



Kaiser Foundation’s Health Research & Educational Trust Issues 2016 National Survey Results

The Kaiser Foundation’s Health Research & Educational Trust issues their 2016 national benefits survey results. The Kaiser survey is among the most independent and comprehensive in the industry. Select highlights are below:

- The average premium for single coverage in 2016 is \$536 per month, or \$6,435 per year. The average premium for family coverage is \$1,512 per month or \$18,142 per year.
- The average annual premiums for covered workers in high deductible health plans with savings options (HDHP/SOs) are lower for single (\$5,762) and family coverage (\$16,737) than the overall average premiums for covered workers.
- The average premiums for covered workers enrolled in preferred provider organizations (PPO) plans are higher for single (\$6,800) and family coverage (\$19,003) than the overall plan average (**Table 1**).

Table 1.
Annual monthly and annual premiums for covered workers, single and family coverage, by plan type, 2016

TYPE OF PLAN	MONTHLY	ANNUAL
Health maintenance organization		
Single coverage	\$548	\$6,576
Family coverage	1,498	17,978
Preferred provider organization		
Single coverage	567	6,800
Family coverage	1,584	19,003
Point of sale plan		
Single coverage	532	6,384
Family coverage	1,525	18,297
High deductible health plan with savings option		
Single coverage	480	5,762
Family coverage	1,395	16,737
All plan types		
Single coverage	536	6,435
Family coverage	1,512	18,142

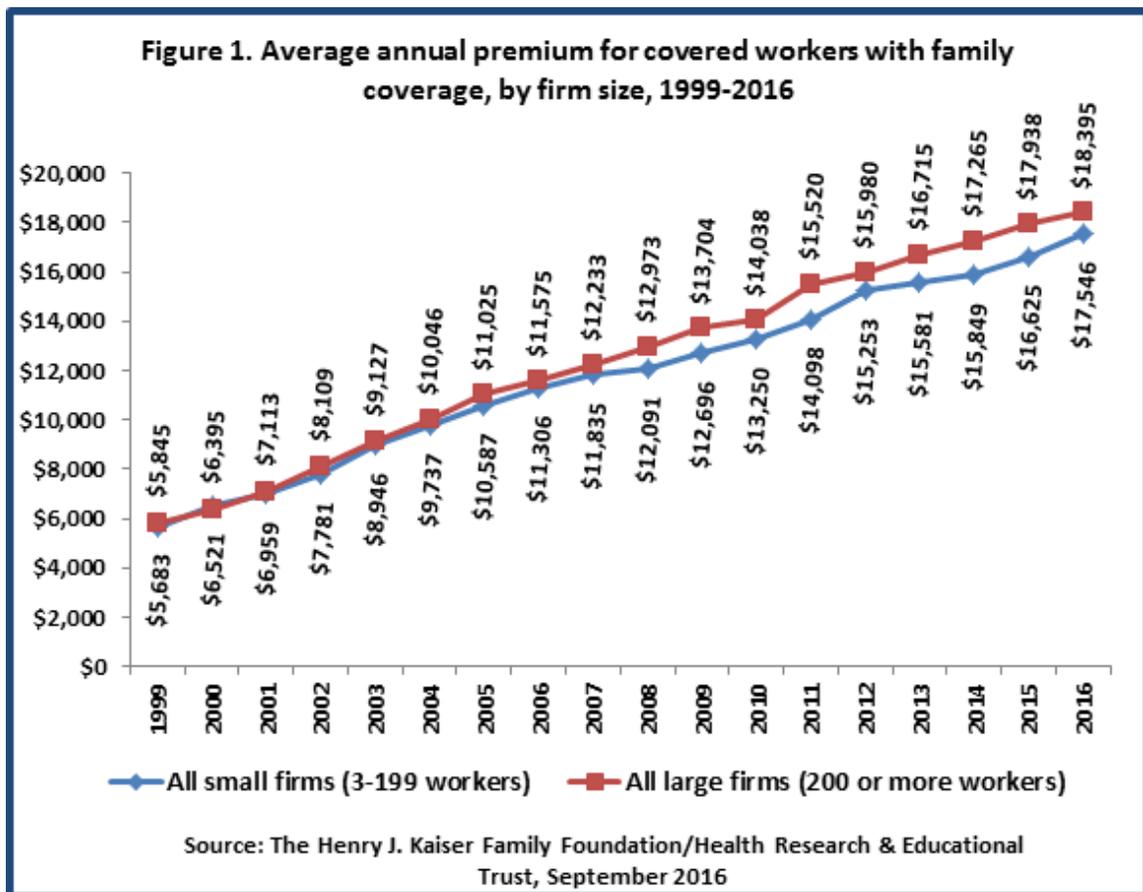
- The average annual premium of \$17, 546 for family coverage for covered workers in small firms (3-199 workers) is lower than the average premium of \$18,395 for covered workers in large firms (200 or more workers). The average family premium for covered workers is lower in the South (\$17,429) than the average premium for covered workers in all other regions.
- The average single premium for covered workers employed in the retail industry (\$5,807) is lower than the average premium for covered workers in all other industries. The average single premium for covered workers employed in the state or local government industry (\$7,218) is higher than the average premium for covered workers in all other industries. The average family premium for covered workers employed in the retail industry (\$16,321) is lower than the average premium for covered workers in all other industries.
- Eighteen percent of covered workers are employed in firms with a single premium at least 20% higher than the average single premium, while 19% of covered workers are in firms with a single premium less than 80% of the average single premium. For family coverage, 17% of covered workers are employed in a firm with a family premium at least 20% higher than the average family premium, while 19% of covered workers are in firms with a family premium less than 80% of the average family premium (**Table 2**).

