Rhode Island Business Group on Health (RIBGH) What's New in Health Care for Employers

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Neighborhood Health Plan of Rhode Island

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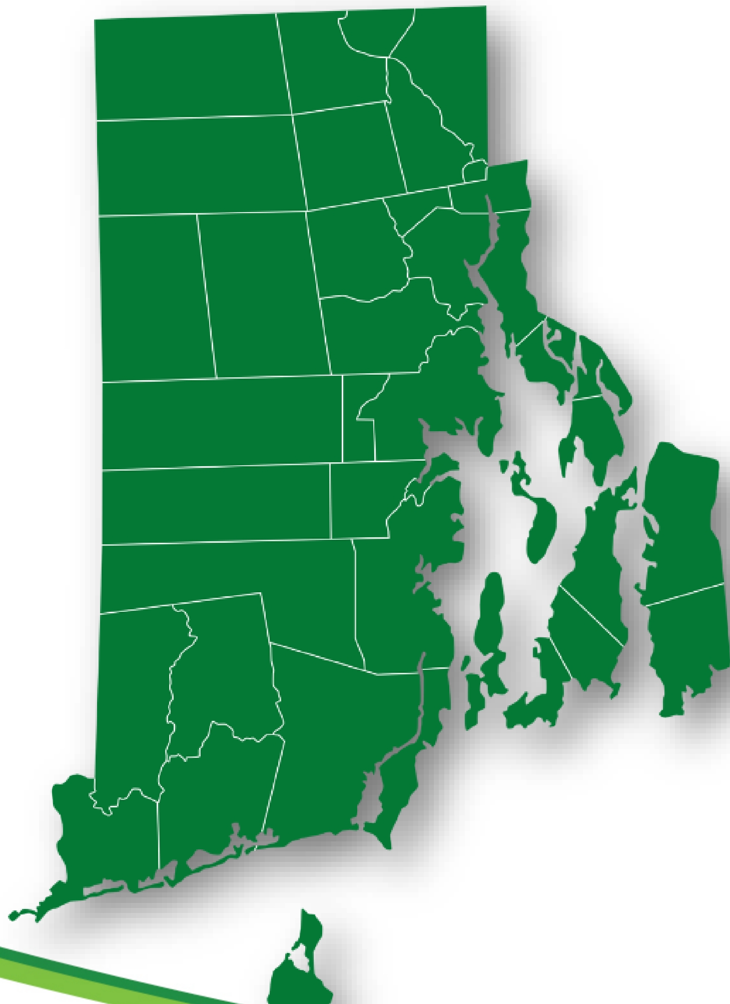
Neighborhood Health Plan of Rhode Island



- ★ Founded in 1994
- ★ Over 220,000 members
- ★ Medicaid, Commercial and Duals Plans

ACCREDITED NCQA HEALTH EQUITY

ACCREDITED NCQA HEALTH PLAN ACCREDITED ★★★★☆

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What is an ICHRA?

Individual **C**overage **H**ealth **R**eimbursement **A**rrangement
A type of health reimbursement account for employers

Employers contribute a fixed amount in account for employees

Employees choose their own health plans from individual market

Budget-friendly, hassle-free quality health insurance

Employer Advantages of an ICHRA

More financial control and predictability

Fixed financial contributions so employers can budget for and define increase

Simple administration for employers

Employers do not have to choose a single plan for all employees for diverse health care needs.

No maximum contribution per employee class

Employers can contribute different amounts to different employee types with no cap.

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Employee Advantages of an ICHRA

Employees choose their own health plan

Employees select an individual market plan that is best for them and their family.

Tax advantages to employers & employees

Contributions do not count toward employees’ taxable wages.

Health benefits for part-time & hourly employees

Flexible contributions for part-time, seasonal and hourly employees.

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The ICHRA Difference

What Differentiates ICHRA from a group health plan?

