
FEHB Program Carrier Letter Community-Rated Carriers

U.S. Office of Personnel Management
Healthcare and Insurance

FEHB ☒ PSHB ☒

Letter Number 2025-08

Date: April 21, 2025

Fee-for-service [X]

Experience-rated HMO [X]

Community-rated HMO [7]

Subject: Reconciliation Instructions for 2025 Rates – Community Rated Carriers

This letter transmits Part 3 of our three part series of rate guidance for 2025 rates. You received [Part 1 – Community Rating Guidelines 2025](#) and [Part 2 – 2025 Proposal Instructions](#) on April 30, 2024. The Excel file accompanying this letter, “Reconciliation Tables Attachments III and IIIA.xlsx,” includes the reconciliation tables for you to fill out. Attachments IIIB through VI are found in the enclosed Part 3 document. Most community rated carriers must complete some or all of the attached documents in this letter to reconcile their 2025 FEHB/PSHB rates. To determine which documents apply to your plan options, please use the following chart:

Step	If...	Then...
1.	Your 2024 income from the Federal group was less than \$2,000,000.	Stop here. You do not need to complete the enclosed documents. If your 2025 rates were reduced to generate a contingency reserve payment, it will be sent automatically this summer.

Step	If...	Then...
2.	You are a small carrier whose 2024 income from the Federal group was more than \$2,000,000 and you did not file rates as a large FEHB/PSHB carrier.*	You must complete Attachments III, IIIA, IIIB, and V and keep them on file and available for OPM review. These documents are subject to audit.
3.	<ul style="list-style-type: none"> You had more than 1,500 contracts at the time of the 2025 rate proposal, or You are a small FEHB/PSHB carrier that filed as a large FEHB/PSHB carrier by submitting detailed documentation with your rate proposal. 	Upload and submit Attachments III through VI by April 30, 2025. FEHB carriers should upload documents on the Rate Submission Tool and PSHB carriers should upload documents on Carrier Connect

* If you are a small carrier with Federal group income over \$2,000,000 in the year prior to your terminating year, you must complete Attachments III, IIIA, IIIB and V for the final year and keep them on file and available for OPM review. You must notify OPM of any amount owed or due as a result of the final reconciliation by April 30 of the terminating year or within 30 days of your notice to OPM of your termination, whichever is later.

All carriers (except those with income less than \$2,000,000 from the Federal group in 2024) must complete the Reconciliation Questionnaire (Attachment IIIB) as indicated by the following table.

If you use...	Then you must complete...
Traditional Community Rating	Sections IIIB (1),(2),(3)
Community Rating by Class	Sections IIIB (1),(4)
Adjusted Community Rating	Sections IIIB (1),(5)

When completing your 2025 reconciliation, please refer to [Part 1 – Community Rating Guidelines 2025](#), which you received with the 2025 Proposal Instructions on April 30, 2024.

If you have questions about the rate reconciliation process, please contact the Office of the Actuaries at actuary@opm.gov with a copy to your Health Insurance Specialist.

This Carrier Letter contains this year's reconciliation instructions in Part 3, and the reconciliation attachments are in the accompanying Excel file.

FEHB carriers should visit the [Rate Submission Tool](#) and PSHB carriers should visit [Carrier Connect](#) to submit their completed forms.

Sincerely,

Holly Schumann
Acting Associate Director
Healthcare and Insurance

Encl.:

Part 3 - 2025 Reconciliation Instructions.docx, including Attachments IIIB through VI

2025 Reconciliation Tables Attachments III and IIIA.xlsx