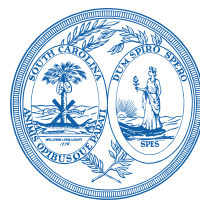


2020 50-State Survey



PEBASM
SC Retirement Systems
and State Health Plan

Survey methodology

The South Carolina Public Employee Benefit Authority (PEBA) solicits and gathers information from across the nation regarding the premiums that public employers and employees are paying for health insurance. For purposes of our analysis, the 50 states are divided into four geographical regions: the West, Midwest, Northeast and South.

The tier structure of health plans varies from state to state. The South Carolina State Health Plan operates under a “four-tier” structure, which means that contributions vary according to four levels of coverage:

- Employee only (EO)
- Employee/spouse (E/S)
- Employee/children (E/C)
- Full family (FF)

Many states use two-, three- or four-tier premium structures. A two-tier structure is defined generally as one with employee only and employee/dependent coverage levels. A three-tier structure consists of employee only, employee/dependent and full family coverage.

The tier structure has a significant impact on contribution levels. In a two-tier structure, plans typically spread the cost of dependent coverage across all employees with dependents, resulting in employees covering only a spouse or dependents paying higher rates than equivalently priced plans in a four-tier structure.

Composite calculation

We calculated composite employer, employee and total contribution rates for the most prevalent plan in each state and compared them to our most prevalent plan, the State Health Plan Standard Plan. To do so, we took the percentage of Standard Plan subscribers enrolled in each coverage level and applied those percentages to each state’s rate for that coverage level. In addition, we adjusted

South Carolina Public Employee Benefit Authority
Survey of State Employee Health Insurance Programs



CONTACT INFORMATION
Agency/Organization: _____
Contact Name/ Title: _____
Department: _____ Phone: _____
Address: _____
City: _____ State: _____ Zip: _____

PLAN STRUCTURE AND RATE INFORMATION
1. What type of structure does your state use to categorize active employee subscribers into different premium groups (tiers)? (2-tier, 3-tier, or 4-tier) For example: (sub. only, sub./spouse, subscriber/child(ren), full family) = 4-tier _____
2. What is the name of your plan with the highest number of enrollees? _____
3. Do you offer a high-deductible health plan (HDHP) that can be paired with a Health Savings Account? _____
What percentage of your enrollees have chosen the HDHP? _____
4. What will your most populated plan’s rates be as of January 1, 2020, for each of these different tier groups? Please use the plan with the most active subscribers enrolled and indicate the plan’s type below (i.e. PPO, POS, HMO). These rates are in effect from _____ to _____.

Tier (For example, subscriber only, full family, etc.)	Employee Contribution	Employer Contribution	Total Monthly

OTHER QUESTIONS
5. Is your most populated plan still grandfathered under the Affordable Care Act? _____
6. Does your office also coordinate drug benefits for retirees? _____. If yes, will your state be participating in the CMS Retiree Drug Subsidy program for your plan year 2020? _____. Is your state considering dropping prescription drug coverage for retirees? _____
7. Does your state have differing premiums based upon tobacco usage? Please explain. _____

Thank you for participating in this survey. Please fax the completed survey to:

Kevin B. Crosby, Program Coordinator
PEBA Healthcare Policy Unit
FAX: 803.740.1437
PHONE: 803.734.0577
- OR - Email to: kcrosby@peba.sc.gov

premiums to reflect the percentage of subscribers paying higher tobacco surcharges.

Please note: Our analysis uses the 2020 coverage levels when comparing the 2020 and previous year’s rates. As a result, composite rates for previous years will differ slightly from previous publications.

For states that do not use a four-tier structure, the rate an employee would pay for the equivalent coverage under the four-tier structure was used in calculating the composite rates.

The percentages for each coverage level, as of January 2020, are:

- | | |
|---------------------------|---------------|
| • Employee only (EO) | 57.37 percent |
| • Employee/spouse (E/S) | 16.50 percent |
| • Employee/children (E/C) | 13.20 percent |
| • Full family (FF) | 12.93 percent |

Plan design

The State Health Plan vs. Southern states' plans

Annual deductibles

The annual deductible for the State Health Plan of \$490 in 2020 was lower than the regional average annual deductible of \$507. In comparison to other regional states, six states had a lower individual deductible and seven states had a higher individual deductible.

The State Health Plan's annual family deductible of \$980 was higher than five regional states while lower than eight regional states. The regional average annual family deductible was \$1,174.

Coinsurance (in-network)

South Carolina's coinsurance ratio, the percentage of in-network costs after deductibles and copayments that both the plan and employee will pay, remained unchanged in 2020. Like eight of the 13 other regional states, the State Health Plan pays 80 percent of these costs while employees pay the remaining 20 percent. Five regional states pay greater than an 80 percent coinsurance share.

