

YOUR UC
MEDICAL PLANS

AN OVERVIEW FOR ACTIVE EMPLOYEES

UCDAVIS

Health Care
Facilitator Program

Presented by
Guarren Solbach

Agenda

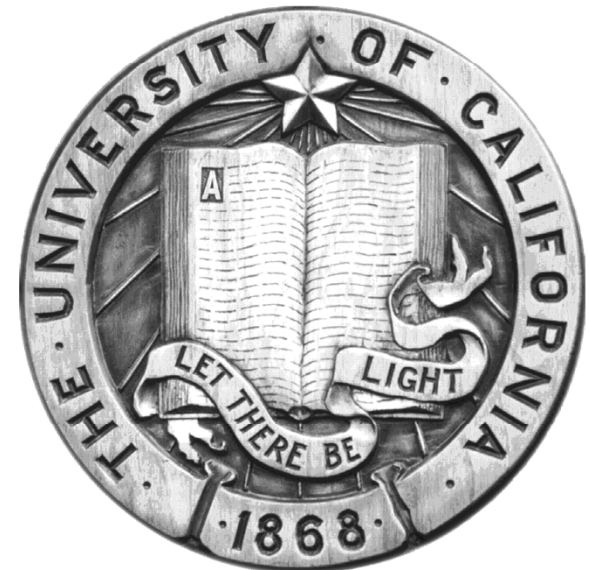
- ⦿ Your options
 - Changes for next year to be noted
- ⦿ Pre-paid medical plans
 - Medical/R_x/behavioral health
- ⦿ PPO insurance plans
 - Medical/R_x/behavioral health
- ⦿ Conclusion

UC Medical Plan Overview

YOUR OPTIONS

Your options

- ⦿ UC offers:
 - **HMO** plans (2)
 - **PPO** plans (3)
- ⦿ HMO availability determined by county/zip code
 - UC's HMOs in urban CA only
 - See **Medical Plan Availability** Tool [Excel] on HCF site



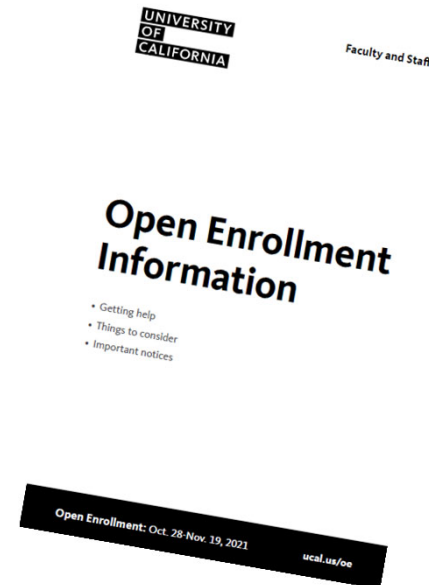
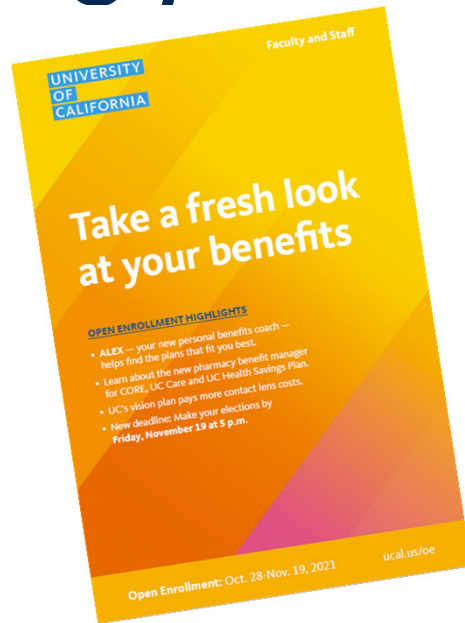
Pre-paid medical plans

- ◎ **Health Maintenance Organizations**
 - **UC Blue & Gold HMO** (Health Net)
 - **Kaiser Permanente**

Medical insurance plans

- ◎ **Preferred Provider Organizations**
 - **CORE** (Anthem Blue Cross)
 - Coverage worldwide
 - **UC Care** (Anthem Blue Cross)
 - Coverage worldwide
 - **UC Health Savings Plan** (Anthem Blue Cross)
 - Emergency/urgent care only outside U.S.A.

