



Chartbook Section 3 Supplement: Cost of Coverage & Cost Sharing (Select Years)

This supplement focuses on employer-sponsored health insurance coverage offered to employees for **employee-plus-one** coverage compared to **family** coverage.

Some data for employee-plus-one coverage is not available; we have only shown data that is available.

Section 3 Supplement: Employment-Based Health Insurance

- **Cost of coverage & cost sharing**
 - Total premium
 - Employer/employee shares of premium
 - Enrollees in plans with deductibles

This Supplemental slide deck is part of Minnesota's Health Care Markets Chartbook, an annual review of key metrics in health care access, coverage, market competition and health care costs ([MN Statutes, Section 144.70](https://www.revisor.mn.gov/statutes/cite/144.70); <https://www.revisor.mn.gov/statutes/cite/144.70>)

A summary of the charts and graphs contained within is provided on the [MDH website](https://www.health.state.mn.us/data/economics/chartbook/summaries/section3supsumm.html) (<https://www.health.state.mn.us/data/economics/chartbook/summaries/section3supsumm.html>). Direct links are listed on each page. Please contact the Health Economics Program at health.hep@state.mn.us if additional assistance is needed for accessing this information.

Background on Section 3

- This Supplement to Chartbook 3 reviews **employment-based health insurance coverage** based on survey information from the Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component. MDH presents data as a weighted average of two years of data to produce more robust estimates, as single-year state-level estimates are more sensitive to the effects of random changes in the composition of the sample. Employers that offer health insurance either **self-insure** or **fully insure** their employee health programs. Under **both** types of employer plans, there is cost-sharing and premiums paid for by their employees.
 - **Self-insured plan** – The employer takes on the risk of medical bills for employees and their dependents. These plans typically comprise larger employer, although smaller employers increasingly look to self-insure
 - **Fully-insured plan** – The health insurance company takes on the risk of medical bills for employees and their dependents (employer purchases plan from insurance company).
- Group coverage, largely because of different regulatory schemes, distinguishes between **small group plans or large group plans**.
 - **Small group plan** – private health insurance plans that are purchased by employers with 2 to 50 employees.
 - **Large group plan** – private health insurance plans that are purchased by employers with more than 50 employees.
- Minnesota regulators primarily have influence over employer coverage that is fully insured, because state oversight over self-insured plans is preempted by federal legislation (the Employee Retirement Income Security Act, ERISA).

Key Terms

Listed in the order they are used in the chartbook

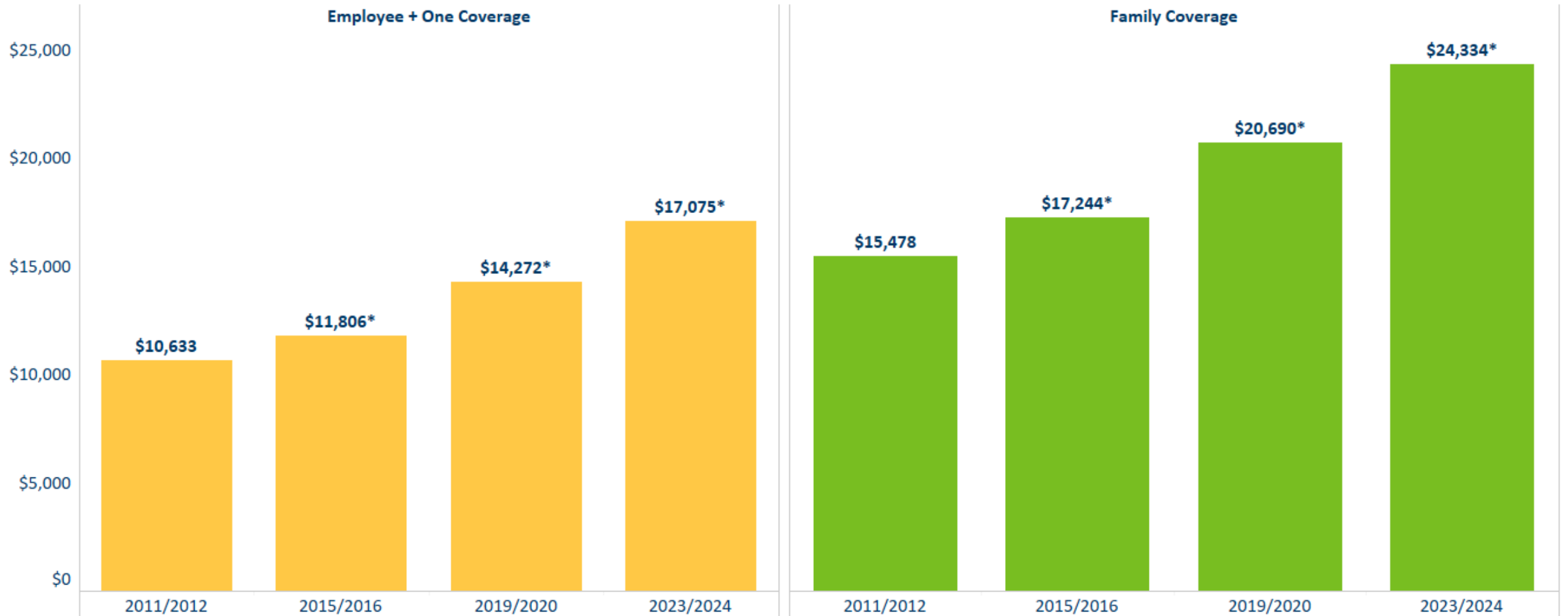
- **Deductible** – The amount an individual pays for health insurance-covered health care services before health insurance begins to pay.
- **Employment Based Health Insurance** – Employers that offer health insurance either self-insure or fully insure their employee health programs. Under both types of employer plans, there is cost-sharing and premiums paid for by their employees. Employees enroll in various types of coverage based on employer offerings (e.g., single and family coverage).
 - **Single coverage** – an employee enrolls in health insurance coverage for only themselves.
 - **Employee-plus-one** – an employee enrolls in health insurance coverage for themselves and one other member of their family.
 - **Family coverage** – an employee enrolls in health insurance coverage for themselves and other members of their family.
- **Premium** – the amount paid for health insurance each month. Employees and employers make contributions to premiums.

