

About this guide

This guide provides price comparisons for the Colorado mandated small group health benefit plans marketed in the Denver metropolitan and Boulder-Longmont geographic areas. The figures quoted were drawn from a November 2002 survey of health carriers that write small employer group health products in Colorado. The carriers quoted in this guide were asked to provide monthly premium quotes for the following plans¹:

- Standard Indemnity Health Benefit Plan
- Standard PPO Health Benefit Plan
- Standard HMO Health Benefit Plan

This guide provides premiums that would be quoted for single coverage for employees ages 21, 36 and 62 years-old. It also provides premium quotes for family coverage for a 34-year-old employee and for a 54-year-old employee.

Premiums for the mandated Basic Health Benefit Plans are not included this year as state law now allows each carrier to offer one of four plan types as its Basic Health Benefit Plan.

Who is a “Small Employer”?

- Employers with 2 – 50 employees**
Any employer with 2 – 50 employees who work 24 hours or more a week on a regular basis (including household employees); and
- Business groups of one**
A business group of one includes both the sole employee of an employer and a self-employed individual who works 24 hours per week on a regular basis; has carried on significant business activity for at least one year before applying for coverage; and has derived a substantial part of their income which is sufficient enough to pay for annual health insurance premiums.

How do I read the chart?

The charts show premiums for selected ages and for both a single employee and a family (i.e., employee, spouse and one or more children). Look at the premiums for employees that most closely mirror the composition of your employer group.

¹ Benefit summaries can be found in Regulation 4-6-5 on the Division website.

Is price the only factor to consider?

No. Other important factors include how an insurance carrier handles claims and consumer complaints, the carrier’s experience in the small group market, restrictions on access to providers, and the company’s financial condition.

What does the premium comparison show?

It pays to shop around. There is a wide variation in rates charged for identical plans. For example, coverage under a Standard Indemnity Plan for a Denver employee, age 54, with spouse and children, ranges from \$1,154 to \$3,002 per month. Under a Standard HMO Plan, coverage for a single Boulder employee, age 36, ranges from \$250 to \$491. Some plans have competitive rates for young people but not for older people. Some have competitive rates for single individuals but not for families.

If a carrier has low basic and standard plan premiums, will it also have low rates for its other small group products?

Carriers are required to set new business premiums for small group products based on plan design. Thus, if a carrier has competitive premiums for its Standard Plans, it should also have competitive premiums for both richer and leaner plans. However, it is difficult to compare the premiums charged for the carriers' other plans as the plan designs are non-standardized.

As a small employer, do I only have guaranteed access to the Basic and Standard plans?

No. All small employers with 2-50 employees must be sold any plan a carrier actively markets.

With respect to business groups of one, a carrier must offer all of its small group plans but if your application indicates any health problems, the carrier can limit your choice of plans to the Basic and Standard Plans only. Additionally, small employer carriers may limit the guaranteed issuance of the Basic and Standard Plans to an open enrollment period, which is defined as the 31 days following the birth date of the applicant, or within 31 days of any one of three other "qualifying" events. [See Section 10-16-105(7.3)(i), C.R.S.]

Small Employer Group Health Premium Comparison

A Survey of Costs for the Mandated Standard Health Benefit Plan For DENVER and BOULDER – LONGMONT



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JANUARY 2003 SMALL GROUP HEALTH BENEFIT PLAN PREMIUM SURVEY -- DENVER MSA¹

