



Member Poll Results

# Health Insurance Costs & Strategies for 2024



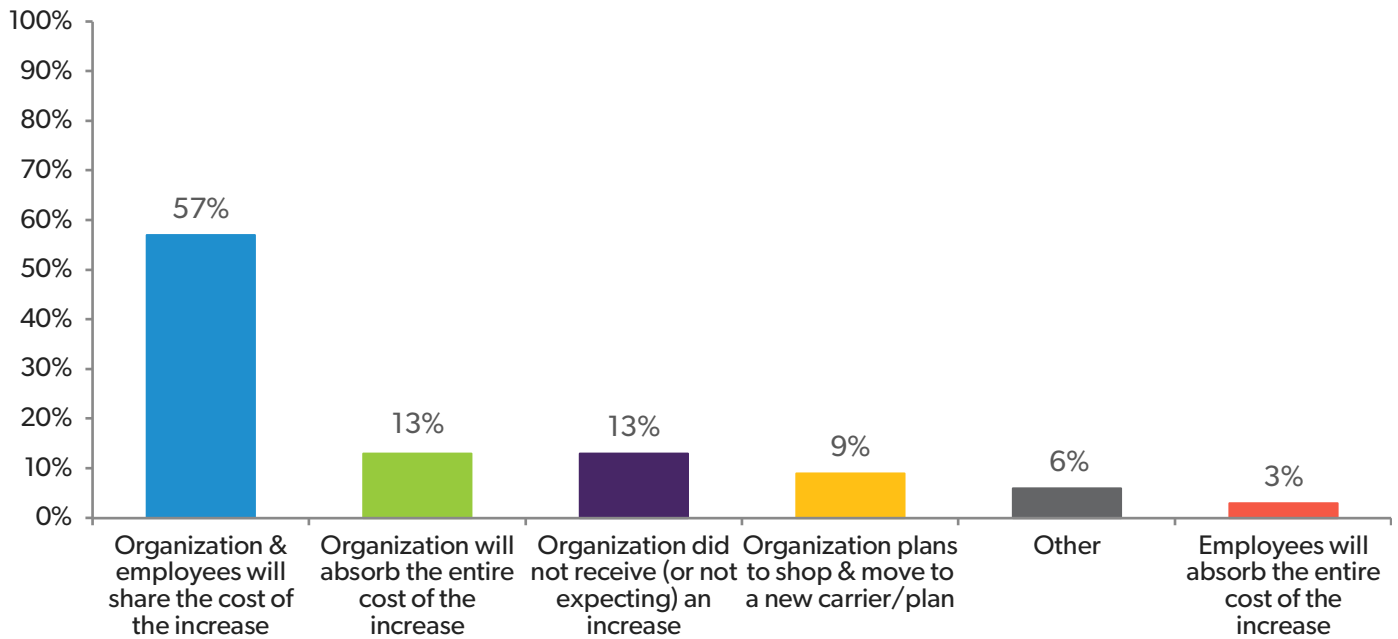
**FIGURE 1** | What is the average percentage of health insurance premium that your:

	Average	Minimum	Maximum
<b>Organization contributes</b>	76%	10%	100%
<b>Employees contribute</b>	24%	0%	90%

**FIGURE 2** | During your organization's most recent health insurance renewal period, what percent increase in premium did your organization receive, if any?

	Average	Minimum	Maximum
<b>Overall % change in health insurance premium</b>	9.4%	0.0%	42.0%
<b>Plan Funding Structure</b>			
Fully insured	9.5%	0.0%	42.0%
Self-funded	10.0%	0.0%	35.0%
<b>Industry</b>			
Manufacturing	9.8%	0.0%	42.0%
Nonprofit - Other	8.4%	5.0%	15.0%
Professional or Technical Services	8.9%	0.0%	29.0%
Wholesale/Distribution Trade	14.0%	0.0%	30.0%
<b>Organizational Size</b>			
1-25	9.5%	5.0%	17.7%
26-149	8.5%	0.0%	42.0%
150-499	10.9%	0.0%	35.0%
500 or more	6.6%	0.0%	11.5%