Cost of Coverage & Cost Sharing (Select Years)

This section focuses on employer-sponsored health insurance coverage offered to employees either as:

- **Employee-plus-one coverage:** an employee enrolls in health insurance coverage for themselves and one other member of their family.
- **Family coverage:** an employee enrolls in health insurance coverage for themselves and other members of their family. Family coverage excludes employee-plus-one coverage.

Average Annual Health Insurance Premiums in Minnesota

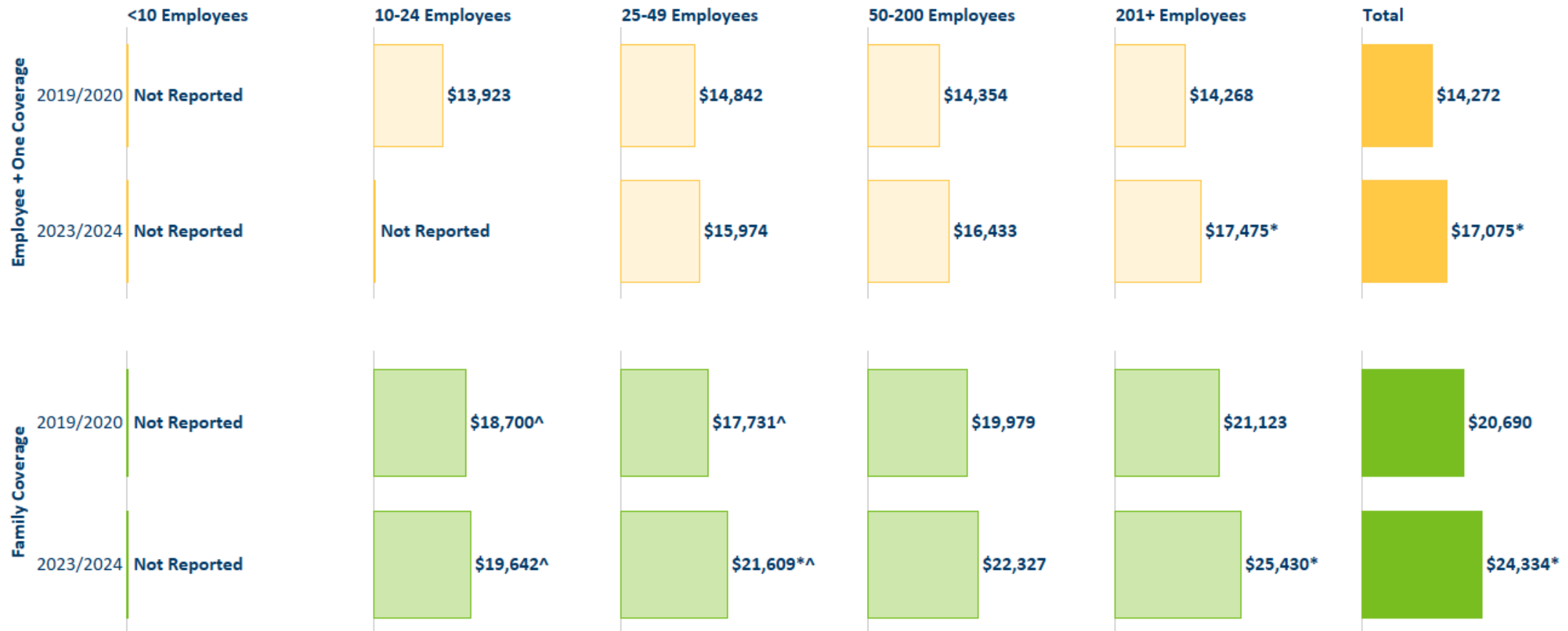


*Indicates a significant difference (95% level) from estimates of previous time period shown.

