

2025 Health Benefit Summary

Helping you make an informed decision about your health plan





About CalPERS

CalPERS is the largest purchaser of public employee health benefits in California, and the second largest public purchaser in the nation after the federal government. Our program provides benefits for 1.5 million public employees, retirees, and their families.

Depending on where you reside or work, CalPERS offers active employees and retirees one or more types of health plans, which may include:

- Health Maintenance Organization (HMO)
- Preferred Provider Organization (PPO)
- Exclusive Provider Organization (EPO)
(for members in certain California counties)

The CalPERS Board of Administration annually determines health plan availability, covered benefits, health premiums, and copayments.

Whether you are working or retired, your employer or former employer makes monthly contributions toward your health premiums. The amount of this contribution varies. Your cost may depend on your employer or former employer's contribution to your premium, the length of your employment, and the health plan you choose. For monthly contribution amounts, active employees should contact their employer, State retirees should contact CalPERS, and contracting agency retirees should contact their former employer.

About This Publication

The *2025 Health Benefit Summary* provides only a general overview of certain benefits. It does not include details of all covered expenses or exclusions and limitations. Please refer to each health plan's *Evidence of Coverage* (EOC) booklet for the exact terms and conditions of coverage. Health plans mail EOCs to new members at the beginning of the year, and to existing members upon request. In case of a conflict between this summary and your health plan's EOC, the EOC establishes the benefits that will be provided.

The *2025 Health Benefit Summary* provides valuable information to help you make an informed choice about your health plan and health care providers. This publication compares covered services, copayments, and benefits for each CalPERS health plan. It also provides information about plan availability by county and a chart summarizing important differences among health plan types.

You can use this information to determine which health plan offers the services you need at the cost that works for you. The 2025 health plan premiums are available at the CalPERS website at www.calpers.ca.gov. Check with your employer to find out how much they contribute toward your premium.

We recommend that you only use this publication in conjunction with the current year's health premium rate schedule and EOCs. To obtain a copy of the health premium schedule for any health plan, please go to the CalPERS website at www.calpers.ca.gov or contact CalPERS at 888 CalPERS (or 888-225-7377).

Other Health Publications

This publication is one of many resources CalPERS offers to help you choose and use your health plan. Others include:

- *Health Program Guide*: Describes Basic and Medicare health plan eligibility, enrollment, and choices
- *Medicare Enrollment Guide*: Provides information about how Medicare works with your CalPERS health benefits

You can obtain the above publications and other information about your CalPERS health benefits through myCalPERS at my.calpers.ca.gov or by calling CalPERS at 888 CalPERS (or 888-225-7377).

Considering Your Health Plan Choices

Selecting a health plan for you and your family is one of the most important decisions you will make. This decision involves balancing the cost of each plan, along with other features, such as access to doctors and hospitals, pharmacy services, and special programs for managing specific medical conditions. Choosing the right plan ensures that you receive the health benefits and services that matter to you.

If you are a new CalPERS member or you are considering changing your health plan during Open Enrollment, you will need to make two related decisions:

- Which health plan is best for you and your family?
- Which doctors and hospitals do you want to provide your care?

The combination of health plan and providers that is right for you depends on a variety of factors, such as whether you prefer a Health Maintenance Organization (HMO) or Preferred Provider Organization (PPO); your premium and out-of-pocket costs; and whether you want to have access to specific doctors and hospitals.

We realize that comparing health plan benefits, features, and costs can be complicated. This section provides information that can simplify your decision-making process. As you begin that process, the following are some questions you should ask:

- Do you prefer to receive your health care from an HMO or PPO? Your preference will impact the plans available to you, your access to health care providers, and how much you pay for certain services. See the chart on the next page for a summary of the differences among plan types.¹
- What are the costs (premiums, copayments, deductibles, and coinsurance)? Beginning on page 16 of this publication, you will find information about benefits, copayments, and covered services. Visit the CalPERS website at www.calpers.ca.gov to find out what the premiums are for the various plans.
- Does the plan provide access to the doctors and hospitals you want? Contact health plans directly for this information. See the “Health Plan Directory” on page 14 of this publication for health plan contact information.