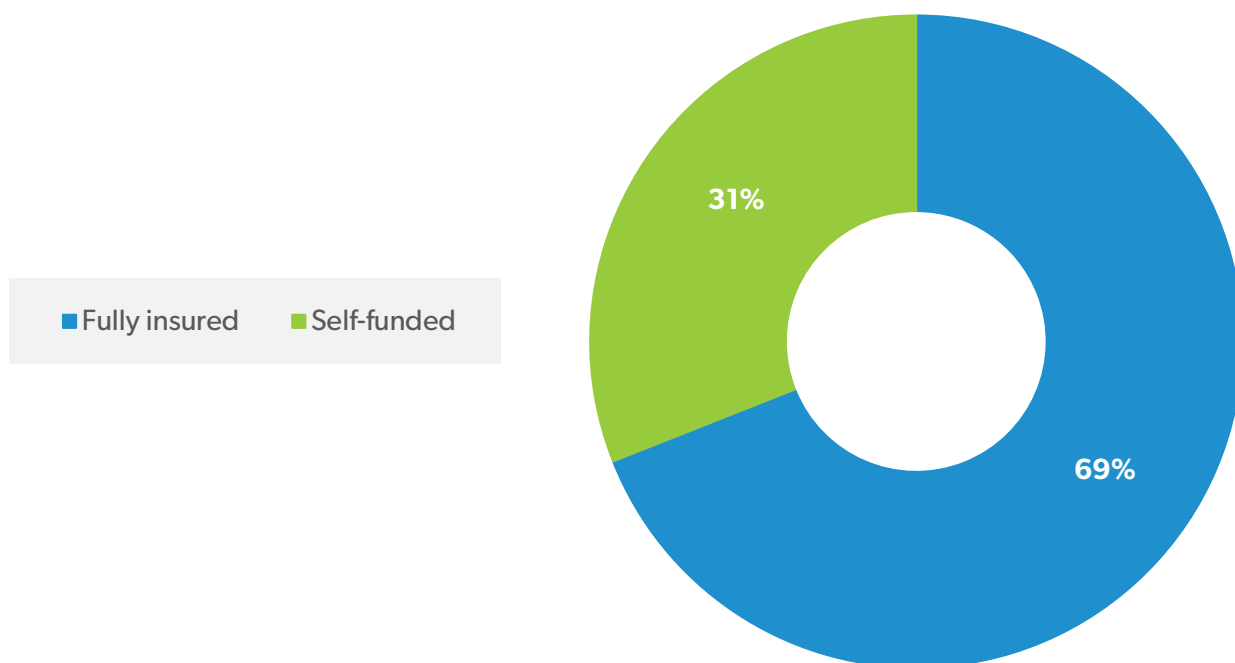
**FIGURE 2a** | How does your organization plan to manage the cost of the premium increase?



