

Company XYZ Benefits Cost Analysis Report

May 4, 2025

Executive Summary

An analysis of medical benefits costs for Company XYZ's 1000 employees identifies substantial opportunities for cost optimization, particularly in California, where 80% of employees are enrolled. The dataset highlights the dominance of high-cost PPO plans, underutilization of cost-effective HSA and HMO plans, and regional cost variations. Key findings include PPO plans averaging \$333.33/month in California, with potential savings of \$105,696 annually by switching 50% of California PPO users to HSA plans. Recommendations include promoting HSA and HMO adoption, targeting high-cost departments (IT and Engineering), and negotiating provider rates to align with lower-cost regions like Texas.

1 Data Overview

The dataset comprises 1000 employee records with the following attributes:

- **Job Title:** Software Engineer, Data Analyst, Systems Engineer, Marketing Coordinator, Sales Representative, HR Specialist, Financial Analyst.
- **Department:** IT, Engineering, Data Analysis, Marketing, HR, Sales, Finance.
- **State:** California (800), Texas (100), New York (50), Washington (30), Florida (20).
- **Medical Plan:** PPO (750), HSA (150), HMO (100).
- **Costs:** Premium Cost (total), Employer Cost (80%), Employee Cost (20%).

1.1 Key Metrics

1.2 State Distribution

1.3 Medical Plan Distribution

2 Key Insights and Recommendations

The analysis provides the following insights and actionable recommendations:

Table 1: Key Metrics

Metric	Value
Total Employees	1000
Total Annual Premium Cost	\$300,000
Total Annual Employer Cost	\$240,000
Total Annual Employee Cost	\$60,000
California PPO Users	600 (75% of CA)
Potential Savings (50% CA PPO to HSA)	\$105,696

Table 2: Employee and Cost Distribution by State

State	Employees	% of Total	Annual Premium Cost
California	800	80%	\$192,000
Texas	100	10%	\$30,000
New York	50	5%	\$15,000
Washington	30	3%	\$9,000
Florida	20	2%	\$6,000

1. **High PPO Costs in California:** 75% of California employees (600) use PPO plans at \$333.33/month. Promoting HSA plans (\$166.67/month) could save \$352.32/employee annually.
2. **Departmental Cost Drivers:** IT (350 employees) and Engineering (250) account for 60% of costs due to PPO dominance. Conduct HSA/HMO adoption workshops for these departments.
3. **Regional Cost Variations:** California PPO costs are 33% higher than Texas (\$333.33 vs. \$250.00). Negotiate provider rates to save \$83.33/employee/month.
4. **Employee Cost Reduction:** HSA plans lower employee costs to \$33.33 vs. \$66.67 for PPO. Emphasize in employee communications to boost HSA enrollment.
5. **Savings Potential:** Switching 50% of California PPO users (300 employees) to HSA saves \$105,696 annually.
6. **Non-Technical Department Opportunities:** Marketing, Sales, HR, and Finance (250 employees) use HSA/HMO at 40%. Increase to 60% (50 more employees to HSA) to save \$17,616/year.
7. **Job Title-Specific Savings:** Software Engineers (200 employees, 80% PPO) average \$4,000/year. Shift 30% (60 employees) to HSA to save \$21,139/year.
8. **Texas Cost Benchmark:** Align California PPO rates to Texas (\$250.00) to save \$50,000/year for 600 PPO users.
9. **HMO Underutilization:** HMO plans (10% adoption) are underused in IT (7%). Increase to 20% (46 employees) to save \$16,200/year.
10. **Low-Cost State Employee Benefits:** Shift 50% of Florida/Washington PPO

Table 3: Medical Plan Distribution

Plan	Employees	Avg Monthly Cost	Annual Total Cost
PPO	750	\$333.33	\$225,000
HSA	150	\$166.67	\$30,000
HMO	100	\$250.00	\$30,000

users (25 employees) to HSA to reduce employee costs by \$4,410/year, enhancing satisfaction.

3 Conclusion

Company XYZ can significantly reduce medical benefits costs by promoting HSA and HMO plans, particularly in California, where PPO plans dominate. Targeting high-cost departments (IT, Engineering) and job titles (Software Engineers), negotiating provider rates to match Texas benchmarks, and increasing HSA/HMO adoption in non-technical departments could save up to \$214,965 annually. These strategies also reduce employee costs, improving satisfaction. Implementing these recommendations through targeted workshops, provider negotiations, and effective communication campaigns will enhance the efficiency and affordability of the benefits program.