¹ Note that in a few counties where access to HMOs is limited, a third option, Exclusive Provider Organization (EPO), is available. An EPO provides benefits similar to an HMO with some PPO features.

Understanding How CalPERS Health Plans Work

The following chart will help you understand some important differences among health plan types.

Features	HMO	PPO	
Accessing health care providers	Contracts with providers (doctors, medical groups, hospitals, labs, pharmacies, etc.) to provide you services at a fixed price	Gives you access to a network of health care providers (doctors, hospitals, labs, pharmacies, etc.) known as preferred providers	
Selecting a primary care physician (PCP)	Most HMOs require you to select a PCP who will work with you to manage your health care needs ¹	All PPO plan members will have an assigned PCP; however, you can choose not to go through your PCP ²	
Seeing a specialist	Requires advance approval from the medical group or health plan for some services, such as treatment by a specialist or certain types of tests	Allows you access to many types of services without receiving a referral or advance approval	
Obtaining care	Generally requires you to obtain care from providers who are a part of the plan network Requires you to pay the total cost of services if you obtain care outside the HMO's provider network without a referral from the health plan (except for emergency and urgent care services)	Encourages you to seek services from preferred providers to ensure your coinsurance and copayments are counted toward your calendar year out-of-pocket maximums ³ Allows you the option of seeing non-preferred providers, but requires you to pay a higher percentage of the bill ⁴	
Paying for services	Requires you to make a small copayment for most services	Limits the amount preferred providers can charge you for services Considers the PPO plan payment plus any deductibles and copayments you make as payment in full for services rendered by a preferred provider	

¹ Your PCP may be part of a medical group that has contracted with the health plan to perform some functions, including treatment authorization, referrals to specialists, and initial grievance processing.

² Members enrolled in the PERS Gold plan may access a lower copayment if they select a personal doctor.

³ Once you meet your annual deductible and maximum coinsurance, the plan pays 100% of medical services/claims from Preferred Providers for the remainder of the calendar year; however, you will continue to be responsible for copayments for physician office visits, pharmacy, and other services, up to the annual out-of-pocket maximum.

⁴ Non-preferred providers have not contracted with the health plan; therefore, you will be responsible for paying any applicable member deductibles or coinsurance, plus any amount in excess of the allowed amount.

CalPERS Health Plan Choices

Depending on where you reside or work, your Basic and Medicare health plan options may include the following:

Basic HMO & EPO Health Plans	Basic PPO Health Plans	Out-of-State Plan Choices		
<p>Anthem Blue Cross Select HMO</p> <p>Anthem Blue Cross Traditional HMO</p> <p>Blue Shield Access+ HMO</p> <p>Kaiser Permanente</p> <p>UnitedHealthcare SignatureValue Alliance</p>	<p>PERS Gold</p> <p>PERS Platinum</p> <p>Peace Officers Research Association of California (PORAC) Police and Fire Health Plan¹</p>	<p>PERS Platinum (PPO)</p> <p>PORAC Police and Fire Health Plan (PPO)¹</p>		

Contacting a Health Plan

If you have a specific question about a plan's coverage, benefits, or participating providers, please contact the plan directly. See the "Health Plan Directory" on page 14 for health plan contact information.

¹ You must belong to the specific employee association and pay applicable dues to enroll in an Association Plan (PORAC). ² Plan only available in certain states. Benefits out-of-state may differ from those in California.

Choosing Your Doctor and Hospital

Once you choose a health plan, you should select a primary care physician. Except in the case of an emergency, the doctors you can use — and the medical groups and hospitals you will have access to — will depend on your choice of health plan.

Many people find their doctor by asking neighbors or co-workers for a doctor's name. Others receive referrals from doctors they already know. Still others simply select a physician from their health plan who happens to be nearby. You can also use the **Search Health Plans** tool (described on page 11), which is available by logging into your

myCalPERS account at my.calpers.ca.gov. Before you choose a health plan, you should call the health plan's member services to inquire about physician availability. When choosing an HMO plan, you should confirm that the doctor is taking new patients in the plan you select.