All regional states cap the amount of coinsurance individuals and families pay before the plan pays at

2020 Southern region plan comparison

Plan design on January 1, 2020	South Carolina	Regional state comparisons		
		Lower benefit	Same benefit	Higher benefit
Deductible — individual	\$490	7 states	None	6 states
Deductible — family	\$980	8 states	None	5 states
Coinsurance (in-network)	80% plan 20% subscriber	None	8 states	5 states
Coinsurance max — individual (in-network)	\$2,800	9 states	None	4 states
Coinsurance max — family (in-network)	\$5,600	9 states		4 states
Office visits	\$14 per visit copayment plus 20% subscriber coinsurance	3 states	None	10 states
Retail prescription drug copayments (30-day supply)				
Generic	\$9	10 states	None	3 states
Preferred brand	\$42	7 states	None	6 states
Non-preferred brand	\$70	8 states	None	5 states
Prescription drug copayment maximum	\$3,000	2 states	None	11 states
Prescription drug deductible	\$0	5 states	8 states	None
Copayment				
Hospital inpatient	\$0	8 states	5 states	None
Hospital outpatient	\$105	3 states	None	10 states
Emergency room	\$175 (subscriber pays 20% coinsurance after copayments)	5 states	None	8 states

100 percent of covered costs. South Carolina has coinsurance maximums of \$2,800 per individual and \$5,600 per family. The State Health Plan's coinsurance maximums were lower than nine regional states. Four states have lower coinsurance maximums than the State Health Plan.

Prescription drug copayments

Under the State Health Plan's three-tier prescription drug copayment program for retail prescriptions, members pay \$9 for generics, \$42 for preferred brands and \$70 for non-preferred brand drugs. Ten states had higher generic copayments while only three states had lower generic copayments. The State Health Plan's preferred brand copayment was lower than seven states and was higher than six states. Eight regional states had higher non-preferred brand copayments than the State Health Plan.

Copayments

Like five other regional states, South Carolina does not have an inpatient hospital copayment.

The State Health Plan's \$105 outpatient hospital copayment was higher than that of 10 regional states. The emergency room copayment of \$175 was higher than eight of the other 13 regional states.

South Carolina composites

The State Health Plan Standard Plan is South Carolina's plan of choice among most active employees. The majority of active subscribers, 87.2 percent, chose the State Health Plan in 2020, nearly unchanged from the 87.7 percent who chose the plan in 2019.

Total composite rate

The actual employer and employee premiums remained the same for the State Health Plan in 2020. As a result, the State Health Plan's total composite rate of \$733.00 in 2020 was down slightly from \$733.17 in 2019. It was the smallest composite growth in the past decade. During the past five years, the State Health Plan's total composite has grown an average 2.4 percent annually.

In comparison with other states in the South region, the State Health Plan's total composite was the second lowest at only 77.7 percent of the regional average total composite of \$943.56. The State Health Plan's total composite also compared