Source: MDH analysis of data for private employers from the Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component. Data presented are weighted averages of two years of data.

[Summary of Graph](#)

Average Annual Health Insurance Premiums in Minnesota by Firm Size



#Indicates figure does not meet MEPS survey standard of reliability or precision.

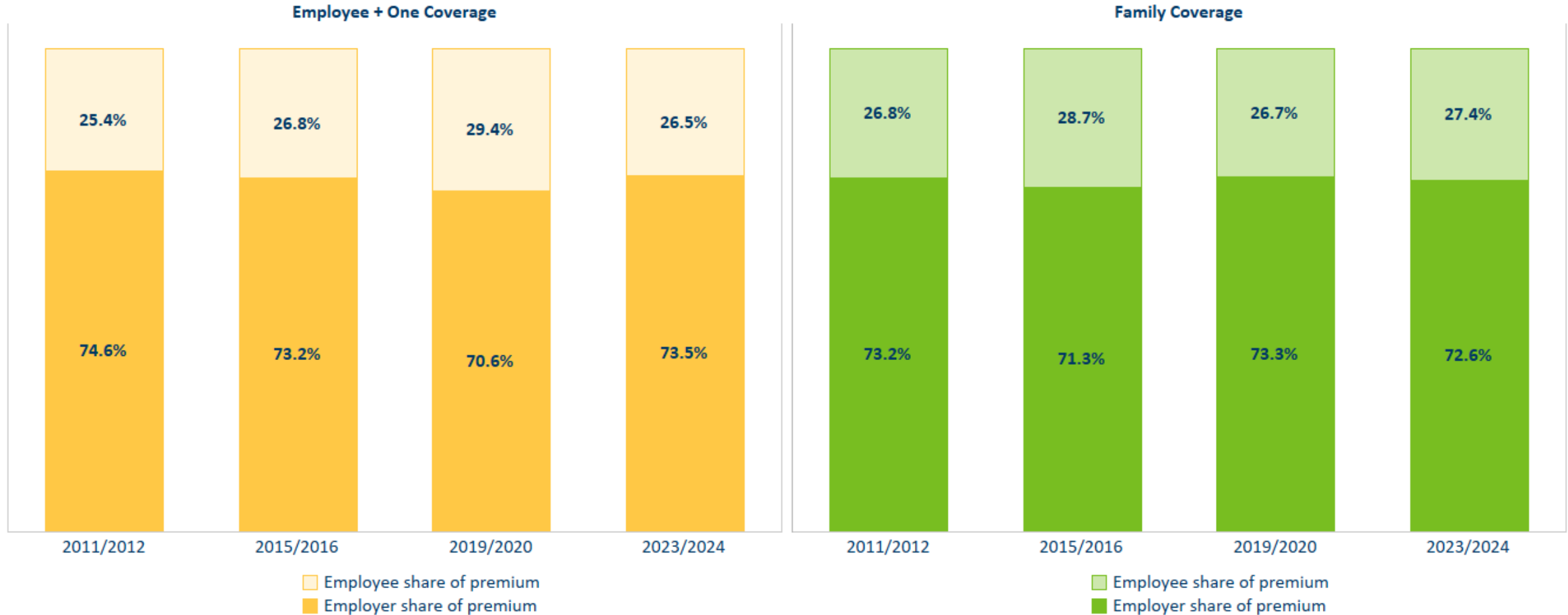
*Indicates a statistically significant difference (95% level) from estimate of previous time period shown.

^Indicates a statistically significant difference (95% level) from average of all firms within a time period.