If you need to be hospitalized, your health plan or medical group will have certain hospitals that you are able to use. If you prefer a particular hospital, you should make sure the health plan you select contracts with that hospital. See page 15 for a list of resources that can help you evaluate and select a doctor and hospital.

Enrolling in a Health Plan Using Your Residential or Work ZIP Code

Some of our health plans are available only in certain counties and/or ZIP Codes. As you consider your health plan choices, you should determine which health plans are available in the ZIP Code in which you are enrolling.

In general, if you are an active employee or a working CalPERS retiree, you may enroll in a health plan using either your residential or work ZIP Code.

If you are a retired CalPERS member, you may select any health plan in your residential ZIP Code area. You cannot use the address of the CalPERS-covered employer from which you retired to establish ZIP Code eligibility.

To enroll in a Medicare Advantage plan, you must use your residential address. In addition, Medicare Part D Employer Group Waiver plans require you to provide a physical address.

If you have a combination of Basic and Medicare members on your health plan, you must choose a health plan that has both Basic and Medicare plan options available within your residential ZIP Code area.

If you use your residential ZIP Code, all enrolled dependents must reside in the health plan's service area. When you use your work ZIP Code, all enrolled dependents must receive all covered services (except emergency and urgent care) within the health plan's service area, even if they do not reside in that area.

To determine if the health plan you are considering provides services where you reside or work, see the "Health Plan Availability by County" chart on the following page. You can also use the **Health Plan Search by ZIP Code**, which is available on the CalPERS website at www.calpers.ca.gov, to find out which plans are available in your area. If you have questions about plan availability or coverage, or wish to obtain a copy of the *Evidence of Coverage*, contact the health plans using the "Health Plan Directory" on page 14.

Health Plan Availability by County: Basic Plans

Some health plans are available only in certain counties and/or ZIP Codes. Use the chart below to determine if the health plan you are considering provides services where you reside or work. Marked health plans cover all or part of the county. Contact the plan before enrolling to make sure

they cover your ZIP Code and that their provider network is accepting new patients in your area. You may also use our online service, the [Health Plan Search by ZIP Code](#), available at www.calpers.ca.gov. All counties subject to regulatory approval.

County	Anthem Blue Cross Select HMO	Anthem Blue Cross Traditional HMO	Blue Shield Access+ HMO	Kaiser Permanente	UnitedHealthcare Signature Value Alliance			PERS Gold & PERS Platinum	PORAC								
Alameda	●	●	●	●	●			●	●								
Alpine								●	●								
Amador				●				●	●								
Butte		●	●					●	●								
Calaveras								●	●								
Colusa								●	●								
Contra Costa	●	●	●	●	●			●	●								
Del Norte								●	●								
El Dorado	●	●	●	●				●	●								
Fresno	●	●	●	●	●			●	●								
Glenn			●					●	●								
Humboldt		●	●					●	●								
Imperial	●	●	●					●	●								
Inyo								●	●								
Kern	●	●	●	●	●			●	●								
Kings		●	●	●	●			●	●								
Lake								●	●								
Lassen								●	●								
Los Angeles	●	●	●	●	●			●	●								
Madera		●	●	●	●			●	●								
Marin		●	●	●	●			●	●								
Mariposa			●	●				●	●								
Mendocino		●						●	●								
Merced	●	●	●		●			●	●								
Modoc								●	●								
Mono								●	●								
Monterey	●			● ¹				●	●								
Napa		●		●				●	●								
Nevada	●	●	●					●	●								
Orange	●	●	●	●	●			●	●								

¹ Limited to 14 approved ZIP codes in Monterey County.