2020 State Health Plan Standard Plan premiums

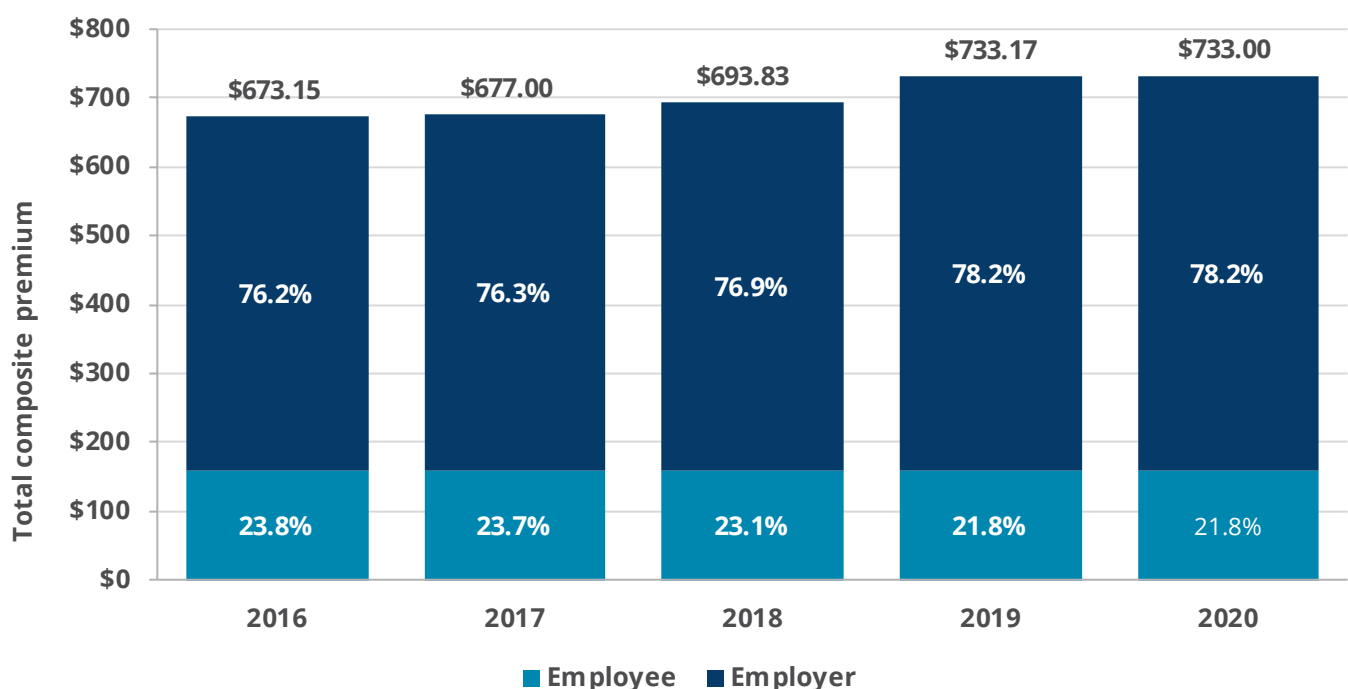
	Employee	Employer	Total rate
Employee only	\$97.68	\$402.70	\$500.38
Employee/spouse	\$253.36	\$797.68	\$1,051.04
Employee/children	\$143.86	\$618.06	\$761.92
Full family	\$306.56	\$998.72	\$1,305.28
Composite rate	\$159.64	\$573.36	\$733.00

favorably nationally, the third lowest in the nation and only 66.9 percent of the national average.

Employer composite rate

The State Health Plan's employer composite rate was \$573.36 in 2020, unchanged from the previous year. The employer composite has grown an average 3.2 percent annually the past five years.

South Carolina employee/employer share of total composite rates



When compared to the regional average, State Health Plan employers paid a lesser share of the total composite rate at 78.2 percent. The regional average employer composite share of the total composite rate in 2020 was 80.3 percent.

Nationally, the State Health Plan's employer composite ranked as the third lowest, only 61.5 percent of the national composite rate. The State Health Plan's employer share of the total composite was 6.2 percentage points less than the national average employer share of 84.4 percent.

Employee composite rate

The State Health Plan's employee composite was \$159.64 in 2020. The employee composite was lower than nine regional states and below the regional employee composite average of \$185.70. The State Health Plan's employee composite has decreased for eight consecutive years.

The 2020 employee composite rate's 21.8 percent share of the total composite rate is higher than

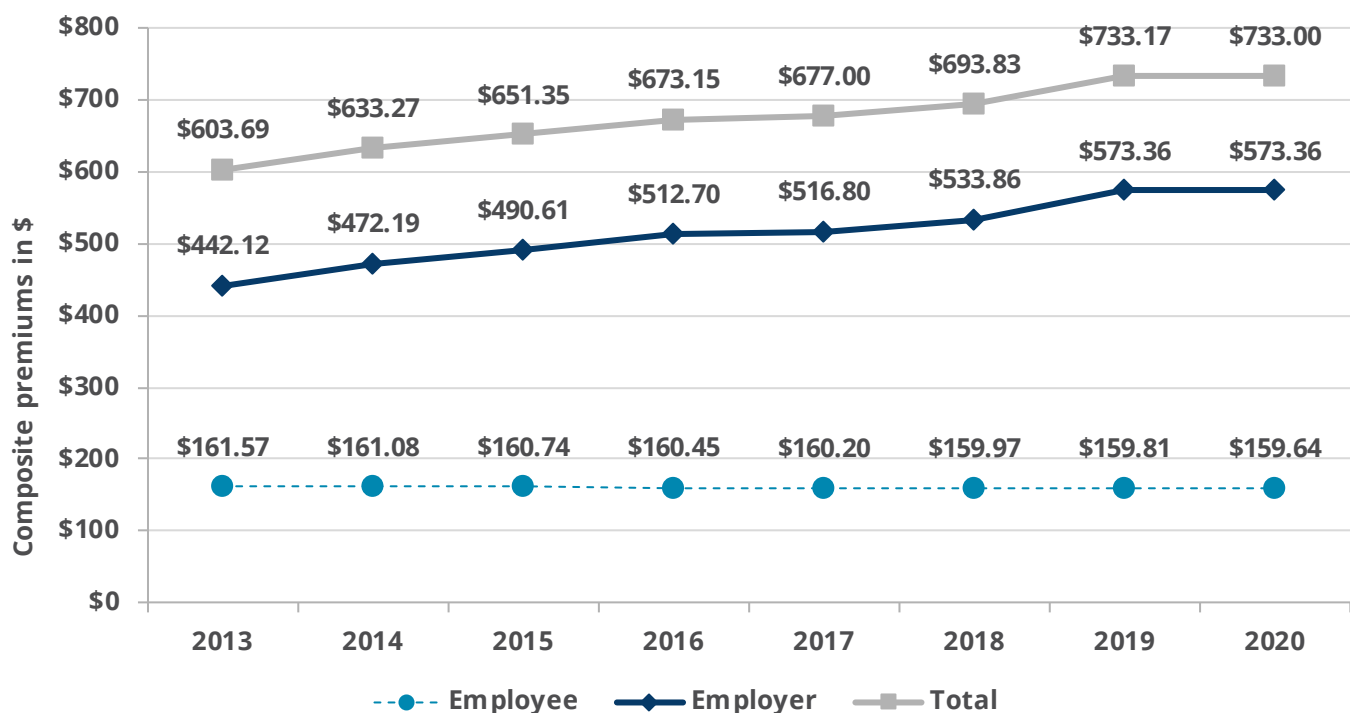
State Health Plan composites regional/national rankings