Source: MDH analysis of data for private employers from the Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component. Data presented are weighted averages of two years of data.

[Summary of Graph](#)

Average Employer and Employee Shares of Premiums in Minnesota



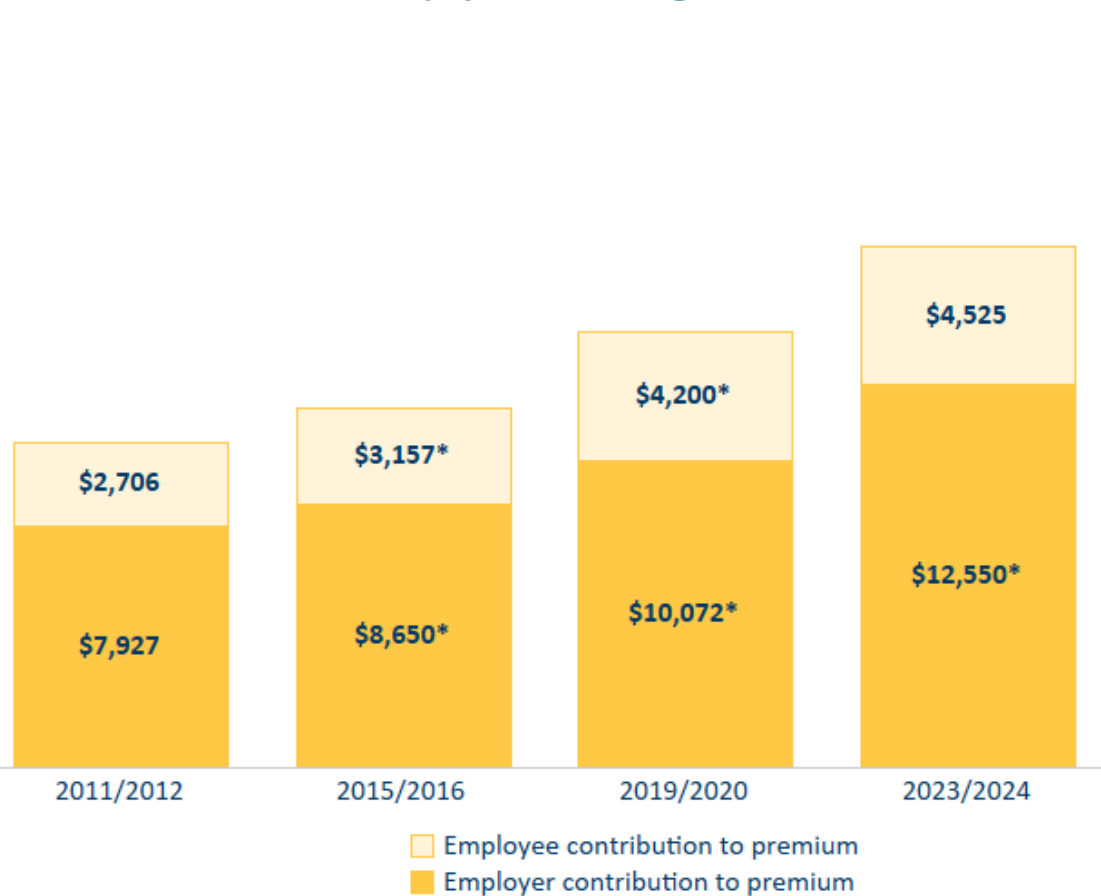
*Indicates a statistically significant difference (95% level) from estimate of previous time period shown.

Source: MDH analysis of data for private employers from the Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component. Data presented are weighted averages of two years of data.