Changing plans: Open Enrollment

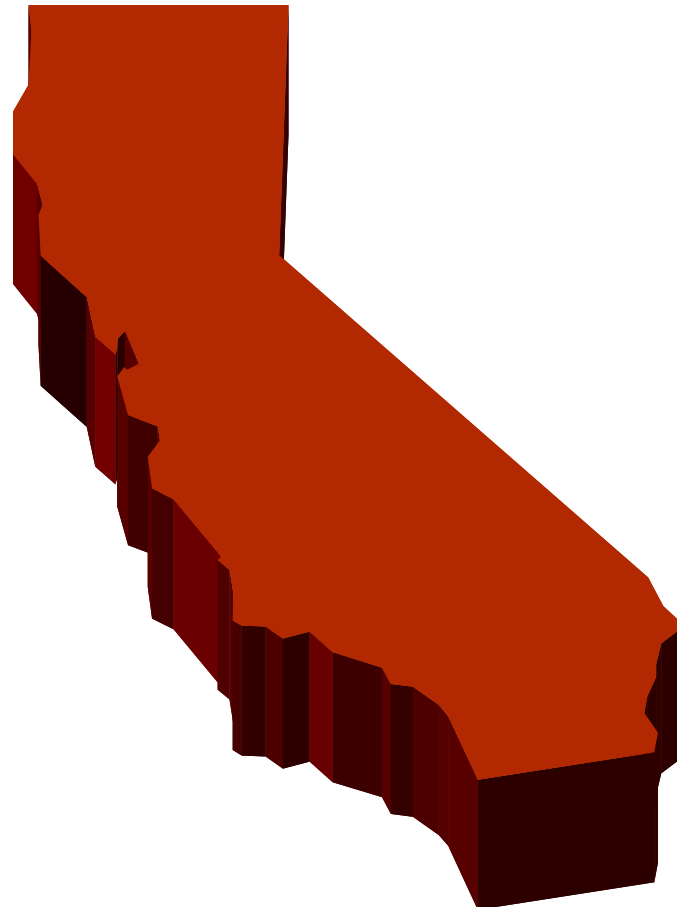


Note: separate rate chart insert is correct for UC Davis & ANR
UCnet and OE booklet do not show subsidized rates; trust rates on ucdavis.edu

Changes effective January 1, 2022

Changing plans

- ⦿ Move outside plan service area
- ⦿ Acquire a newly eligible family member
- ⦿ Involuntary loss of other coverage



About UC plans

- ⦿ No pre-existing conditions exclusions
- ⦿ No UC-sponsored double coverage
- ⦿ Primary vs. secondary insurance
 - Employees' plans are primary for themselves
 - Birthday rule
- ⦿ Family member verification:



About UC plans

- ⦿ Preventive care generally provided at no cost
- ⦿ Medical benefits may be separate from Mental Health and Pharmacy benefits
- ⦿ For details, see **Plan Booklets** (Evidence of Coverage)
 - **ucal.us/oe**

UC Medical Plan Overview

PRE-PAID MEDICAL PLANS

About HMOs

- ⦿ The insurance company **pre-pays** a monthly per capita rate (called capitation) to each Medical Group
- ⦿ Your Primary Medical Group is responsible for your care for that month
- ⦿ You choose a **Primary Care Physician (PCP)** who acts as your gatekeeper to care through the Medical Group (to change PCPs, contact plan directly)
 - Exception: Emergencies call 911 & let PCP know ASAP
 - PCP must be within 30 miles of home/work/school
 - Each family member can have a different PCP/group

Advantages of HMOs 😊

- ⦿ Premiums generally lower
- ⦿ Low, predictable copayments
- ⦿ No deductibles/coinsurance
- ⦿ Significantly lower financial liability
- ⦿ Encourages relationship with PCP