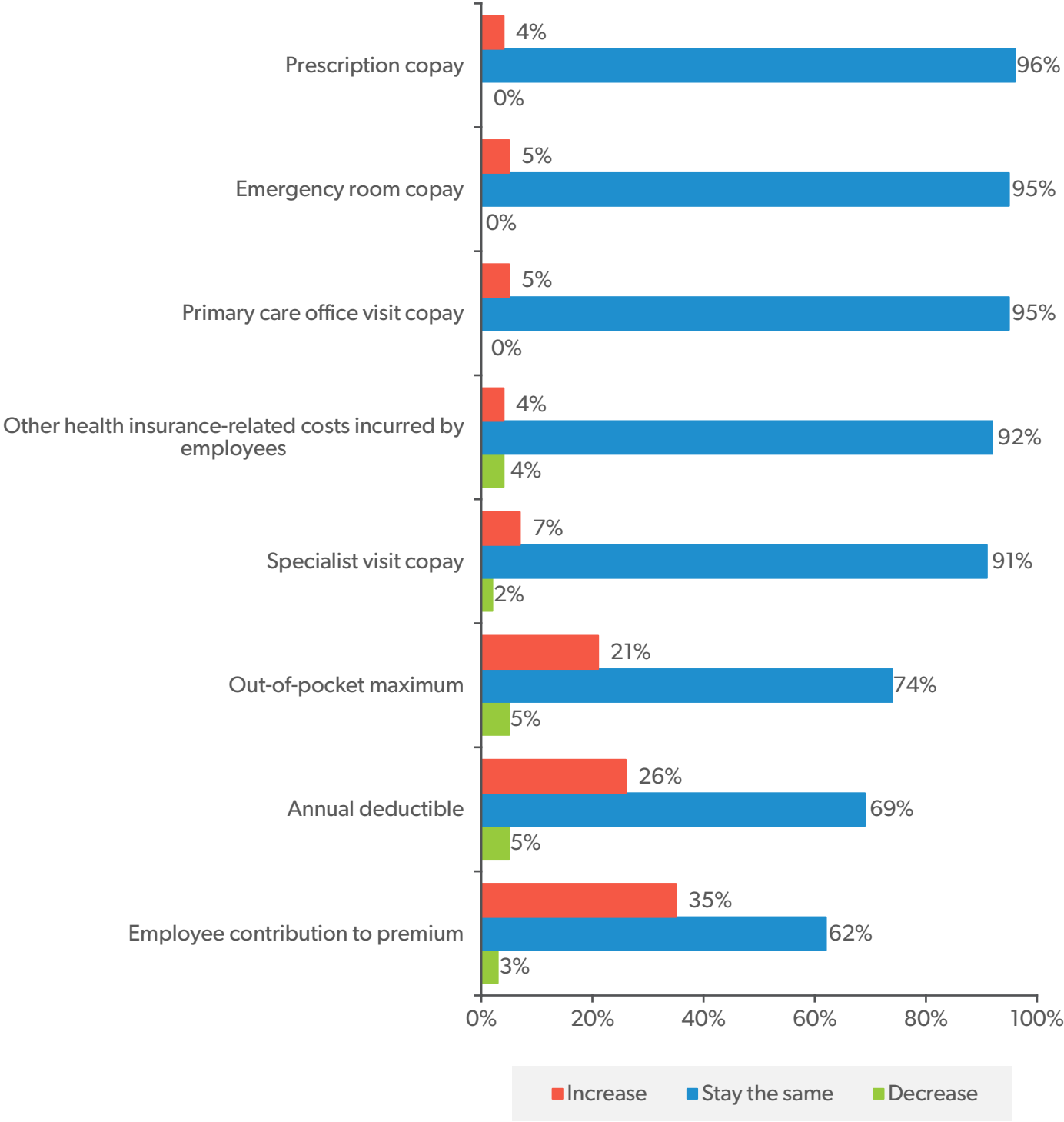
**“Other” responses included:**

- Changing carriers/funding
- The company is picking up the majority of the increase, however, slight plan designs were made.
- We also will adjust co-insurance percentages as well as deductibles.
- Work with our broker to explore options and find minimal ways to impact employer and employee through plan design or premium contribution adjustments.

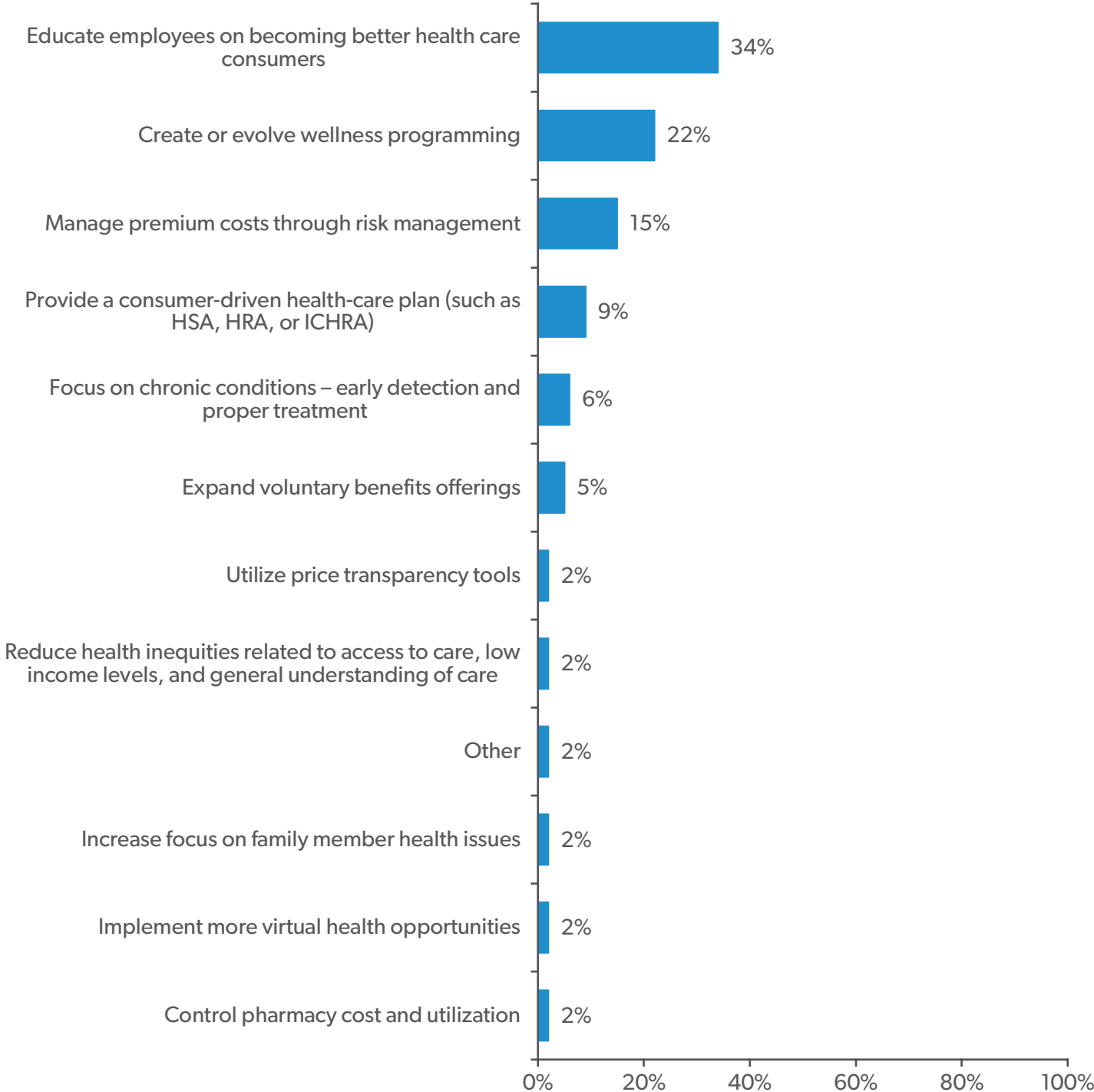
**FIGURE 2b** | Is your organization's medical insurance plan fully insured or self-funded?



