

## Health Insurance Premium Rate Review Process Large Employer Group Summary for Requested 2024 Rates

The following tables provide information on the rate components and key assumptions behind premium development for the large group market filed by Blue Cross Blue Shield of Rhode Island (BCBSRI), Harvard Pilgrim Health Care of New England (HPHC), Harvard Pilgrim Health Care Insurance Company (HPIC), UnitedHealthcare of New England (UHCNE), United HealthCare Insurance Company (UHIC), Aetna Life Insurance Company (Aetna), and Cigna Health and Life Insurance Company (Cigna) as part of the Office of the Health Insurance Commissioner's (OHIC) rate review process (for rates effective in 2024). These rate increases are comprised of the following rate components: (1) medical expenses, (2) administrative costs, and (3) contributions to reserves and/or profit. Rate components affect the rates that are charged to large employers and the resulting weighted average increase across an insurer's large group market represents a maximum average increase that, if approved, the insurers are committed not to exceed.<sup>1</sup> Please see our 2024 Rate Review Process Public Comment Solicitation for more information about the rates and this process. OHIC is currently reviewing these assumptions. This review process will culminate in a final decision by the Health Insurance Commissioner approving, modifying, or rejecting the requested rates. For more information on the rate review process or information about rates filed in the individual or small group markets, please visit <http://www.ohic.ri.gov/ohic-formandraterreview.php>.

There are 81,121 consumers enrolled in large group market plans (data as of March 2023<sup>2</sup>). This represents 48.6% of the fully-insured market (individual, small group, and large group markets).

- The **Average Expected Premium Increase** represents the average expected percentage change in premiums from one year to the next, holding benefits constant, across all employers that are up for renewal within a given market. This average expected premium increase is comprised of many rating factors including the employer's existing experience.
- The **Medical Expense Trend Assumption** is the annualized rate of increase due to increases in the unit cost of health care services and in the utilization of health care services.<sup>3</sup> These trend assumptions are generally applied to calendar year 2022 claims experience to project 2024 required revenue rates.

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<sup>1</sup> The rate cap only applies to insurers with greater than one percent of the fully-insured Rhode Island market. Therefore, it does not apply to Aetna and CIGNA.

<sup>2</sup> UHCNE and UHIC enrollment as of February 2023.

<sup>3</sup> Provider mix and service mix are typically included within utilization trend assumptions.

- The **Non-Medical Portion of Premium** represents the percent of overall premium that is required to cover administrative expenses, contribution to reserves and required taxes and fees, including premium tax and ACA fees (note, the health insurance tax has been suspended for 2021 and beyond).

## Large Group Market Summary of Requested 2024 Rates Proposed Rate Change & Key Assumptions Data as of June 15, 2023

Average Expected Premium Increase	BCBSRI	UHCNE & UHIC	HPHC & HPIC	Aetna	Cigna	TOTAL <sup>3</sup>
Average Expected Premium Increase	10.2%	12.4%	12.0%	6.6%	5.9%	10.6%
Enrollment as of 03/31/2023	63,321	11,303	6,112	60	325	81,121

Trend Assumptions	BCBSRI	UHCNE & UHIC	HPHC & HPIC	Aetna	Cigna	TOTAL <sup>4</sup>
Hospital Inpatient	3.6%	7.3%	5.7%	11.2%	5.4%	4.3%
Hospital Outpatient	7.1%	8.7%	5.7%	9.1%	5.3%	7.2%
Professional	5.8%	9.1%	5.7%	7.4%	7.8%	6.3%
Other Medical	5.8%	9.9%	5.7%	9.1%	11.7%	6.4%
Capitation	0.0%	9.9%	5.7%	0.0%	4.2%	1.8%
Prescription Drug	10.1%	9.7%	12.1%	8.6%	10.5%	10.2%
Subtotal Excl. Leverage	6.5%	8.8%	6.9%	9.0%	6.7%	6.8%
Leverage	1.0%	1.4%	0.3%	1.0%	0.7%	1.0%
Total Incl. Leverage	7.5%	10.3%	7.3%	10.1%	7.5%	7.9%

Non Medical Portion of Premium <sup>5</sup>	BCBSRI	UHCNE & UHIC	HPHC & HPIC	Aetna	Cigna
ACA Fees	0.0%	0.0%	0.0%	0.0%	0.0%
State Premium Tax	2.0%	2.0%	2.0%	2.0%	2.0%
Contribution to Reserves	2.0%	3.0%	0.0%	4.0%	1.0%
All Other Retention	10.0%	6.3%	11.7%	4.9%	6.2%
Total Retention	14.0%	11.3%	13.7%	10.9%	9.2%

<sup>3</sup> Totals are based on weighted averages using latest enrollment information.

<sup>4</sup> Ibid.

<sup>5</sup> Excludes RI Fees and Assessments (i.e. vaccination and immunization fees) and Investment Income Credit. ACA Fees include fees such as PCORi. The health insurance tax has been suspended for 2021 and beyond.

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