Limits of HMOs ☹️

- ⦿ Service area limited to certain urban CA zip codes
- ⦿ Must select PCP from the network of medical groups
- ⦿ Most specialty care must be referred by PCP
 - **Referrals** and **prior authorization** usually required
- ⦿ Must use your Medical Group's network of specialists/hospitals/labs
- ⦿ May need to get permission from PCP's office before using Urgent Care Center

HMO cost sharing: Copayments

- ⦿ Physician office visit: **\$20**
- ⦿ Urgent Care: **\$20**
- ⦿ ER: **\$125**
- ⦿ Outpatient surgery: **\$100**
- ⦿ Inpatient hospitalization: **\$250**



HMO Rx

- ⦿ **Generic: \$5/30-day supply**
- ⦿ **Brand name: \$25/30-day supply**
- ⦿ **Non-formulary: \$40/30-day supply**
 - Does not apply to Kaiser
- ⦿ Some meds require prior authorization
- ⦿ Copayments may be waived for low- to moderate-dose statins



HMO Rx—90 day supplies

- ⦿ 2 times the applicable copayment saves you 1/3
- ⦿ UC Blue & Gold HMO:
 - UC pharmacies
 - Local CVS pharmacies
 - Mail order
- ⦿ Kaiser:
 - Mail order (100-day supplies for 2 copays)



HMO behavioral health

HMO	Provider Network
UC Blue & Gold HMO (Health Net)	MHN (Managed Health Network)
Kaiser	Kaiser and/or Optum (UnitedHealthcare)

HMO behavioral health

Behavioral Health Plan	Website
MHN	healthnet.com/uc
Kaiser	my.kp.org/universityofcalifornia
Optum	liveandworkwell.com (access code 11280)

HMO behavioral health benefits

- ⦿ Outpatient mental health benefits:
 - First 3 visits free (exception: Kaiser providers)
 - Visits 4+: **\$20**
- ⦿ Inpatient mental health benefits:
 - **\$250** per admission

HMOs: Limit on copayments

Out-of-pocket maximum Includes medical, mental health, R _x	
UC Blue & Gold HMO (Health Net)	Kaiser Permanente*
\$1,000/person	\$1,500/person
\$3,000/family	\$3,000/family

** Kaiser maximum does not include Optum copayments*

UC Blue & Gold HMO



- ⦿ Large provider network, available across urban CA
- ⦿ Health coach (nurse, respiratory therapist, dietician)
- ⦿ 24-hour nurse line, case managers
- ⦿ In-home biometric monitoring for those with heart disease/COPD
- ⦿ CVS MinuteClinics: \$20/visit
- ⦿ UC-dedicated customer service

UC Blue & Gold HMO



- ⦿ Disease Management programs
- ⦿ **Omada Health** weight loss and management program (for those with diabetes and heart risks) includes scale
- ⦿ Discount programs
- ⦿ Quit for Life: Smoking cessation program
- ⦿ Telehealth no copay consults 24/7 through Babylon



UC Blue & Gold HMO



- ⦿ Smart Start for Your Baby
- ⦿ **myStrength** mood-improving resources
- ⦿ Chiropractic/acupuncture
 - 24 visits/person/year combined for \$20 copayment; self-refer to **American Specialty** providers
- ⦿ Online tools include a mobile app
- ⦿ Pharmacy Benefit Manager: **CVS/Caremark**
- ⦿ **Carefully check your ID card—be sure the correct PCP is listed**

New for 2022



- ◎ Flu Shots—Adults & Children
 - Can be obtained at office visit or Health Net-contracted pharmacy at \$0 copay
- ◎ Other Adult Immunizations
 - Can be obtained at office visit or Health Net-contracted pharmacy at \$0 copay
 - Does not apply to children’s vaccines

Kaiser Permanente



- ⦿ Kaiser Foundation Health Plan contracts with one large group, the Permanente Medical Group
- ⦿ Clinics tend to offer pharmacies, imaging, laboratories, urgent care all at one location
- ⦿ Classes, pamphlets, and videos on a wide variety of health topics; online weight, stress management & nutrition programs
- ⦿ No cost access to wellness coaches by phone