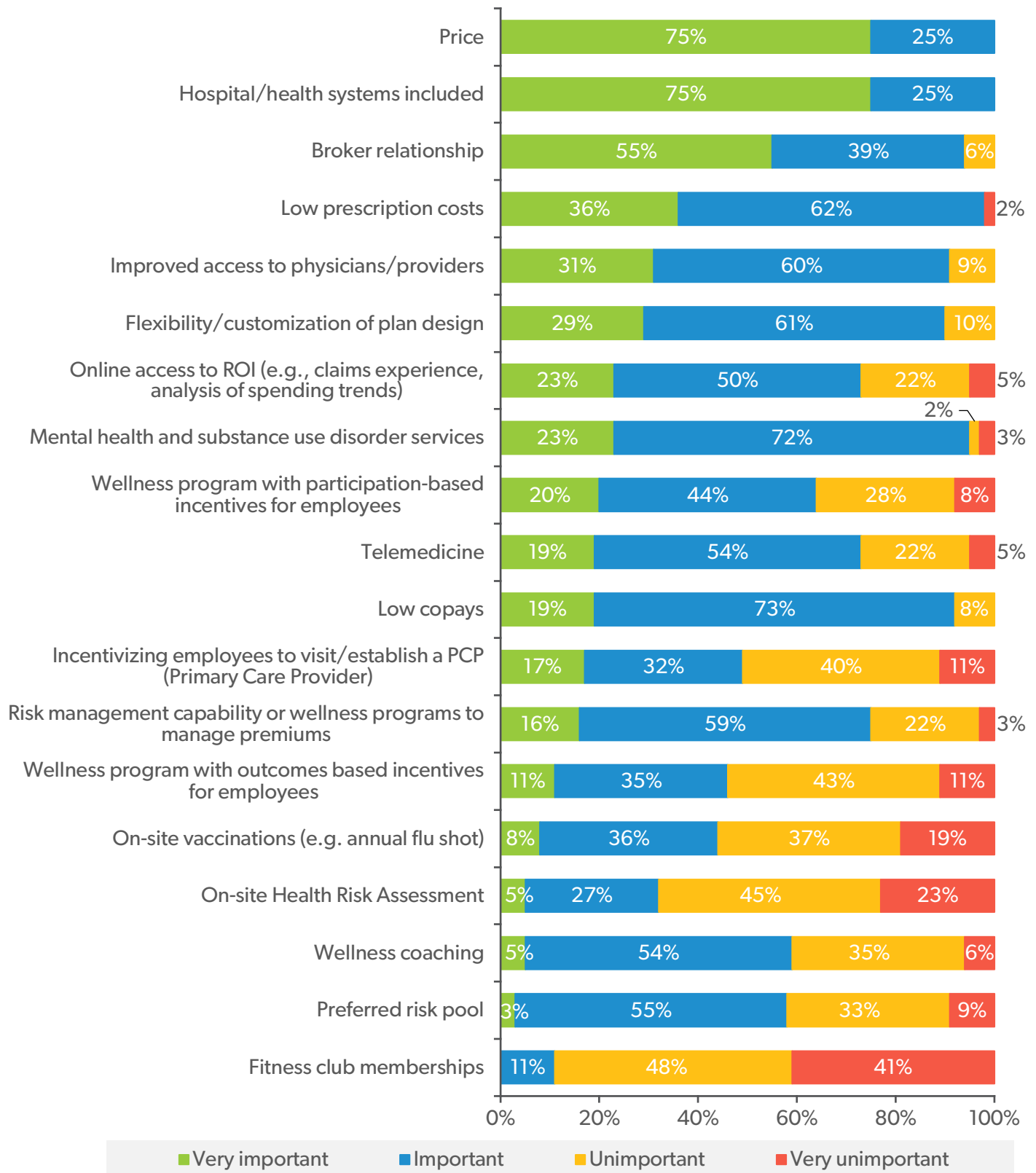
**FIGURE 3** | How, if at all, will the following health insurance-related costs incurred by employees change in your upcoming plan year?



