

**EXH. TMH-7C
DOCKETS UE-240004/UG-240005
2024 PSE GENERAL RATE CASE
WITNESS: THOMAS M. HUNT**

**BEFORE THE
WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION,**

Complainant,

v.

PUGET SOUND ENERGY,

Respondent.

**Docket UE-240004
Docket UG-240005**

**SIXTH EXHIBIT (CONFIDENTIAL) TO THE
PREFILED DIRECT TESTIMONY OF**

THOMAS M. HUNT

ON BEHALF OF PUGET SOUND ENERGY

REDACTED VERSION

FEBRUARY 15, 2024

**Shaded information is designated as
CONFIDENTIAL per WAC 480-07-160
Redacted Version**

**Puget Sound Energy
Health Benefit Plans History (2019-2024)
Monthly PSE Flex Credits and PSE Medical Plan Costs**

Shaded information is designated as confidential per WAC 480-07-160

			2024	2023	2022	2021	2020	2019	'19 to '24 5 yr chg	'19 to '24 CAGR*
FLEX CREDITS ONLY										
EE Only	Non-Rep								8.27%	1.60%
EE Only	IBEW								8.76%	1.69%
EE Only	UA								6.17%	1.21%
Family	Non-Rep								15.80%	2.98%
Family	IBEW								17.93%	3.35%
Family	UA								16.79%	3.15%
COMBINED FLEX & WELLNESS										
EE Only	Non-Rep								10.53%	2.02%
EE Only	IBEW								10.98%	2.11%
EE Only	UA								8.54%	1.65%
Family	Non-Rep								17.27%	3.24%
Family	IBEW								19.29%	3.59%
Family	UA								18.21%	3.40%
MEDICAL PLAN COSTS										
EE Only	All	Kaiser HMO							26.86%	4.87%
EE Only	All	Kaiser Access PPO							27.72%	5.02%
EE Only	All	Aetna PPO (Regence Engage pre-2020)							32.78%	5.84%
EE Only	All	Aetna HSA							14.43%	2.73%
EE Only	All	Aetna AWH (New plan choice starting 2022)								
Family	All	Kaiser HMO							26.82%	4.87%
Family	All	Kasier Access PPO							27.61%	5.00%
EE Only	All	Aetna PPO (Regence Engage pre-2020)							32.87%	5.85%
EE Only	All	Aetna HSA							14.52%	2.75%
EE Only	All	Aetna AWH (New plan choice starting 2022)								

*CAGR = Compound Annual Growth Rate (equivalent annual rate per year)

**Puget Sound Energy
Health Benefit Plans History (2018-2024)
Market Medical Plan Costs**

MARKET INFORMATION

Kaiser Family Foundation Survey Data- Total Premium Cost¹

		2024 1 yr chg	2023 1 yr chg	2022 1 yr chg	2021 1 yr chg	2020 1 yr chg	2019 1 yr chg	2018 1 yr chg
EE Only	All Company Sizes		\$8,435 6.62%	\$7,911 2.22%	\$7,739 3.60%	\$7,470 3.92%	\$7,188 4.23%	\$6,896 3.08%
Family	All Company Sizes		\$23,968 6.70%	\$22,463 1.09%	\$22,221 4.12%	\$21,342 3.72%	\$20,576 4.89%	\$19,616 4.54%
Family	Large Companies		\$24,104 6.83%	\$22,564 0.78%	\$22,389 3.22%	\$21,691 4.70%	\$20,717 3.73%	\$19,972 3.83%

Willis Towers Watson 2023 Best Practices in Healthcare²

After Benefit Changes	6.4% forecast	6.0%
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Willis Towers Watson 2018 Emerging Trends in Health Care

Trend		5.4%	6.0%	3.0%	5.5%	5.3%
After Benefit Changes		5.2%	5.5%	2.1%	5.0%	4.7%

URL's

1--//www.kff.org/health-costs/report/2023-employer-health-benefits-survey/

2--https://www.wtwco.com/en-us/news/2023/10/us-employers-target-healthcare-costs-and-mental-healthcare-as-they-look-toward-2024