Kaiser Permanente



- ⦿ **My Health Manager** mobile app
- ⦿ Discount programs
- ⦿ Disease management programs
- ⦿ **Calm** and **myStrength** behavioral health tools

Kaiser Permanente



- ◎ Mental health: two choices
 - Go through PCP: \$10 for group therapy
 - And/or use **Optum**
 - Use Kaiser pharmacies for meds prescribed by Optum psychiatrists
- ◎ R_x: 30-/60-/100-day supplies at 1x/2x/3x copays
 - Use Kaiser pharmacies
 - Mail order: 100-day supply for 2x copays



Kaiser Permanente



- ⦿ Chiropractic/acupuncture
 - 24 visits/person/year combined for \$15 copayment; self-refer to **American Specialty** providers
 - \$20 for Permanente acupuncturists
- ⦿ Allergy shots: \$5
- ⦿ No DME outside service area

New for KP



- ⦿ During Open Enrollment, schedule a 15 minute appointment with a Kaiser representative
 - <http://my.kp.org/universityofcalifornia>
 - Look for “UC 2022 Open Enrollment Information”

UC Medical Plan Overview

PPO PLANS

About PPOs

- ⦿ Insurance; no providers are pre-paid
- ⦿ Members self-refer to medical providers
- ⦿ Coverage for contracting providers is greater than for those with no contract
 - Contracting providers are **Preferred Providers**
 - When hospitalized make sure surgeon, anesthesiologist, radiologist, etc. are preferred
- ⦿ Coverage is generally world-wide

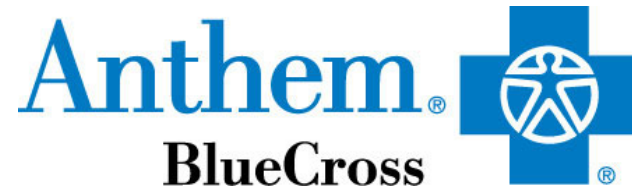
Advantages of PPOs 😊

- ⦿ No need to designate a PCP or stay within a medical group
- ⦿ Care can be received anywhere, mostly without referrals or authorizations
- ⦿ Preferred providers cannot charge above contract rates (no **balance billing**)
- ⦿ Provider network is large in CA and nationally
- ⦿ Out-of-network coverage

Limits of PPOs ☹️

- ⦿ Other than preventive care, no coverage until deductible is met
- ⦿ Patients don't know their out of pocket costs in advance
- ⦿ More expensive to use than HMOs; members must keep track of medical bills
- ⦿ Out-of-network providers very expensive to use
- ⦿ **Prior Authorization** required for imaging, inpatient services, durable medical equipment, transplants, etc.





- ⦿ Large Preferred Provider network:
 - In California: 62,000+ Blue Cross network **Anthem Preferred** physicians (87%) including 400+ network hospitals (90%)
 - More than 97% of hospitals and 92% of physicians across the country are Blue Cross/Blue Shield (BlueCard) providers
 - Preferred providers in 190 foreign countries
- ⦿ **<http://ucppoplans.com/nh/find-care>**



- ⦿ UC-dedicated customer service
- ⦿ 24/7 nurse line & behavioral health resource center
- ⦿ Variety of online tools
 - Mobile app: **Sydney Health**
 - **LiveHealth Online** medical and psychology care
 - **Learn to Live** replaces myStrength behavioral health site





- ⦿ Discount access to health & wellness
- ⦿ Disease Management programs
- ⦿ Pharmacy Benefit Manager: **IngenioRx** being replaced by **Navitus**
- ⦿ Copayments waived for some low- to moderate-dose statins



CORE Medical



- ⦿ Simple, \$0 premium, high deductible PPO
- ⦿ No cost preventive care, but for everything else:

“Catastrophic coverage”