Company Name	Standard Indemnity					Standard Preferred Provider					Standard HMO				
	Single			2 Parent Family of 4		Single			2 Parent Family of 4		Single			2 Parent Family of 4	
	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54
Aetna Life Insurance Co.	\$252	\$258	\$662	\$913	\$1,169	\$187	\$192	\$492	\$674	\$867	-	-	-	-	-
Anthem Blue Cross Blue Shield	-	-	-	-	-	\$178	\$224	\$529	\$646	\$972	-	-	-	-	-
Chesapeake Life Ins. Co.	\$363	\$550	\$1,499	\$1,284	\$2,188	-	-	-	-	-	-	-	-	-	-
Cigna Healthcare of Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$287	\$373	\$968	\$1,226	\$1,417
Community Health Plan of the Rockies, Inc.	-	-	-	-	-	-	-	-	-	-	\$207	\$285	\$683	\$852	\$1,220
Guardian Life Ins. Co. of America	\$362	\$417	\$773	\$1,447	\$1,911	\$237	\$273	\$506	\$971	\$1,277	-	-	-	-	-
HMO Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$222	\$279	\$660	\$806	\$1,211
Humana Insurance Co.	\$248	\$290	\$742	\$895	\$1,154	\$278	\$325	\$828	\$998	\$1,287	-	-	-	-	-
Kaiser Foundation Health Plan of CO	-	-	-	-	-	-	-	-	-	-	\$196	\$250	\$589	\$743	\$1,021
MEGA Life and Health Insurance Co.	\$363	\$550	\$1,499	\$1,284	\$2,188	-	-	-	-	-	-	-	-	-	-
Mid-West National Life Insurance Co. of TN	\$363	\$550	\$1,499	\$1,284	\$2,188	-	-	-	-	-	-	-	-	-	-
New England Life Insurance Co.	\$622	\$695	\$1,814	\$2,277	\$3,002	\$414	\$463	\$1,209	\$1,517	\$2,000	-	-	-	-	-
One Health Plan of CO, Inc.	-	-	-	-	-	-	-	-	-	-	\$232	\$304	\$911	\$938	\$1,379
Pacific Life & Annuity Co.	-	-	-	-	-	\$182	\$256	\$719	\$842	\$1,031	-	-	-	-	-
Pacificare Life Assurance Co.	\$178	\$253	\$688	\$976	\$1,178	\$146	\$207	\$562	\$797	\$963	-	-	-	-	-
Pacificare of Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$170	\$241	\$657	\$932	\$1,126
Principal Life Insurance Co.	\$354	\$375	\$1,078	\$1,273	\$1,773	\$301	\$318	\$916	\$1,083	\$1,507	-	-	-	-	-
Rocky Mountain HMO, Inc.	-	-	-	-	-	-	-	-	-	-	\$213	\$268	\$633	\$774	\$1,156
Rocky Mountain Healthcare Options, Inc.	-	-	-	-	-	\$182	\$229	\$542	\$662	\$989	-	-	-	-	-
Trustmark Insurance Co.	\$289	\$320	\$845	\$1,049	\$1,401	\$286	\$317	\$837	\$1,040	\$1,388	-	-	-	-	-
United Healthcare Insurance Co.	\$258	\$353	\$941	\$1,149	\$1,668	\$175	\$239	\$638	\$779	\$1,131	-	-	-	-	-
United Healthcare of CO, Inc.	-	-	-	-	-	-	-	-	-	-	\$218	\$299	\$797	\$973	\$1,413
United Wisconsin Life Insurance Co.	\$386	\$566	\$1,182	\$1,612	\$2,288	-	-	-	-	-	-	-	-	-	-
AVERAGE	\$337	\$431	\$1,102	\$1,287	\$1,842	\$233	\$277	\$707	\$910	\$1,219	\$218	\$287	\$737	\$906	\$1,243