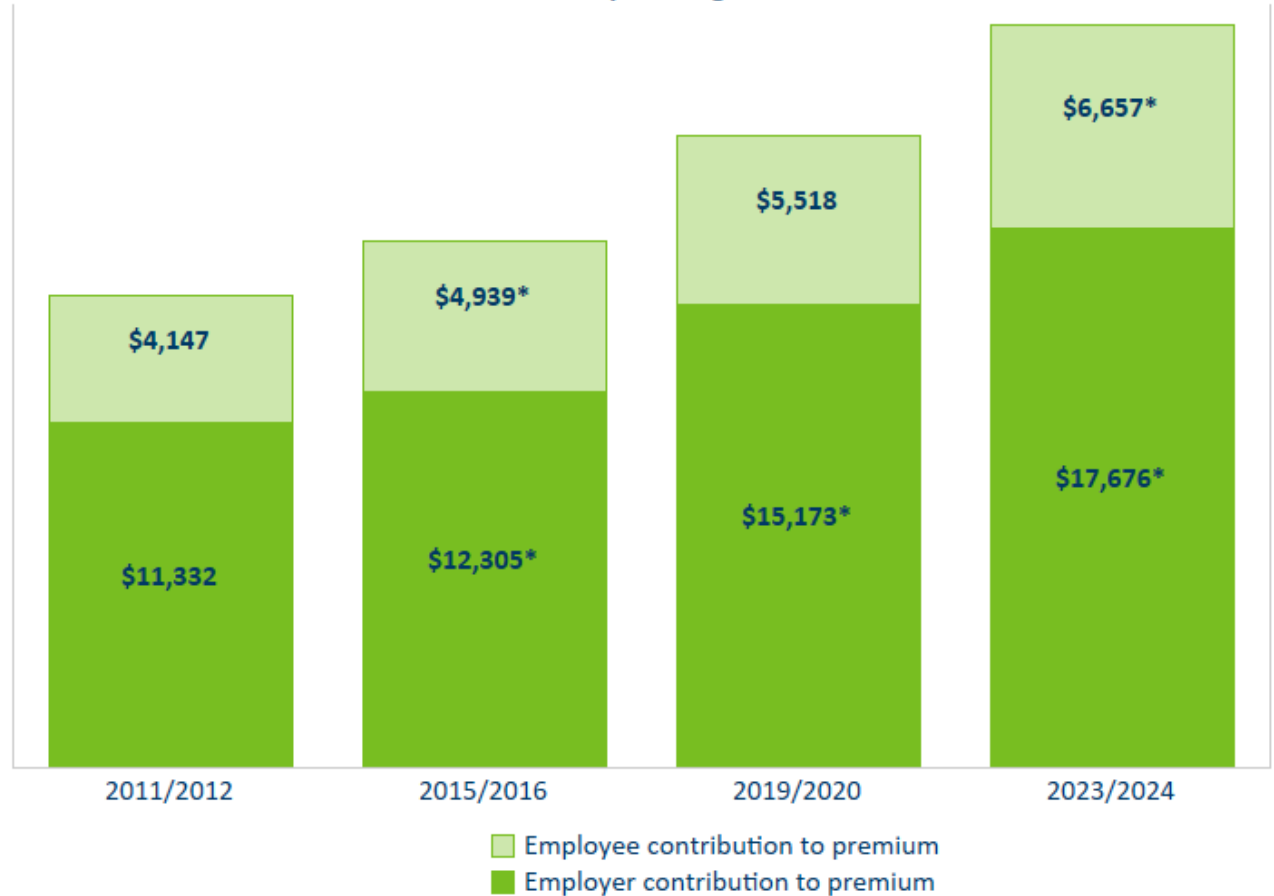
[Summary of Graph](#)