County	Anthem Blue Cross Select HMO	Anthem Blue Cross Traditional HMO	Blue Shield Access+ HMO	Kaiser Permanente	UnitedHealthcare Signature Value Alliance		PERS Gold & PERS Platinum	PORAC							
Placer	●	●	●	●	●		●	●							
Plumas							●	●							
Riverside	●	●	●	●	●		●	●							
Sacramento	●	●	●	●	●		●	●							
San Benito		●					●	●							
San Bernardino	●	●	●	●	●		●	●							
San Diego	●		●	●	●		●	●							
San Francisco	●	●	●	●	●		●	●							
San Joaquin	●	●	●	●	●		●	●							
San Luis Obispo		●	●		●		●	●							
San Mateo		●	●	●	●		●	●							
Santa Barbara		●	●				●	●							
Santa Clara	●	●	●	●	●		●	●							
Santa Cruz	●	●	●	●	●		●	●							
Shasta							●	●							
Sierra							●	●							
Siskiyou							●	●							
Solano		●	●	●	●		●	●							
Sonoma		●	●	●	●		●	●							
Stanislaus	●	●	●	●	●		●	●							
Sutter				●			●	●							
Tehama							●	●							
Trinity							●	●							
Tulare	●	●	●	●			●	●							
Tuolumne							●	●							
Ventura	●	●	●	●	●		●	●							
Yolo	●	●	●	●	●		●	●							
Yuba				●			●	●							
Out-of-State				●			● ²	●							

² Only PERS Platinum is available out of state.

Tools to Help You Choose Your Health Plan

This section provides a variety of information that can help you evaluate your health plan choices. Included here are details about using your myCalPERS account, the **Search Health Plans** tool, and the **Health Plan Choice Worksheet**.

Accessing Health Plan Information with myCalPERS

You can use myCalPERS at my.calpers.ca.gov, our secure, personalized website, to get one-stop access to all of your current health plan information, including details about which family members are enrolled. You can also use it to shop for other health plans that are available in your area, compare health plans, access CalPERS Health Program

forms, and find additional information about CalPERS health plans. If you are a **retiree**, CalPERS is your Health Benefits Officer. Retirees may change their health plan during Open Enrollment by calling CalPERS toll free at **888 CalPERS** (or **888-225-7377**) or by using your myCalPERS account.

myCalPERS Health Plan Comparison Feature

Health Plan Resources

Choosing a health plan that's right for you is unique for every person or family. myCalPERS includes additional resources to help you choose a health plan. These resources provide access to more detailed health benefit information that can help you when selecting what is most important to you in determining the plan that best fits your needs.

Evaluate Plan Features

Available health plans for you will be displayed based on the physical or mailing health eligibility ZIP Code in our system. Create a customized plan search where you'll be able to review:

- Monthly premiums for each plan available to you
- Side-by-side comparisons of covered benefits, deductibles, and copayments for up to three plans at one time
- Search for your doctor, specialist, behavioral health providers, medical groups, and Medicare doctors and see which health plans they are available in
- Member satisfaction ratings for each health plan

Your myCalPERS Account

Log in to your myCalPERS account at my.calpers.ca.gov and select the **Health** tab and then select **Search Health Plans** to see what's available to you. To speak with someone at CalPERS about your health plan choices, call **888 CalPERS** (or **888-225-7377**).

Comparing Your Options: Search Health Plans

Access your myCalPERS account for a convenient way to evaluate your health plan options and make a decision about which plan is best for you and your family. With this easy-to-use health plan comparison tool, you can weigh plan benefits and costs, and view how the plans compare.

You can access your account 24/7 to help you make health plan decisions at any time. You can use it to:

- Review health plan options during Open Enrollment
- Evaluate your health plan options and estimate costs
- Review a health plan option when your employer first begins offering the CalPERS Health Benefits Program
- Search doctors, specialists, behavioral health providers, medical groups, and Medicare doctors to see which plans they participate in
- Review health plan options due to changes in your marital status or enrollment area
- Explore health plan options because you are planning for retirement or have become Medicare eligible

Be sure to tell us what you think about your myCalPERS plan search experience by completing a survey at the end of your research.