JANUARY 2003 SMALL GROUP HEALTH BENEFIT PLAN PREMIUM SURVEY -- BOULDER - LONGMONT PMSA¹

Company Name	Standard Indemnity					Standard Preferred Provider					Standard HMO				
	Single			2 Parent Family of 4		Single			2 Parent Family of 4		Single			2 Parent Family of 4	
	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54
Aetna Life Insurance Co.	\$291	\$298	\$763	\$1,052	\$1,348	\$216	\$221	\$567	\$777	\$1,000	-	-	-	-	-
Anthem Blue Cross Blue Shield	-	-	-	-	-	\$196	\$247	\$583	\$712	\$1,071	-	-	-	-	-
Chesapeake Life Ins. Co.	\$363	\$550	\$1,499	\$1,284	\$2,188	-	-	-	-	-	-	-	-	-	-
Cigna Healthcare of Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$287	\$373	\$968	\$1,226	\$1,417
Community Health Plan of the Rockies, Inc.	-	-	-	-	-	-	-	-	-	-	\$228	\$313	\$751	\$937	\$1,342
Guardian Life Ins. Co. of America	\$368	\$424	\$786	\$1,470	\$1,942	\$241	\$278	\$515	\$987	\$1,298	-	-	-	-	-
HMO Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$293	\$368	\$870	\$1,062	\$1,598
Humana Insurance Co.	\$279	\$326	\$839	\$1,009	\$1,303	\$312	\$365	\$935	\$1,123	\$1,451	-	-	-	-	-
Kaiser Foundation Health Plan of CO	-	-	-	-	-	-	-	-	-	-	\$196	\$250	\$589	\$743	\$1,021
MEGA Life and Health Insurance Co.	\$363	\$550	\$1,499	\$1,284	\$2,188	-	-	-	-	-	-	-	-	-	-
Mid-West National Life Insurance Co. of TN	\$363	\$550	\$1,499	\$1,284	\$2,188	-	-	-	-	-	-	-	-	-	-
New England Life Insurance Co.	\$591	\$660	\$1,724	\$2,163	\$2,852	\$393	\$439	\$1,148	\$1,441	\$1,900	-	-	-	-	-
One Health Plan of CO, Inc.	-	-	-	-	-	-	-	-	-	-	\$232	\$304	\$911	\$938	\$1,379
Pacific Life & Annuity Co.	-	-	-	-	-	\$182	\$256	\$719	\$842	\$1,031	-	-	-	-	-
Pacificare Life Assurance Co.	\$186	\$264	\$718	\$1,018	\$1,229	\$152	\$215	\$586	\$831	\$1,004	-	-	-	-	-
Pacificare of Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$184	\$261	\$711	\$1,008	\$1,217
Principal Life Insurance Co.	\$374	\$396	\$1,138	\$1,345	\$1,872	\$318	\$336	\$968	\$1,144	\$1,592	-	-	-	-	-
Rocky Mountain HMO, Inc.	-	-	-	-	-	-	-	-	-	-	\$390	\$491	\$1,161	\$1,419	\$2,119
Rocky Mountain Healthcare Options, Inc.	-	-	-	-	-	\$334	\$420	\$993	\$1,214	\$1,812	-	-	-	-	-
Trustmark Insurance Co.	\$278	\$307	\$812	\$1,008	\$1,347	\$275	\$304	\$804	\$998	\$1,333	-	-	-	-	-
United Healthcare Insurance Co.	\$265	\$364	\$969	\$1,183	\$1,718	\$180	\$246	\$657	\$802	\$1,165	-	-	-	-	-
United Healthcare of CO, Inc.	-	-	-	-	-	-	-	-	-	-	\$225	\$308	\$821	\$1,003	\$1,455
United Wisconsin Life Insurance Co.	\$322	\$473	\$988	\$1,348	\$1,913	-	-	-	-	-	-	-	-	-	-
AVERAGE	\$337	\$430	\$1,103	\$1,287	\$1,841	\$254	\$302	\$770	\$988	\$1,332	\$254	\$334	\$848	\$1,042	\$1,444

1. MSA is a Metropolitan Statistical Area. PMSA is a Primary Metropolitan Statistical Area

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This guide provides price comparisons for the Colorado mandated small group health benefit plans marketed in the Grand Junction and Pueblo geographic areas. The figures quoted were drawn from a November 2002 survey of health carriers that write small employer group health products in Colorado. The carriers quoted in this guide were asked to provide monthly premium quotes for the following plans¹:

- Standard Indemnity Health Benefit Plan
- Standard PPO Health Benefit Plan
- Standard HMO Health Benefit Plan

This guide provides premiums that would be quoted for single coverage for employees ages 21, 36 and 62 years-old. It also provides premium quotes for family coverage for a 34-year-old employee and for a 54-year-old employee.

Premiums for the mandated Basic Health Benefit Plans are not included this year as state law now allows each carrier to offer one of four plan types as its Basic Health Benefit Plan.

Who is a “Small Employer”?

- Employers with 2 – 50 employees**
Any employer with 2 – 50 employees who work 24 hours or more a week on a regular basis (including household employees); and
- Business groups of one**
A business group of one includes both the sole employee of an employer and a self-employed individual who works 24 hours per week on a regular basis; has carried on significant business activity for at least one year before applying for coverage; and has derived a substantial part of their income which is sufficient enough to pay for annual health insurance premiums.

How do I read the chart?

The charts show premiums for the selected ages and for both a single employee and a family (i.e., employee, spouse and one or more children). Look at the premiums for employees that most closely mirror the composition of your employer group.