Average Annual Employee and Employer Contribution to Premiums in Minnesota

Employee + One Coverage



Family Coverage

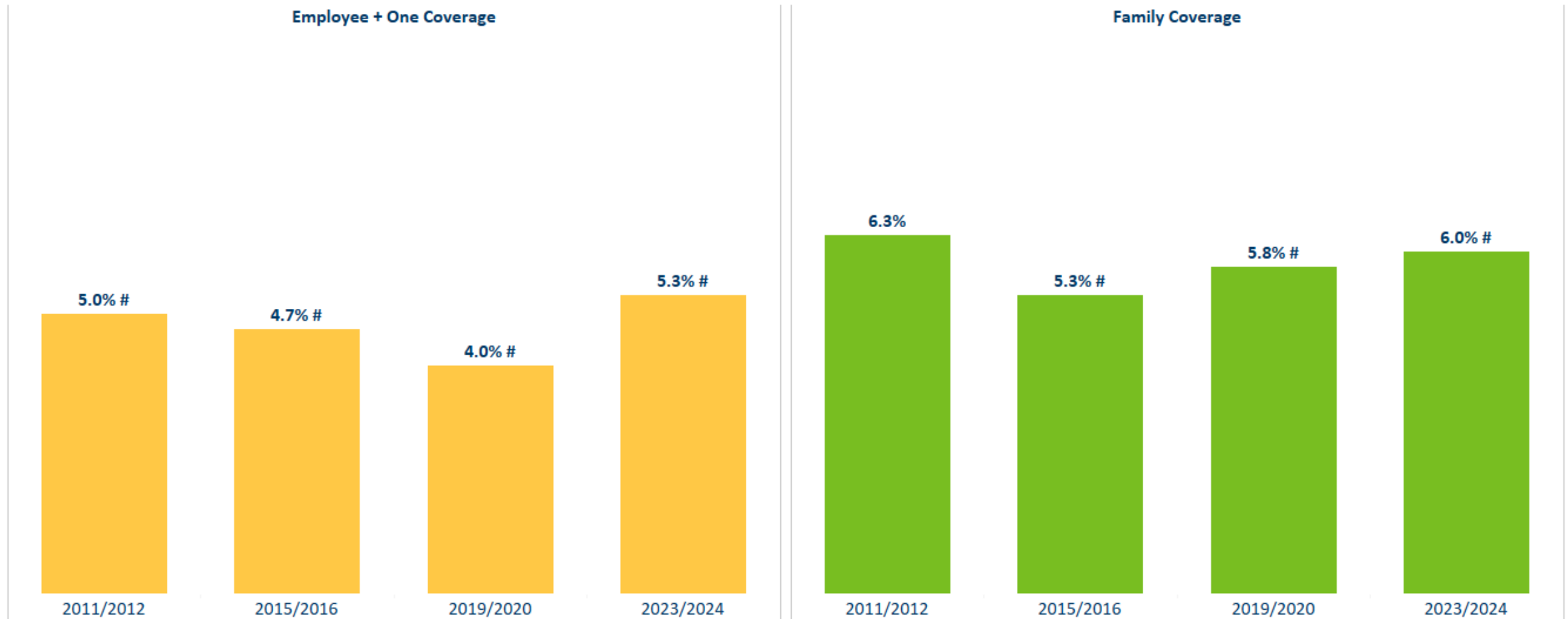


*Indicates a statistically significant difference (95% level) from estimate of previous time period shown.

Source: MDH analysis of data for private employers from the Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component. Data presented are weighted averages of two years of data.

[Summary of Graph](#)

Percentage of Enrollees Whose Employer Pays 100 Percent of Premiums in Minnesota



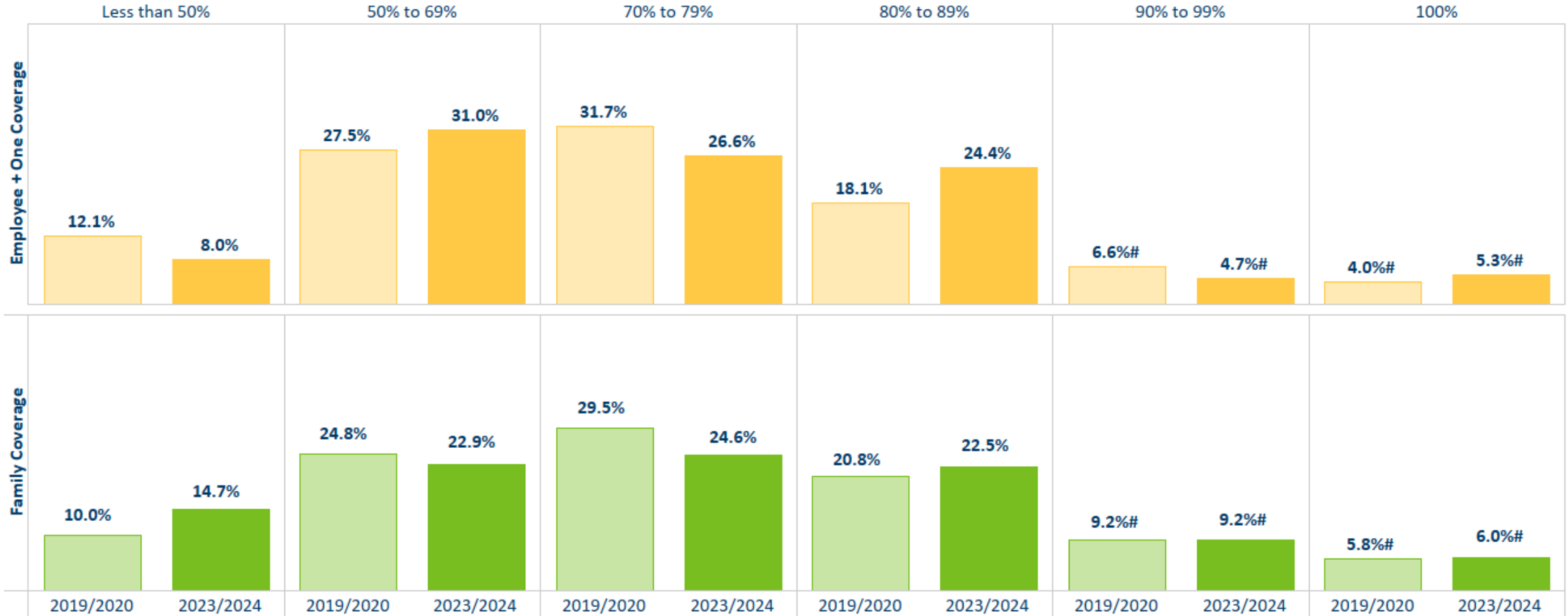
#Indicates figures does not meet MEPS survey standard of reliability or precision.