	<i>From lowest to highest</i>	
	Regional (14 states)	National (50 states)
Total composite	2 nd	3 rd
Employer composite	3 rd	3 rd
Employee composite	5 th	26 th

the regional average employee composite share of 19.7 percent. Employees in only four of the other 13 regional states pay a larger percentage of the total composite rate.

When compared nationally, the State Health Plan's employee composite was lower than 24 states in 2020. The State Health Plan's employee share of the total composite was more than six percentage points higher than the national average employee share of 15.6 percent.

State Health Plan composite rates history: 2013-2020



Regional composites

Regional total composite

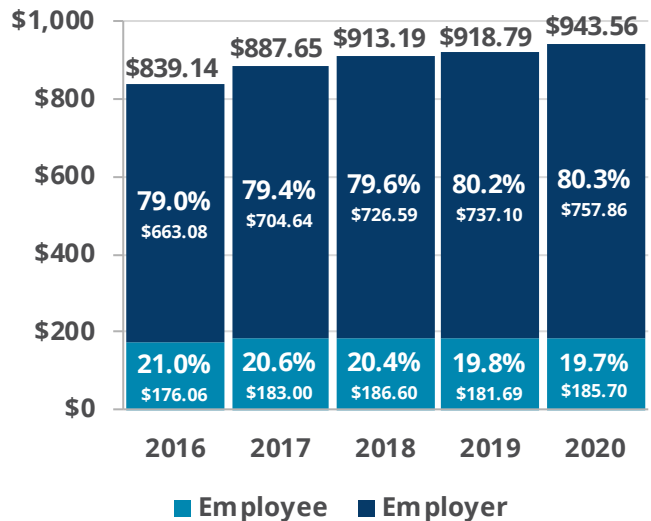
The Northeast had the highest regional total composite rate at \$1,237.23 in 2020, a 3.0 percent increase from \$1,201.42 in 2019. The South's total composite rate was the lowest in the nation at \$943.56 in 2020, a 2.7 percent increase from \$918.79 in 2019.

Over the past five-year period, the South's average annual growth rate of 3.0 percent has led regional total composite growth rates. The West's average annual rate of growth of 2.4 percent was the lowest.