CORE coverage



⦿ Anthem Preferred

- Self-refer to preferred providers
- 1. \$3,000 deductible
 - Per person per year
- 2. 20% coinsurance
- 3. \$6,350 Out-of-pocket limit (\$12,700 per family)
 - Per person, per year

⦿ Out-of-network

- Self-refer to non-contracting providers
- 1. Same \$3,000 deductible
 - Per person, per year
- 2. 20% coinsurance
- 3. Same \$6,350 Out-of-pocket limit (\$12,700 per family)
 - Per person, per year
- + **Balance billing**

CORE coverage



<i>Example: Single employee</i>	Anthem Preferred	Out-of-Network Providers
1: Deductible	\$3,000	\$3,000
2: Coinsurance	20%	20% + balance
3: Out-of-Pocket Limit	\$6,350	\$6,350 + balance

CORE R_x

- ⦿ No flat copays; covered like medical
- ⦿ Drug expenses apply toward your deductible/out-of-pocket limit



CORE mental health



- ⦿ Behavioral health covered the same way medical and pharmacy are covered
 - Coverage not “carved out”
- ⦿ Use Anthem Preferred providers

Advantages of CORE 😊



- ⦿ No monthly premium
- ⦿ One deductible, out-of-pocket limit whether in-or out-of-network
- ⦿ No PCP, self-refer to specialists
- ⦿ Large, national preferred provider network
- ⦿ Out-of-network/world-wide coverage
- ⦿ **LiveHealth Online** 24/7 telemedicine
 - \$49/visit until deductible is met

Limits of CORE ☹️



- ⦿ High deductible per person & per family
- ⦿ High out-of-pocket limit per person & per family
- ⦿ Out-of-network coverage severely limited
 - Outpatient surgery @ surgery center: 80% of \$350
 - Hospital: 80% of \$600/day
- ⦿ No coverage for hearing aids
- ⦿ Chiropractic/acupuncture 24 visit limit

UC Care PPO



- ⦿ High premium, low deductible PPO
- ⦿ Like a standard PPO, but with two levels of in-network providers
 1. Choose a special **UC Select** provider network for low copayments
 2. Or, use regular **Anthem Preferred** providers and pay 30%

UC Care PPO coverage



- ⦿ **Tier 2: Anthem Preferred providers**
 1. **\$500** deductible
 - Per person per year
 - **\$1,000** for 3 or more
 2. **30%** coinsurance
 3. **\$7,600** Out-of-pocket limit (includes R_x)
 - Per person, per year
 - **\$15,200** per family

- ⦿ **Tier 3: Out-of-network providers**
 1. **\$750** deductible
 - Per person, per year
 - **\$1,750** for 3 or more
 2. **50%** coinsurance
 3. **\$9,600** Out-of-pocket limit (includes R_x)
 - Per person, per year
 - **\$20,200** per family
- ⦿ + **Balance billing**

UC Care: Tier 1—UC Select (CA only)



- All UC medical centers and select other providers located near UC campuses
- Certain services for flat copayments:
 - Physician office visit: **\$20**
 - Urgent Care Center (not just UC Select) **\$20**
 - ER (not just UC Select): **\$300**
 - Ambulance: **\$200**
 - Outpatient surgery: **\$100**
 - Inpatient hospitalization: **\$250**
 - **LiveHealth Online** 24/7 telemedicine: **\$20**

Multiple copays
can apply per
service


Tier 1—UC Select providers



- ◎ Local UC Select hospitals
 - UC Davis Medical Center
 - Marshall Medical Center
 - Lodi Memorial Hospital
- ◎ Copayments for UC Select providers apply to the Anthem Preferred out-of-pocket limit

UC Care coverage



<i>Self only coverage</i>	UC Select Providers	Preferred Providers	Out-of-Network
1: Deductible	None	\$500	\$750
2: Coinsurance	Flat copayments	30%	50% <i>+ balance</i>
3: Out-of-Pocket Limit	\$6,100 	\$7,600	\$9,600 <i>+ balance</i>