**FIGURE 4** | What is your organization's top health-care priority in 2024?



**FIGURE 5** | When deciding which health insurance plan(s) to purchase for your organization, how important are each of the following characteristics/benefits to you as the employer?



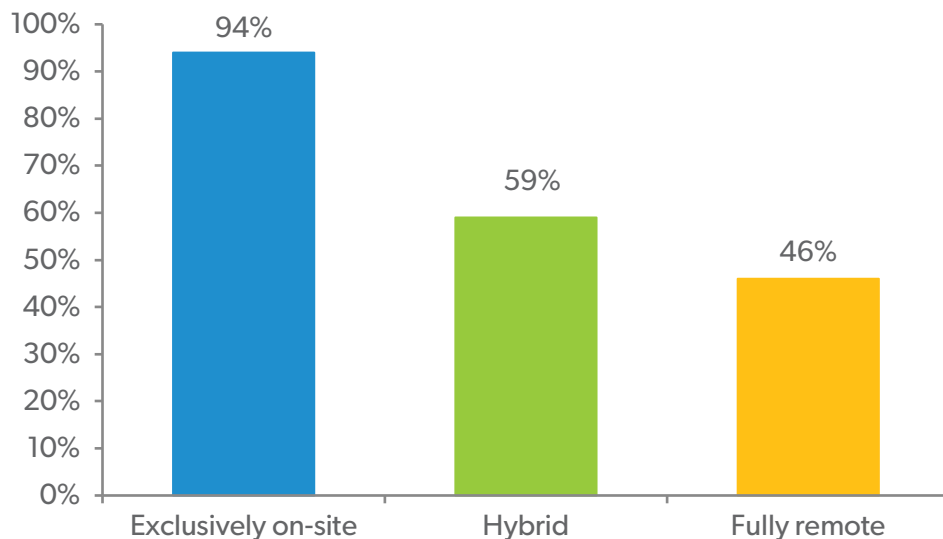
# Demographics

In total, **66** Northeast Ohio employers participated in the poll, which was conducted the week of November 13, 2023. The breakdown of the industries and organizational sizes (by employee count) they represent is displayed in **FIGURE 6** below.

**FIGURE 6 | Industry & Organizational Size**

	Percent
<b>Industry</b>	
Construction	3%
Health and Human Services	3%
Hospitality/Entertainment/Media	3%
Manufacturing	45%
Nonprofit - Other	12%
Other	2%
Professional or Technical Services	20%
Wholesale/Distribution Trade	12%
<b>Organizational Size</b>	
1-25	8%
26-149	48%
150-499	35%
500 or more	9%

**FIGURE 7 | Percentage of employers with one or more employees working in each location**



**ERC Member Poll Results**

# **Health Insurance Costs & Strategies for 2024**

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