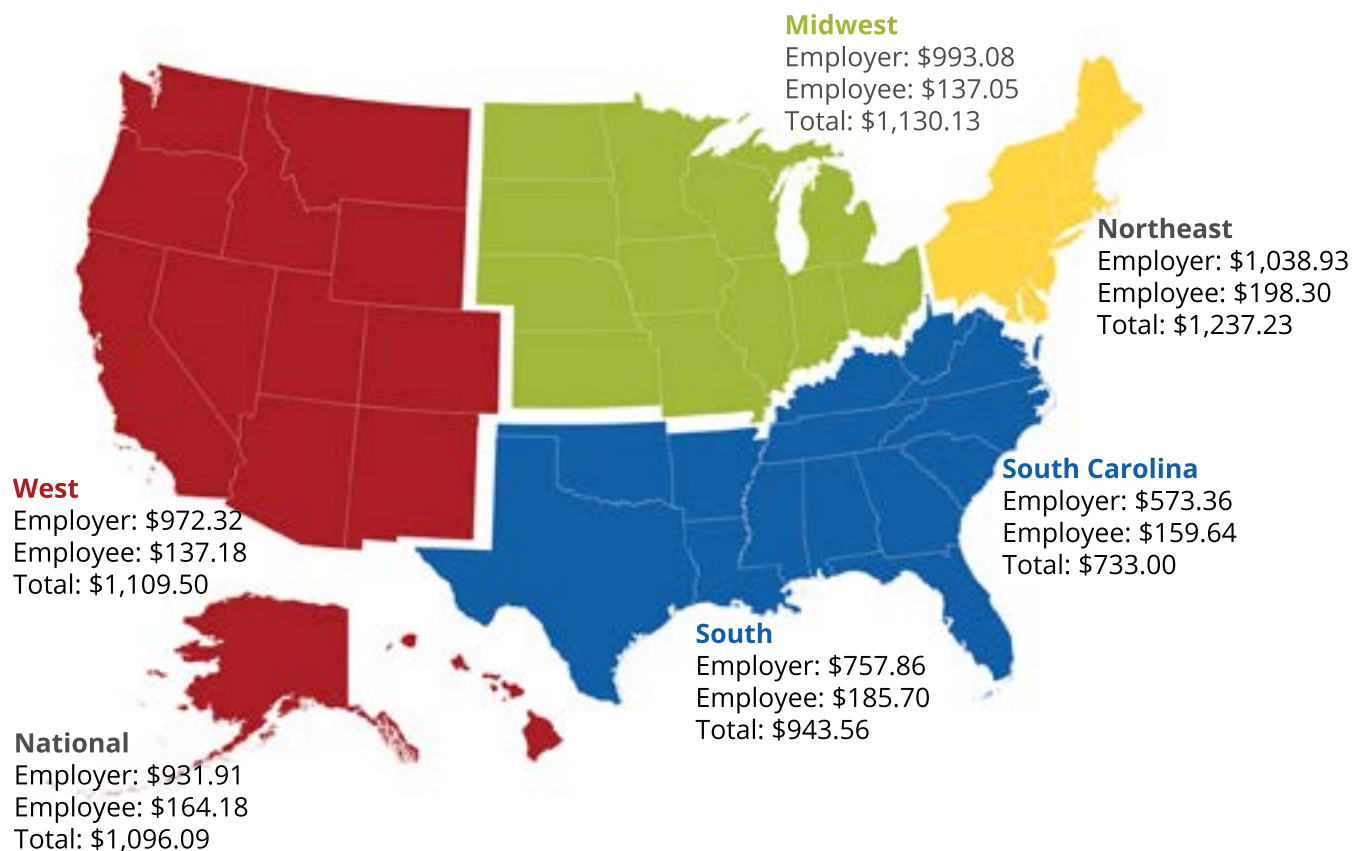
Regional employer composite

Employers in the Northeast region paid the highest employer composite rate in 2020 at \$1,038.93, a 2.6 percent increase from \$1,012.63 in 2019. The South had the lowest regional employer composite in 2020 at \$757.86, a 2.8 percent increase from \$737.10 in 2019.

Southern region employee/employer share of total composite rates



The Midwest region's employers paid the largest share of their regional total composite rate at 87.9 percent. In contrast, employers in the South region paid the lowest employer share of the total composite at 80.3 percent in 2020.



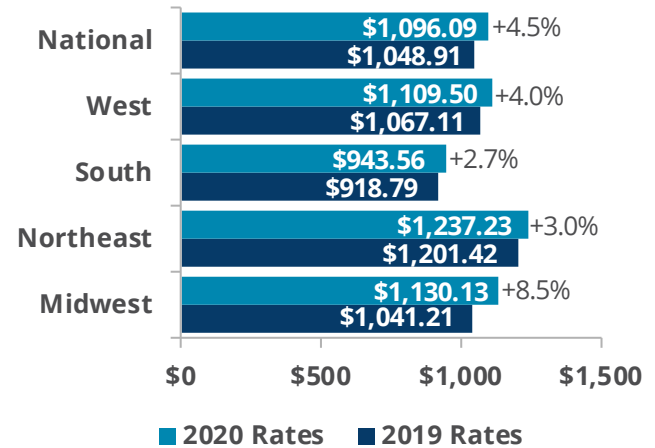
Regional employee composite

Employees in the Northeast paid the largest regional employee composite in the nation at \$198.30 in 2020, up 5.0 percent from \$188.78 in 2019. Over the past five years, the Northeast's employee composite rate has grown an average 1.9 percent annually.