UC Care R_x



1. **Generic: \$5/30-day supply**
2. **Brand name: \$25/30-day supply**
3. **Non-formulary: \$40/30-day supply**
- ⦿ 90-day supplies available for 2 copays:
 - UC pharmacies
 - Costco, CVS, Safeway/Vons, Walgreens, Walmart
 - Mail order: **Costco**



4. **Specialty R_x: 30% up to \$150/script (UC pharmacies or Lumicera)**

UC Care behavioral health coverage



- ⦿ Coverage not “carved out”
- ⦿ Use Anthem Preferred providers
- ⦿ Outpatient visits 1-3, no copay; additional visits \$20

Advantages of UC Care 😊



- ⦿ Care from UC Select providers for low copays
- ⦿ Lower deductibles than CORE, UC Health Savings Plan
- ⦿ Low copays for R_x vs. CORE, UC Health Savings Plan
- ⦿ No PCP, self-refer to medical providers
- ⦿ Large, national preferred provider network
- ⦿ Out-of-network coverage
- ⦿ World-wide coverage at Anthem Preferred level of benefit

Limits of UC Care ☹️



- ☉ Many services not available at UC Select level of coverage
- ☉ Acupuncture/chiropractic visits limited to 24 visits combined
- ☉ Out-of-network coverage severely limited
 - Outpatient surgery @ surgery center: 50% of \$350
 - Hospital: 50% of \$600/day
- ☉ Specialty drugs have especially high copays
- ☉ Highest premiums and financial risks of all UC plans

UC Health Savings Plan



- ⦿ Low premium, high deductible PPO with a **HSA (Health Savings Account)**
- ⦿ HSA partially funded by UC
- ⦿ Pay for medical expenses with HSA “smart card” or website
- ⦿ HSA not “use it or lose it” like Health FSA (above \$500)

UC Health Savings Plan: HSA



- ⦿ **UC contributes** to the HSA every January 1: \$500 for self-only or \$1,000 for employee + dependents
- ⦿ HSA has a triple Federal tax advantage:
 - Pay no taxes on contributions/earnings/withdrawals for health care expenses (CA taxes contributions & earnings)
- ⦿ In 2022, you can contribute pre-tax up to:
 - Single: \$3,650 (+\$1,000 if over age 55)
 - Family: \$7,300 (+\$1,000 if over age 55)

UC Health Savings Plan: HSA (cont.)



- ⦿ Balance above \$1,000? Money can be invested.
- ⦿ Have a balance at age 65? Distributions taxed as normal income (unless used for eligible expenses).
- ⦿ Single? Adding new family members mid-year does not get you an additional UC contribution until the following January.

UC Health Savings Plan: Coverage



⦿ Anthem Preferred

1. \$1,400 deductible
 - \$2,800 for self + dependents
2. 20% coinsurance
3. \$4,000 Out-of-pocket limit
 - \$6,400 per family



⦿ Out-of-Network

1. \$2,500 deductible
 - \$5,000 for self + dependents
 2. 40% coinsurance
 3. \$8,000 Out-of-pocket limit
 - \$16,000 per family
- + **Balance billing**

UC Health Savings Plan: Coverage



<i>Self Only Coverage</i>	Preferred Providers	Out-of-Network Providers
1: Deductible*	\$1,400	\$2,550
2: Coinsurance	20%	40% + balance
3: Out-of-Pocket Limit	\$4,000	\$8,000 + balance



*** UC contributes \$500 to the HSA**

UC Health Savings Plan: Coverage



<i>Self + Dependents Coverage</i>	Preferred Providers	Out-of-Network Providers
1: <u>Shared</u> Deductible*	\$2,800	\$5,100
2: Coinsurance	20%	40% + balance
3: <u>Shared</u> Out-of-Pocket Limit	\$6,400	\$16,000 + balance



*** UC contributes \$1,000 to the HSA**

UC Health Savings Plan: R_x coverage



- ⦿ No flat copays; covered like medical
- ⦿ Drug expenses apply toward your deductible/out-of-pocket limit