Table 2.
Distribution of premiums for single and family cover relative to the average annual single or family premium, 2016.

PREMIUM RANGE RELATIVE TO ANNUAL PREMIUM	SINGLE COVERAGE		FAMILY COVERAGE	
	Premium range, \$	Percentage of covered workers in range	Premium range, \$	Percentage of covered workers in range
Less than 80%	Less than \$5,148	19%	Less than \$14,514	19%
80% to less than 90%	\$5,148 to < \$5,791	17	\$14,514 to < \$16,328	15
90% to less than average	\$5,791 to < \$6,435	21	\$16,328 to < \$18,142	16
Average to less than 110%	\$6,435 to < \$7,078	13	\$18,142 to < \$19,957	19
110% to less than 120%	\$7,078 to < \$7,722	12	\$19,957 to < \$21,771	14
120% or more	\$7,722 or more	18	\$21,771 or more	17

Source: The Henry J. Kaiser Family Foundation/Health Research & Educational Trust, September 2016

- The 2016 average family coverage premiums are 3% higher than the 2015 average premiums. The \$18,142 average family premium in 2016 is 20% higher than the average family premium in 2011 and 58% higher than the average family premium in 2006. The 20% family premium growth in the last five years is smaller than the 31% growth between 2006 and 2011, or the 63% premium growth between 2001 and 2006.
- The average family premiums for both small and large firms have seen a similar increase since 2011 (24% for small and 19% for large). For small firms (3 to 199 workers), the average family premium rose from \$14,098 in 2011 to \$17,546 in 2016. For large firms (200 or more workers), the average family premium rose from \$15,520 in 2011 to \$18,395 in



- The rates of growth for the average family premiums in small firms and large firms since 2006 also have been similar. Since 2006, the average family premium for small firms increased 55% (\$17,546 in 2016 vs. \$11,306 in 2006), and the average family premium for large firms increased 59% (\$18,395 in 2016 vs. \$11,575 in 2006)

Kaiser randomly selected 1,933 public and private employers with three or more workers, which includes firms that offer and do not offer health benefits.

The report is available online at <http://kff.org/report-section/ehbs-2016-section-one-cost-of-health-insurance/>.

Please contact your Conner Strong & Buckelew account representative toll free at 1-877-861-3220 with any questions.

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