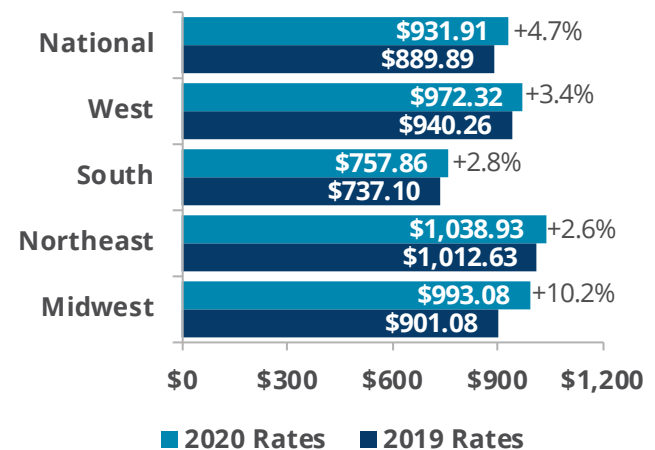
Employees in the South region pay the largest regional share of their total composite rate at 19.7 percent. In comparison, the Midwest region's employee share of their total composite rate was 12.1 percent.

2020 and 2019 regional composite averages

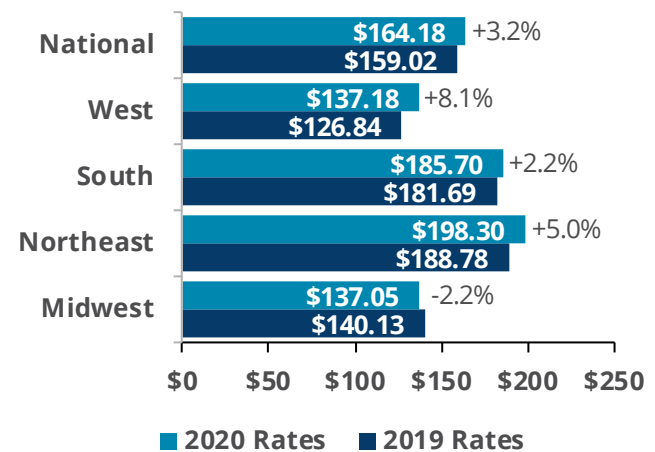
Total composite rates



Employer composite rates



Employee composite rates



West



- Employer: \$972.32
- Employee: \$137.18
- Total: \$1,109.50

13 states including:
Alaska, Arizona,
California, Colorado,
Hawaii, Idaho,
Montana, Nevada,
New Mexico, Oregon,
Utah, Washington and
Wyoming

The West's total composite rate for 2020 was \$1,109.50, up 4.0 percent from \$1,067.11 in 2019. During the past five-year period, the region's total composite rate has grown an average 2.4 percent annually.

The 2020 employer composite rate for the West region was \$972.32, up 3.4 percent from \$940.26 in 2019.

Employers in the West paid the second-highest regional share of their total composite rate at 87.6 percent. The region's employer composite rate grew an average 3.3 percent annually the past five-year period.

Employees in the West paid only 12.4 percent of the regional total composite average. The region's employee composite rate of \$137.18 in 2020 was the second-lowest in the nation, and it was up 8.1 percent from \$126.84 in 2019. Over the past five years, the West's regional employee composite rate has grown an average of -1.8 percent annually, the lowest regional employee composite growth rate in the nation.

Midwest



- Employer: \$993.08
- Employee: \$137.05
- Total: \$1,130.13

12 states including:
Illinois, Indiana, Iowa,
Kansas, Michigan,
Minnesota, Missouri,
Nebraska, North
Dakota, Ohio, South
Dakota and Wisconsin

The Midwest region's total composite rate was \$1,130.13 in 2020, up 8.5 percent from \$1,041.21 in 2019.

The Midwest's total composite was the second-highest in the nation and grew an average 2.5 percent annually the past five years. The five-year annual average growth rate was the second-lowest in the nation.

The Midwest's regional employer composite was \$993.08 in 2020, up 10.2 percent from \$901.08 in 2019. The region's employer composite grew on average 4.2 percent annually the past five years. Midwest employers paid the highest regional share of their total composite rate at 87.9 percent.

Employees in the Midwest paid the lowest regional employee composite rate at \$137.05 in 2020, down 2.2 percent from \$140.13 in 2019. Employees in the Midwest paid only 12.1 percent of the region's total composite average, the fifth consecutive year that the employee share was less than 15.0 percent.

