

# Colorado

## Trends in Employer-Sponsored Insurance Costs and Affordability, 2020–24

|  |               | 2020                | 2023                | 2024                | Average annual change |           |
|--|---------------|---------------------|---------------------|---------------------|-----------------------|-----------|
|  |               |                     |                     |                     | 2020–2023             | 2023–2024 |
| Employee contribution to premium costs (as percent of median income)                   |               |                     |                     |                     |                       |           |
| Single coverage  | Colorado      | \$1,673<br>(4.1%)   | \$1,823<br>(3.7%)   | \$1,913<br>(3.8%)   | 2.9%                  | 4.9%      |
|  | United States | \$1,532<br>(4.3%)   | \$1,640<br>(3.9%)   | \$1,789<br>(4.0%)   | 2.3%                  | 9.1%      |
| Family coverage  | Colorado      | \$6,103<br>(5.8%)   | \$6,413<br>(5.0%)   | \$7,441<br>(5.4%)   | 1.7%                  | 16.0%     |
|  | United States | \$5,978<br>(6.6%)   | \$6,889<br>(6.6%)   | \$7,216<br>(6.5%)   | 4.8%                  | 4.7%      |
| Employee deductible costs — single coverage <sup>1</sup> (as percent of median income) |               |                     |                     |                     |                       |           |
| Single coverage  | Colorado      | \$2,053<br>(5.1%)   | \$2,085<br>(4.2%)   | \$2,404<br>(4.8%)   | 0.5%                  | 15.3%     |
|  | United States | \$1,945<br>(5.5%)   | \$1,930<br>(4.6%)   | \$2,085<br>(4.6%)   | -0.3%                 | 8.0%      |
| Employee premium contribution + deductible costs (as percent of median income)         |               |                     |                     |                     |                       |           |
| Single coverage  | Colorado      | \$3,726<br>(9.2%)   | \$3,908<br>(8.0%)   | \$4,317<br>(8.6%)   | 1.6%                  | 10.5%     |
|  | United States | \$3,477<br>(9.9%)   | \$3,570<br>(8.6%)   | \$3,874<br>(8.6%)   | 0.9%                  | 8.5%      |
| Family coverage  | Colorado      | \$10,520<br>(10.0%) | \$10,126<br>(7.8%)  | \$12,507<br>(9.1%)  | -1.3%                 | 23.5%     |
|  | United States | \$9,700<br>(10.8%)  | \$10,622<br>(10.1%) | \$11,279<br>(10.1%) | 3.1%                  | 6.2%      |
| Employer-sponsored insurance total premium costs                                       |               |                     |                     |                     |                       |           |
| Single coverage  | Colorado      | \$7,206             | \$8,145             | \$8,375             | 4.2%                  | 2.8%      |
|  | United States | \$7,149             | \$8,182             | \$8,486             | 4.6%                  | 3.7%      |
| Family coverage  | Colorado      | \$21,292            | \$23,980            | \$24,974            | 4.0%                  | 4.1%      |
|  | United States | \$20,758            | \$23,938            | \$24,540            | 4.9%                  | 2.5%      |
| Median income <sup>2</sup>   |               | 2019–2020           | 2022–2023           | 2023–2024           |                       |           |
|  | Colorado      | \$82,966            | \$100,192           | \$106,321           |                       |           |
|  | United States | \$69,804            | \$81,223            | \$86,002            |                       |           |

Notes: 1. Only single deductibles are included since family plans typically use this rate per family member. 2. Estimates of median household income use two years of data to ensure adequate sample size at the state level. Household incomes have been adjusted for the likelihood that individuals residing in the same household will purchase insurance together — referred to as a health insurance unit (HIU). Data: Premium contributions and deductibles: Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey-Insurance Component (MEPS-IC), 2020–2024. Median household income and household distribution type: Census Bureau, Current Population Survey (CPS), 2019–2024, analysis by Olivia Chan, Dong Ding, and Sherry Glied of New York University for the Commonwealth Fund.