UC Health Savings Plan: Mental health coverage



- ◎ Behavioral health covered the same way medical and pharmacy are covered
 - Coverage not “carved out”
- ◎ Use Anthem Preferred providers

Advantages of UC Health Savings Plan 😊



- ⦿ Low monthly premium, lower out-of-pocket limit (shared by family)
- ⦿ Tax advantaged HSA funded by UC
 - Members can contribute additional pretax amounts
 - Unused HSA dollars roll to next year; can be used as retirement money at age 65
 - Use HSA pay for deductibles and other out-of-pocket costs
- ⦿ Advantages of a PPO

Limits of UC Health Savings Plan ☹️



- ☉ **Incompatible with Health FSA**
(FSA balance must be zero by the end of the year; cannot roll over up to \$500)
- ☉ **Incompatible with Medicare Parts A & B and other coverage**
that is not also a qualified high deductible plan
- ☉ Consult a financial advisor before choosing this plan
- ☉ High deductible/OOP limit per person or per family
- ☉ Acupuncture/chiropractic visits limited to 24 visits combined
- ☉ Out-of-network coverage severely limited with addl ddbl/OOP limit
 - Outpatient surgery @ surgery center: 60% of \$350
 - Hospital: 60% of \$600/day
- ☉ Emergency/urgent coverage only outside U.S.A.
- ☉ **Save your receipts in case audited by I.R.S.**

PPO best case scenario: no claims 😊

Single Coverage	Annual Premium (Salary Band 2)	Out-of-Pocket Maximum	Total Expense
CORE	\$0	\$0	\$0
UC Health Savings Plan	\$742.44	\$0	\$742.44
UC Care	\$2,159.04	\$0	\$2,159.04

PPO worst case scenario: high claims ☹️

Single Coverage	Annual Premium (Salary Band 2)	Out-of-Pocket Maximum	Total Expense
CORE	\$0	\$6,350	\$6,350
UC Health Savings Plan	\$742.44	\$4,000 - \$500 UC HSA contribution = \$3,500	\$4,242.44
UC Care	\$2,159.04	\$7,600	\$9,759.04

PPO best case scenario: no claims 😊😊😊

Family Coverage	Annual Premium (Salary Band 2)	Out-of-Pocket Maximum	Total Expense
CORE	\$0	\$0	\$0
UC Health Savings Plan	\$2,262.24	\$0	\$2,262.24
UC Care	\$7,072.32	\$0	\$7,072.32

PPO worst case scenario: high claims ☹️☹️☹️

Family Coverage	Annual Premium (Salary Band 2)	Out-of-Pocket Maximum	Total Expense
CORE	\$0	\$12,700	\$12,700
UC Health Savings Plan	\$2,262.24	\$6,400 - \$1,000 UC HSA contribution = \$5,400	\$7,662.24
UC Care	\$7,072.32	\$15,200	\$21,272.32

Choosing a plan

- ⦿ Every insurer has a different drug formulary
- ⦿ Match your priorities with the services available
- ⦿ Do a cost/benefit analysis based on plan premiums and your expected medical, behavioral and pharmacy needs
- ⦿ Review the Plan Booklets (Evidence of Coverage):
ucal.us/oe

Help is available

Health Care Facilitator Program

☉ Guerren Solbach:

- (530) 752-4264

☉ Erika Castillo:

- (530) 752-7840

UCDAVIS Health Care Facilitator Program

Serving UC Davis and UC Davis Health employees, retirees, and survivors since 2002.

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Normal office hours: 8:00 a.m.–5:00 p.m.

Erika Castillo, Assistant Health Care Facilitator

(530) 752-7840

ecastillo@ucdavis.edu

Normal office hours: 7:30 a.m.–4:00 p.m.

Mailing address:
UC Davis Health Care Facilitator Program
260 Cousteau Place, Suite 150
Davis, CA 95618-5497
Fax: (530) 752-1993

☒ Due to the complexity of health coverage, facilitators prefer to correspond by phone. ☒

COVID-19 Warning:

While facilitators work from home, please refrain from using mail or fax to reach them.

<http://hr.ucdavis.edu/hcf>

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