Northeast



- Employer: \$1,038.93
- Employee: \$198.30
- Total: \$1,237.23

11 states including:
Connecticut, Delaware,
Maine, Maryland,
Massachusetts, New
Hampshire, New Jersey, New
York, Pennsylvania, Rhode
Island and Vermont

The Northeast region had the highest regional total composite rate in the nation in 2020 at \$1,237.23, up 3.0 percent from \$1,201.42 in 2019. The Northeast's total composite rate's five-year annual growth rate average of 2.7 percent was the second-highest.

Employers in the Northeast paid the largest regional employer composite rate at \$1,038.93 in 2020, up 2.6 percent from \$1,012.63 in 2019. The region's employer composite has grown an average 2.8 percent annually the past five years, the lowest regional five-year employer composite growth rate in the nation. The employer composite rate was 84.0 percent of the region's total composite rate, second lowest in the nation.

The region's employee composite rate rose 5.0 percent in 2020 to \$198.30. Over a five-year period, the Northeast's employee composite has grown an average of 1.9 percent annually. Employees in the Northeast paid the second-highest share of the total composite rate at 16.0 percent.

South



- Employer: \$757.86
- Employee: \$185.70
- Total: \$943.56

14 states
including:
Alabama,
Arkansas, Florida,
Georgia, Kentucky, Louisiana, Mississippi, North
Carolina, Oklahoma, South Carolina, Tennessee,
Texas, Virginia and West Virginia

The total composite rate for the South region was \$943.56 in 2020, up 2.7 percent from \$918.79 in 2019. The South posted the lowest regional total composite rate in the nation, a ranking it has maintained since 2002. Over the past five years, growth in the South's total composite rate averaged 3.0 percent annually.

For more than a decade, the South continues to have the greatest amount of cost sharing between employers and employees. In 2020, employers in the South paid 80.3 percent of the region's total composite rate with an employer composite rate of \$757.86. In comparison, the next lowest regional employer composite share was the Northeast's 84.0 percent share of their total composite rate.

The South's employer composite grew 2.8 percent in 2020, below the five-year average annual growth rate of 3.5 percent.

Employees in the South had a composite rate of \$185.70 in 2020, up 2.2 percent from \$181.69 in 2019. The region's employees paid the highest share of the total composite rate at 19.7 percent.

National composites



Total composite

The national total composite rate of \$1,096.08 in 2020 was up 4.5 percent from \$1,048.91 in 2019. The rate has grown an average of 2.6 percent annually during the past five years.

Employer composite

The national employer composite grew 4.7 percent to \$931.91 in 2020 from \$889.89 in 2019. Over the past five years, the national employer composite rate has grown an average of 3.5 percent annually. Employers paid 85.0 percent of the national total composite rate in 2020.

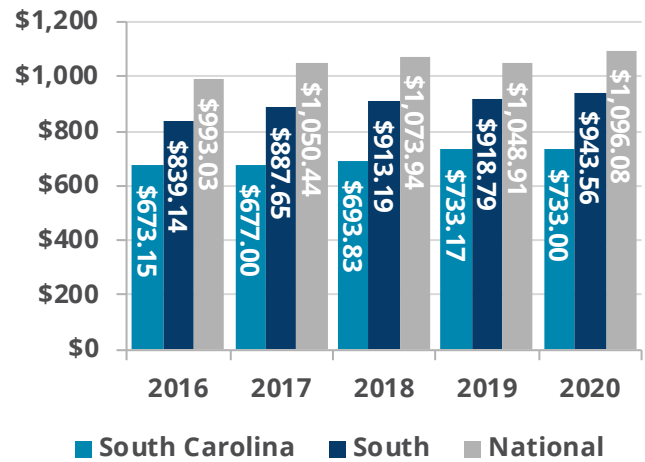
Employee composite

The national employee composite rate was \$164.18 in 2020, up 3.2 percent from \$159.02 in 2019. During the past five years, the employee composite has grown an average of -1.4 percent annually.

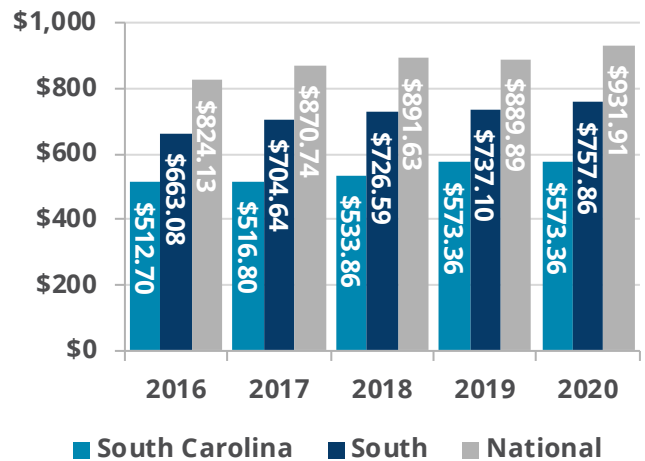
Employees paid 15.0 percent of the total composite rate in 2020. In 2019, the employee share was 15.2 percent of the total composite rate.

