paid in 12 months. 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.

2023 Average monthly total premiums¹

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

	Single	Family
State Health Plan	\$561	\$1,529
Lg. public and pvt. sector employers ²	\$735	\$2,114
Public and private sector in South ³	\$703	\$2,014
Public employers	\$743	\$2,067
Private – manufacturing	\$737	\$2,210
Private – financial services	\$782	\$2,204

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.

2023 Average annual deductible¹

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

	Amount
State Health Plan	\$515
Lg. public and pvt. sector employers ²	\$1,023
All employers	\$1,281

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

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



2023 Actuarial value

On average, the State Health Plan covers 85% of the average cost for covered benefits. Subscribers pay roughly 15% 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;
- Adult vaccinations;
- Well adult benefits;
- Well child benefits (exams and immunizations);
- Colorectal cancer screening;
- Cervical cancer screening;
- No-Pay Copay;
- Mammography;
- Behavioral health management;
- Weight management;
- Heart health;
- Diabetes management;
- Nicotine cessation; and
- Maternity management.

Visit www.PEBAperks.com to learn more about PEBA Perks.