*Indicates a statistically significant difference (95% level) from estimate of previous time period shown.

Source: MDH analysis of data for private employers from the Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component. Data presented are weighted averages of two years of data.

[Summary of Graph](#)

Distribution of Minnesotans with Employer Coverage by Employer Contribution



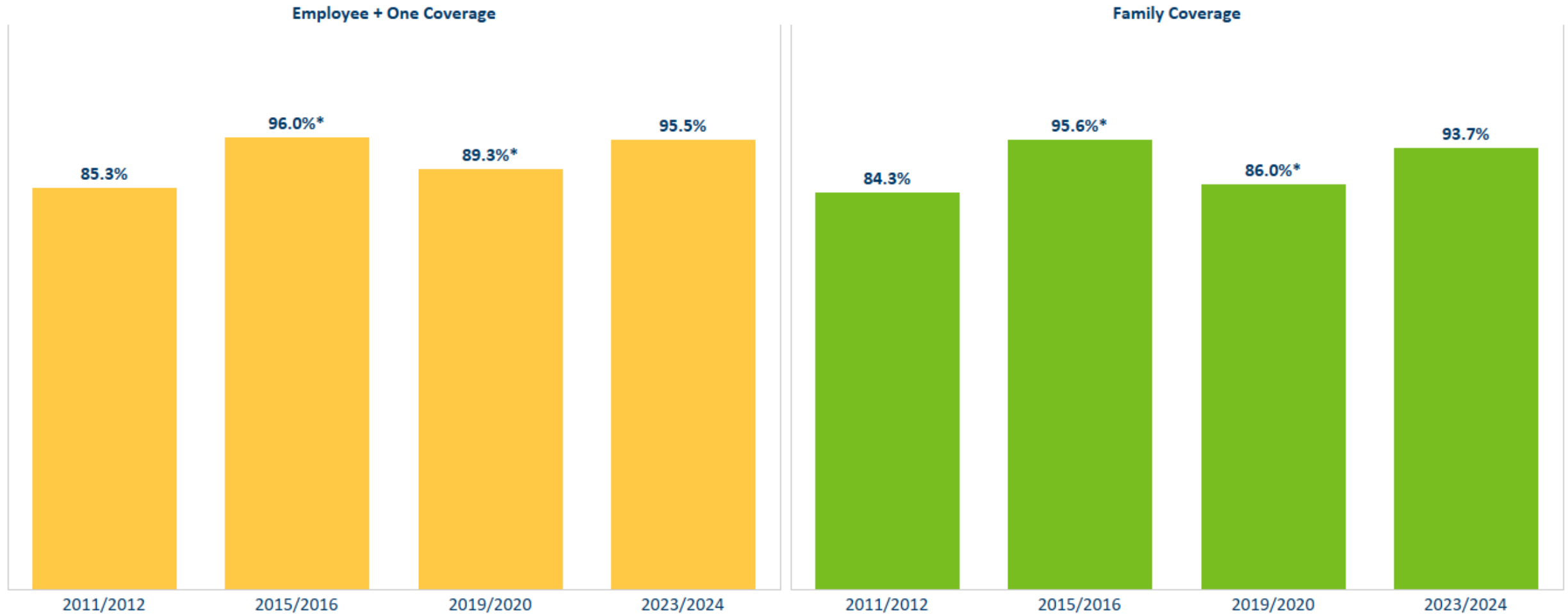
#Indicates figure does not meet MEPS survey standard of reliability or precision.

*Indicates a statistically significant difference (95% level) from estimate of previous time period shown.

Source: MDH analysis of data for private employers from the Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component. For purposes of this survey, we estimate the number of Minnesotans enrolled in employee plus one coverage at approximately 239,000 in 2019/2020 and 179,000 in 2023/2024 and Minnesotans enrolled with family coverage at approximately 402,000 in 2019/2020 and 287,000 in 2023/2024.