Composite rate trends

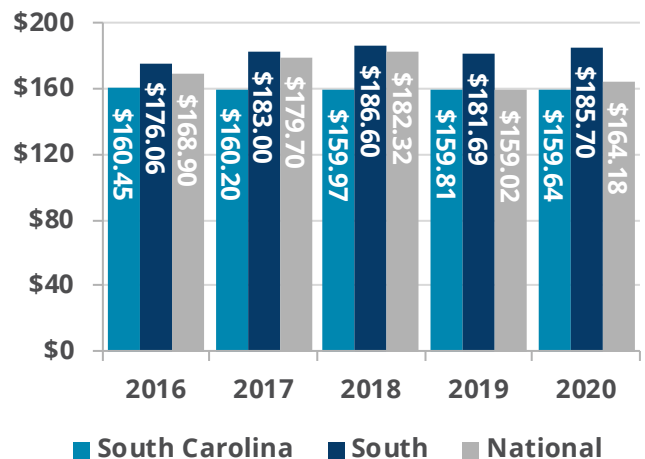
Total composite rates



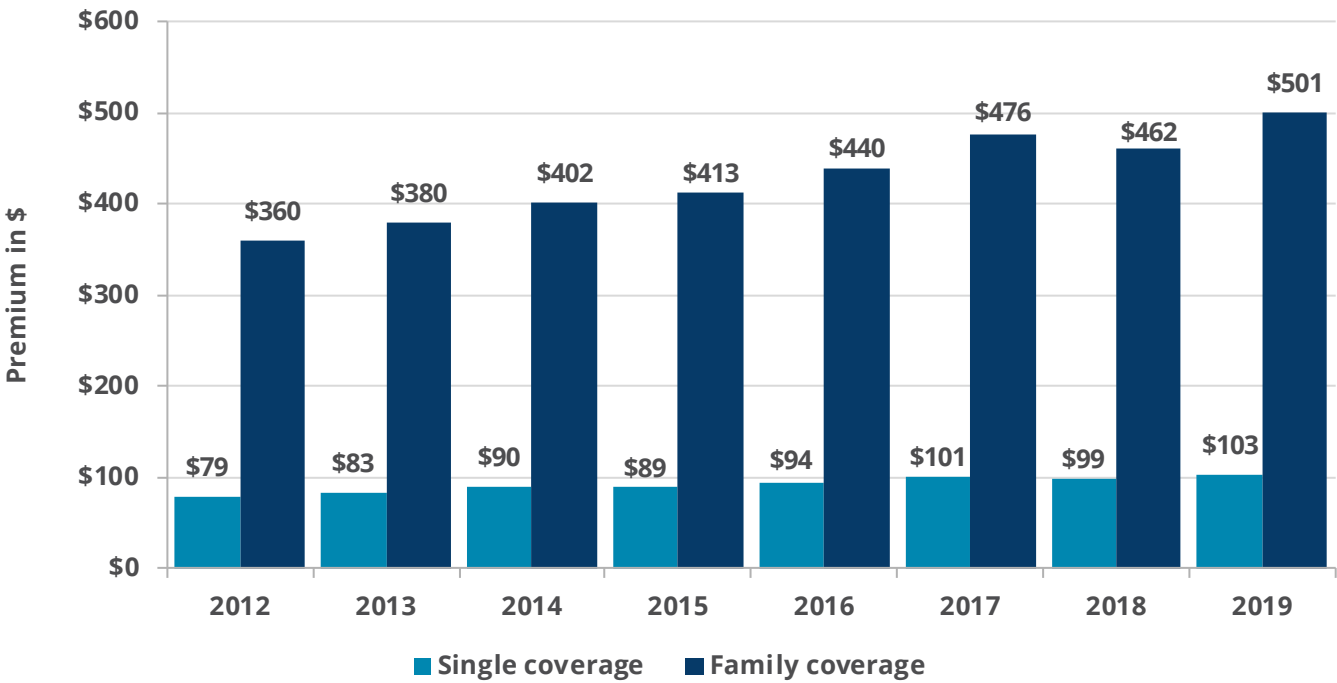
Employer composite rates



Employee composite rates



Contributions paid by covered workers for single and family coverage: 2012-2019



Source: Kaiser/HRET Survey of Employer-Sponsored Health Benefits: 2019



PEBASM

SC Retirement Systems
and State Health Plan

South Carolina Public Employee Benefit Authority

Serving those who serve South Carolina

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