	ICHRA	Traditional Group Plan
Participant Requirement	**None**	60% or more
Tax Benefits	**Pre-Tax**	Pre-Tax
Plan Choice	**Employee Selects Plan**	Employer Selects Plan
Average # of Plan Options	**50 to 100**	1 to 3
Cost	**Determined by Employer**	Subject to annual premium increases and claims experience
Ownership	**Fully portable if Employee exits**	Coverage ends when employee terminates
Risk Pool	**Individual Market enrollees**	Employees and Dependents
Classing Options	**11**	N/A

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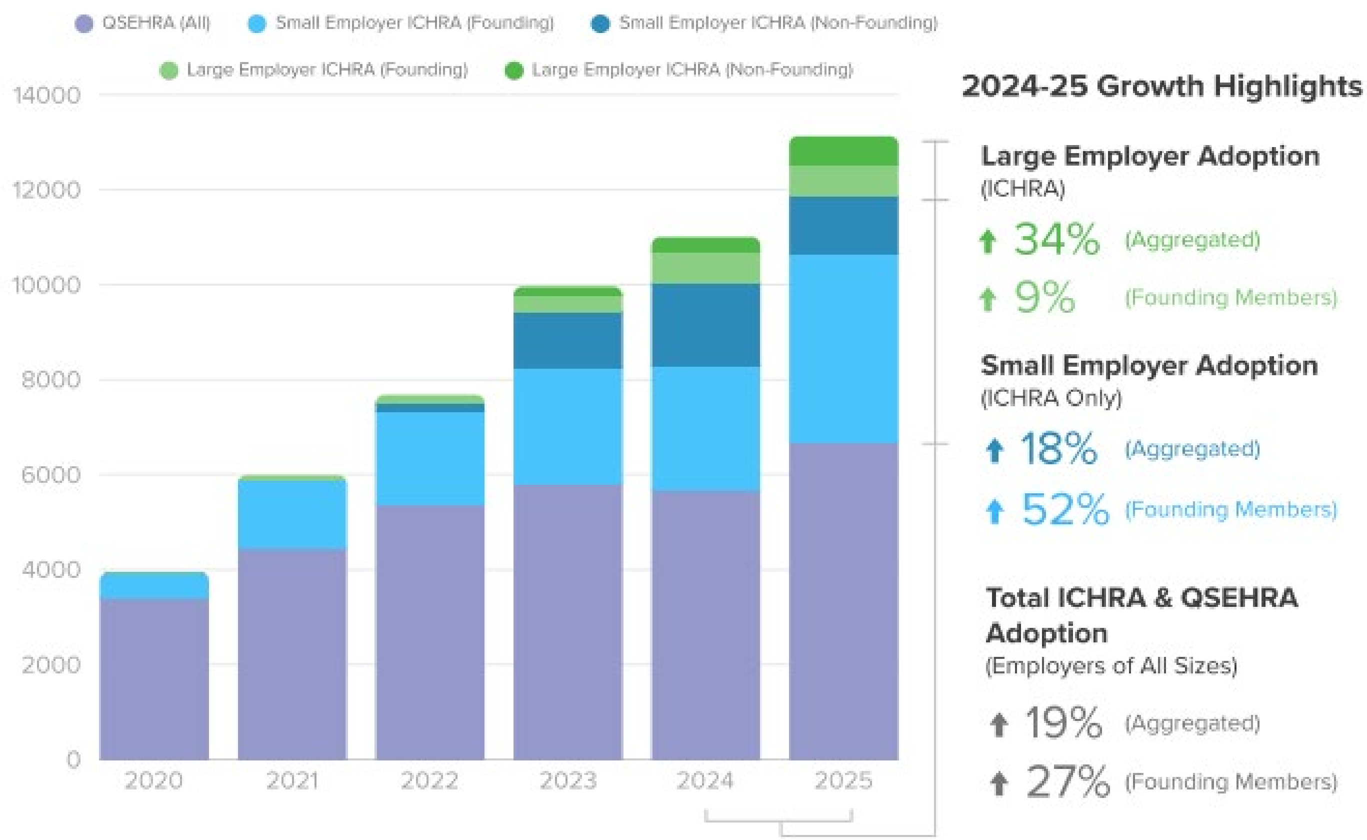
ICHRA Industry Experience

Growth – ICHRA adoption surged over 1000% since 2020

ICHRA & QSEHRA Adoption by Small & Large Employers (2020-2025)



*HRA Council 2025 Data Report