¹ Benefit summaries can be found in Regulation 4-6-5 on the Division website.

Is price the only factor to consider?

No. Other important factors include how an insurance carrier handles claims and consumer complaints, the carrier’s experience in the small group market, restrictions on access to providers, and the company’s financial condition.

What does the premium comparison show?

It pays to shop around. There is a wide variation in rates charged for identical plans. For example, coverage under a Standard Indemnity Plan for a Grand Junction employee, age 54, with spouse and children, ranges from \$1,264 to \$2,444 per month. Under a Standard HMO Plan, coverage for a single Pueblo employee, age 36, ranges from \$310 to \$503. Some plans have competitive rates for young people but not for older people. Some have competitive rates for single individuals but not for families.

If a carrier has low standard plan premiums, will it also have low rates for its other small group products?

Carriers are required to set new business premiums for small group products based on plan design. Thus, if a carrier has competitive premiums for its Standard Plans, it should also have competitive premiums for both richer and leaner plans. However, it is difficult to compare the premiums charged for the carriers’ other plans as the plan designs are non-standardized.

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JANUARY 2003 SMALL GROUP HEALTH BENEFIT PLAN PREMIUM SURVEY -- GRAND JUNCTION MSA¹

Company Name	Standard Indemnity					Standard Preferred Provider					Standard HMO				
	Single			2 Parent Family of 4		Single			2 Parent Family of 4		Single			2 Parent Family of 4	
	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54
Aetna Life Insurance Co.	\$325	\$333	\$853	\$1,176	\$1,506	\$241	\$247	\$634	\$868	\$1,117	-	-	-	-	-
Anthem Blue Cross Blue Shield	-	-	-	-	-	\$223	\$280	\$661	\$808	\$1,215	-	-	-	-	-
Chesapeake Life Insurance Co.	\$363	\$550	\$1,499	\$1,284	\$2,188	-	-	-	-	-	-	-	-	-	-
Guardian Life Insurance Co. of America	\$392	\$451	\$836	\$1,565	\$2,067	\$257	\$295	\$548	\$1,051	\$1,382	-	-	-	-	-
HMO Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$317	\$399	\$942	\$1,151	\$1,731
Humana Insurance Co.	\$271	\$317	\$813	\$979	\$1,264	\$311	\$364	\$934	\$1,122	\$1,449	-	-	-	-	-
MEGA Life and Health Insurance Co.	\$363	\$550	\$1,499	\$1,284	\$2,188	-	-	-	-	-	-	-	-	-	-
Mid-West National Life Insurance Co. of TN	\$363	\$550	\$1,499	\$1,284	\$2,188	-	-	-	-	-	-	-	-	-	-
New England Life Insurance Co.	\$506	\$565	\$1,477	\$1,853	\$2,444	\$393	\$439	\$1,148	\$1,441	\$1,900	-	-	-	-	-
Pacific Life & Annuity Company	-	-	-	-	-	\$182	\$256	\$719	\$842	\$1,031	-	-	-	-	-
Pacificare Life Assurance Co.	\$210	\$298	\$811	\$1,150	\$1,388	\$172	\$243	\$663	\$893	\$1,134	-	-	-	-	-
Principal Life Insurance Co.	\$346	\$366	\$1,054	\$1,245	\$1,733	\$320	\$339	\$975	\$1,152	\$1,604	-	-	-	-	-
Rocky Mountain HMO, Inc.	-	-	-	-	-	-	-	-	-	-	\$186	\$234	\$554	\$677	\$1,011
Rocky Mountain Healthcare Options, Inc.	-	-	-	-	-	\$159	\$200	\$474	\$579	\$865	-	-	-	-	-
Trustmark Insurance Co.	\$278	\$307	\$812	\$1,008	\$1,347	\$275	\$304	\$804	\$998	\$1,333	-	-	-	-	-
United Healthcare Insurance Co.	\$337	\$462	\$1,232	\$1,505	\$2,185	\$229	\$313	\$835	\$1,020	\$1,481	-	-	-	-	-
United Healthcare of Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$286	\$392	\$1,044	\$1,275	\$1,851
United Wisconsin Life Insurance Co.	\$351	\$516	\$1,077	\$1,470	\$2,086	-	-	-	-	-	-	-	-	-	-
AVERAGE	\$342	\$439	\$1,122	\$1,317	\$1,882	\$251	\$298	\$763	\$979	\$1,319	\$263	\$342	\$847	\$1,034	\$1,531