[Summary of Graph](#)

Percentage of Employees Enrolled in a Health Plan with a Deductible

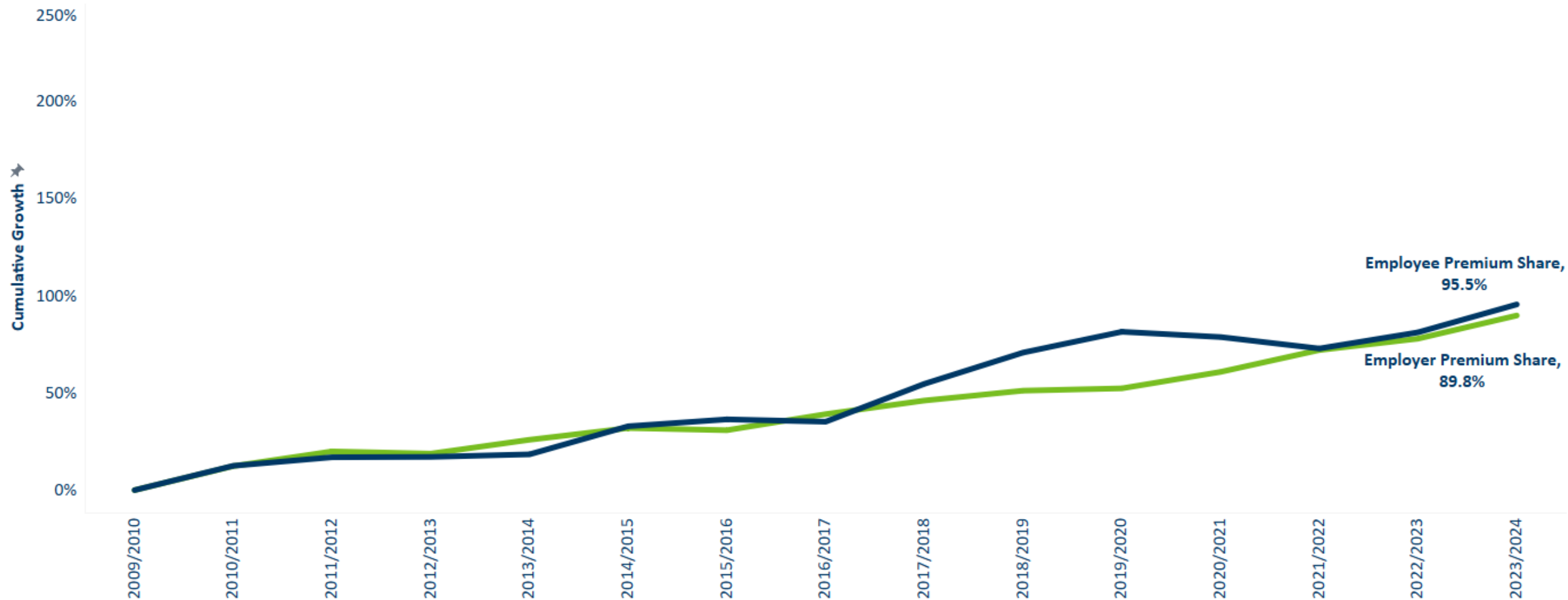


*Indicates a statistically significant difference (95% level) from estimate of previous time period shown.

Source: MDH analysis of data for private employers from the Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component. Data presented are weighted averages of two years of data.

[Summary of Graph](#)

Cumulative Growth Rates of Premiums for Employee Plus One Coverage



Source: MDH analysis of data for private employers from the Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component. Data presented are weighted averages of two years of data.

[Summary of Graph](#)

Additional Information from the Health Economics Program

Available Online

- Health Economics Program Home Page
(<https://www.health.state.mn.us/healthconomics>)
- Publications (<https://heppublications.web.health.state.mn.us/>)
- Health Care Market Statistics (Chartbook Updates)
(<https://www.health.state.mn.us/data/economics/chartbook/index.html>)
- Agency for Healthcare Research and Quality-Medical Expenditure Panel Survey Methodology
(http://meps.ahrq.gov/mepsweb/survey_comp/ic_technical_notes.shtml#estimation)

A summary of the charts and graphs contained within is provided at [Chartbook Summaries - Section 3 Supplement](#) (<https://www.health.state.mn.us/data/economics/chartbook/summaries/section3supsumm.html>). Direct links are listed on each page. Please contact the Health Economics Program at health.hep@state.mn.us if additional assistance is needed for accessing this information or for more granular data.