YOUR UC MEDICAL PLANS
AN OVERVIEW FOR ACTIVE EMPLOYEES

UC DAVIS
Health Care Facilitator Program

Presented by
Guerren Solbach
Agenda

- Your options
  - Changes for next year to be noted
- Pre-paid medical plans
  - Medical/Rx/behavioral health
- PPO insurance plans
  - Medical/Rx/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](#) 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

<table>
<thead>
<tr>
<th>HMO</th>
<th>Provider Network</th>
</tr>
</thead>
<tbody>
<tr>
<td>UC Blue &amp; Gold HMO (Health Net)</td>
<td><strong>MHN</strong> (Managed Health Network)</td>
</tr>
<tr>
<td>Kaiser</td>
<td><strong>Kaiser</strong> and/or <strong>Optum</strong> (UnitedHealthcare)</td>
</tr>
</tbody>
</table>
HMO behavioral health

<table>
<thead>
<tr>
<th>Behavioral Health Plan</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>MHN</td>
<td>healthnet.com/uc</td>
</tr>
<tr>
<td>Kaiser</td>
<td>my.kp.org/universityofcalifornia</td>
</tr>
<tr>
<td>Optum</td>
<td>liveandworkwell.com (access code 11280)</td>
</tr>
</tbody>
</table>
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, Rx

<table>
<thead>
<tr>
<th></th>
<th>UC Blue &amp; Gold HMO (Health Net)</th>
<th>Kaiser Permanente*</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000/person</td>
<td>$1,000/person</td>
<td>$1,500/person</td>
</tr>
<tr>
<td>$3,000/family</td>
<td>$3,000/family</td>
<td>$3,000/family</td>
</tr>
</tbody>
</table>

*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
- Rx: 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://ucppopplans.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

![Anthem BlueCross Logo]
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

**Example:**

<table>
<thead>
<tr>
<th>Single employee</th>
<th>Anthem Preferred</th>
<th>Out-of-Network Providers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: Deductible</td>
<td>$3,000</td>
<td>$3,000</td>
</tr>
<tr>
<td>2: Coinsurance</td>
<td>20%</td>
<td>20% + balance</td>
</tr>
<tr>
<td>3: Out-of-Pocket Limit</td>
<td>$6,350</td>
<td>$6,350 + balance</td>
</tr>
</tbody>
</table>
**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 Rx)
     - 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 Rx)
     - 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
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

<table>
<thead>
<tr>
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<th>UC Select Providers</th>
<th>Preferred Providers</th>
<th>Out-of-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Self only coverage</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1: Deductible</td>
<td>None</td>
<td>$500</td>
<td>$750</td>
</tr>
<tr>
<td>2: Coinsurance</td>
<td>Flat copayments</td>
<td>30%</td>
<td>50% + balance</td>
</tr>
<tr>
<td>3: Out-of-Pocket Limit</td>
<td>$6,100</td>
<td>$7,600</td>
<td>$9,600 + balance</td>
</tr>
</tbody>
</table>
**UC Care Rx**

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 Rx:** 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 Rx 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

<table>
<thead>
<tr>
<th><strong>Anthem Preferred</strong></th>
<th><strong>Out-of-Network</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. $1,400 deductible</td>
<td>1. $2,500 deductible</td>
</tr>
<tr>
<td>o $2,800 for self + dependents</td>
<td>o $5,000 for self + dependents</td>
</tr>
<tr>
<td>2. 20% coinsurance</td>
<td>2. 40% coinsurance</td>
</tr>
<tr>
<td>3. $4,000 Out-of-pocket limit</td>
<td>3. $8,000 Out-of-pocket limit</td>
</tr>
<tr>
<td>o $6,400 per family</td>
<td>o $16,000 per family</td>
</tr>
<tr>
<td></td>
<td>+ Balance billing</td>
</tr>
</tbody>
</table>
**UC Health Savings Plan: Coverage**

<table>
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<tr>
<th></th>
<th>Preferred Providers</th>
<th>Out-of-Network Providers</th>
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<tbody>
<tr>
<td><strong>1: Deductible</strong>*</td>
<td>$1,400</td>
<td>$2,550</td>
</tr>
<tr>
<td><strong>2: Coinsurance</strong></td>
<td>20%</td>
<td>40% + balance</td>
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<tr>
<td><strong>3: Out-of-Pocket Limit</strong></td>
<td>$4,000</td>
<td>$8,000 + balance</td>
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</table>

*UC contributes $500 to the HSA*
### UC Health Savings Plan: Coverage

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

* 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 😊**

<table>
<thead>
<tr>
<th>Single Coverage</th>
<th>Annual Premium (Salary Band 2)</th>
<th>Out-of-Pocket Maximum</th>
<th>Total Expense</th>
</tr>
</thead>
<tbody>
<tr>
<td>CORE</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>UC Health Savings Plan</td>
<td>$742.44</td>
<td>$0</td>
<td>$742.44</td>
</tr>
<tr>
<td>UC Care</td>
<td>$2,159.04</td>
<td>$0</td>
<td>$2,159.04</td>
</tr>
</tbody>
</table>
PPO worst case scenario: high claims 😞

<table>
<thead>
<tr>
<th>Single Coverage</th>
<th>Annual Premium (Salary Band 2)</th>
<th>Out-of-Pocket Maximum</th>
<th>Total Expense</th>
</tr>
</thead>
<tbody>
<tr>
<td>CORE</td>
<td>$0</td>
<td>$6,350</td>
<td>$6,350</td>
</tr>
<tr>
<td>UC Health Savings Plan</td>
<td>$742.44</td>
<td>$4,000 - $500 UC HSA contribution = $3,500</td>
<td>$4,242.44</td>
</tr>
<tr>
<td>UC Care</td>
<td>$2,159.04</td>
<td>$7,600</td>
<td>$9,759.04</td>
</tr>
</tbody>
</table>
### PPO best case scenario: no claims 😊😊😊

<table>
<thead>
<tr>
<th>Family Coverage</th>
<th>Annual Premium (Salary Band 2)</th>
<th>Out-of-Pocket Maximum</th>
<th>Total Expense</th>
</tr>
</thead>
<tbody>
<tr>
<td>CORE</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>UC Health Savings Plan</td>
<td>$2,262.24</td>
<td>$0</td>
<td>$2,262.24</td>
</tr>
<tr>
<td>UC Care</td>
<td>$7,072.32</td>
<td>$0</td>
<td>$7,072.32</td>
</tr>
</tbody>
</table>
# PPO worst case scenario: high claims 😞😞😞

<table>
<thead>
<tr>
<th>Family Coverage</th>
<th>Annual Premium (Salary Band 2)</th>
<th>Out-of-Pocket Maximum</th>
<th>Total Expense</th>
</tr>
</thead>
<tbody>
<tr>
<td>CORE</td>
<td>$0</td>
<td>$12,700</td>
<td>$12,700</td>
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<tr>
<td>UC Health Savings Plan</td>
<td>$2,262.24</td>
<td>$6,400 - $1,000</td>
<td>$7,662.24</td>
</tr>
<tr>
<td>UC Care</td>
<td>$7,072.32</td>
<td>$15,200</td>
<td>$21,272.32</td>
</tr>
</tbody>
</table>
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

http://hr.ucdavis.edu/hcf
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