JANUARY 2003 SMALL GROUP HEALTH BENEFIT PLAN PREMIUM SURVEY -- PUEBLO MSA¹

Company Name	Standard Indemnity					Standard Preferred Provider					Standard HMO				
	Single			2 Parent Family of 4		Single			2 Parent Family of 4		Single			2 Parent Family of 4	
	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54	Employee Age 21	Employee Age 36	Employee Age 62	Employee Age 34	Employee Age 54
Aetna Life Insurance Co.	\$325	\$333	\$853	\$1,176	\$1,506	\$241	\$247	\$634	\$868	\$1,117	-	-	-	-	-
Anthem Blue Cross Blue Shield	-	-	-	-	-	\$208	\$262	\$619	\$756	\$1,137	-	-	-	-	-
Chesapeake Life Insurance Co.	\$318	\$481	\$1,312	\$1,124	\$1,914	-	-	-	-	-	-	-	-	-	-
Cigna Healthcare of Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$387	\$503	\$1,307	\$1,655	\$1,913
Community Health Plan of the Rockies, Inc.	-	-	-	-	-	-	-	-	-	-	\$228	\$313	\$751	\$937	\$1,342
Guardian Life Insurance Co. of America	\$392	\$451	\$836	\$1,565	\$2,067	\$257	\$295	\$548	\$1,051	\$1,382	-	-	-	-	-
HMO Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$276	\$347	\$819	\$1,000	\$1,504
Humana Insurance Co.	\$262	\$307	\$786	\$947	\$1,222	\$292	\$342	\$873	\$1,051	\$1,357	-	-	-	-	-
Kaiser Foundation Health Plan of CO	-	-	-	-	-	-	-	-	-	-	\$246	\$313	\$738	\$931	\$1,280
MEGA Life and Health Insurance Co.	\$318	\$481	\$1,312	\$1,124	\$1,914	-	-	-	-	-	-	-	-	-	-
Mid-West National Life Insurance Co. of TN	\$318	\$481	\$1,312	\$1,124	\$1,914	-	-	-	-	-	-	-	-	-	-
New England Life Insurance Co.	\$434	\$485	\$1,267	\$1,590	\$2,096	\$285	\$318	\$832	\$1,044	\$1,376	-	-	-	-	-
One Health Plan of Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$237	\$310	\$930	\$957	\$1,407
Pacific Life & Annuity Company	-	-	-	-	-	\$182	\$256	\$719	\$842	\$1,031	-	-	-	-	-
Pacificare Life Assurance Co.	\$202	\$286	\$779	\$1,105	\$1,334	\$165	\$234	\$637	\$902	\$1,090	-	-	-	-	-
Principal Life Insurance Co.	\$338	\$358	\$1,029	\$1,216	\$1,693	\$295	\$312	\$898	\$1,061	\$1,478	-	-	-	-	-
Rocky Mountain HMO, Inc.	-	-	-	-	-	-	-	-	-	-	\$280	\$353	\$834	\$1,019	\$1,522
Rocky Mountain Healthcare Options, Inc.	-	-	-	-	-	\$240	\$302	\$713	\$872	\$1,302	-	-	-	-	-
Trustmark Insurance Co.	\$278	\$307	\$812	\$1,008	\$1,347	\$275	\$304	\$804	\$998	\$1,333	-	-	-	-	-
United Healthcare Insurance Co.	\$288	\$395	\$1,054	\$1,287	\$1,868	\$196	\$268	\$714	\$872	\$1,266	-	-	-	-	-
United Healthcare of Colorado, Inc.	-	-	-	-	-	-	-	-	-	-	\$244	\$335	\$893	\$1,090	\$1,583
United Wisconsin Life Insurance Co.	\$385	\$565	\$1,180	\$1,610	\$2,285	-	-	-	-	-	-	-	-	-	-
AVERAGE	\$322	\$411	\$1,044	\$1,240	\$1,763	\$240	\$285	\$726	\$938	\$1,261	\$271	\$353	\$896	\$1,084	\$1,507

1. MSA is a Metropolitan Statistical Area