Get customized assistance selecting the health plan that is right for you and your family by logging into your myCalPERS account at my.calpers.ca.gov, selecting the **Health** tab and then selecting **Search Health Plans**.

Comparing Your Options: Health Plan Choice Worksheet

An alternative tool we provide to help you choose the best plan for yourself and your family is *Your Guide to Choosing a Health Plan*, which you can find on page 12 of this publication. This worksheet can be used to consider factors such as cost, availability, benefits, and quality of care measures. Simply follow the steps listed in the left column of the Worksheet. Some questions can be answered with a simple “yes” or “no,” while others will require you to review information or call the health plan. Some of the information can be found on the CalPERS website at www.calpers.ca.gov.

Your Guide to Choosing a Health Plan

Only you can decide which health plan is right for you and your family. CalPERS offers a variety of Health Maintenance Organization (HMO), Preferred Provider Organization (PPO), and Exclusive Provider Organization (EPO) plans to choose from. Use this checklist and available resources for factors to consider as you explore your options.

	Cost 	Coverage 	Availability 
Research	<ul style="list-style-type: none"> <input type="checkbox"/> Plan Rates <input type="checkbox"/> Your Employer's Contribution <input type="checkbox"/> Your Contribution <input type="checkbox"/> Copays <input type="checkbox"/> Out-of-Pocket Costs 	<ul style="list-style-type: none"> <input type="checkbox"/> Plan Benefits <input type="checkbox"/> Special Medical Needs <input type="checkbox"/> Prescription Drug Services <input type="checkbox"/> Behavioral Health <input type="checkbox"/> Medicare Supplemental Benefits <input type="checkbox"/> Health & Wellness Programs 	<ul style="list-style-type: none"> <input type="checkbox"/> Plans Available in Your Home or Work ZIP Codes¹ <input type="checkbox"/> Plan Types <input type="checkbox"/> Networks and Doctors
Resources	<ul style="list-style-type: none"> • myCalPERS mycalpers.ca.gov • CalPERS Health Plan Statement • Plans & Rates www.calpers.ca.gov/healthplanrates • Your Employer • Health Benefit Summary (HBD-110) www.calpers.ca.gov/HBS 	<ul style="list-style-type: none"> • myCalPERS mycalpers.ca.gov • Health Benefit Summary (HBD-110) www.calpers.ca.gov/HBS • Health Program Guide (HBD-120) www.calpers.ca.gov/HPG • Medicare Enrollment Guide (HBD-65) www.calpers.ca.gov/MEG • Evidence of Coverage • Health & Wellness Programs www.calpers.ca.gov/healthwellnessprograms 	<ul style="list-style-type: none"> • Search Health Plans tool in myCalPERS • Health Plan Search by ZIP Code www.calpers.ca.gov/healthplansearchbyzipcode • Your Preferred Doctor • Health Plan's Customer Service Center • Health Benefit Summary (HBD-110) www.calpers.ca.gov/HBS
Decision	<p>Have you decided to change your health plan based on cost, coverage, and availability? Then the time to take action is during CalPERS' annual Open Enrollment or within 60 days of a qualifying life event.</p>		
Action	<p>Active members² With your employer's approval, you can submit most health enrollment changes, along with supporting documentation, online through your myCalPERS account (select Open Enrollment under the Health tab).</p>		
	<p>Retirees Retirees and survivors can submit changes through myCalPERS (select Open Enrollment under the Health tab).</p>		
	<p>Plan changes during Open Enrollment take effect January 1 of the upcoming year. For Special Enrollments, the effective date is the first day of the month following the date your request is received.</p>		

¹ If you are an active employee or a working CalPERS retiree, you can enroll in a health plan using either your residential or work ZIP code.

² Use of this functionality is at the discretion of your employer. Confirm with them before you submit changes online.

Additional Resources

As a health care consumer, you have access to many resources, services, and tools that can help you find the right health plan, doctor, medical group, and hospital for yourself and your family.

Following is contact information for the health plans. Contact your health plan with questions about ID cards; verification of provider participation; service area boundaries (covered ZIP Codes); benefits, deductibles, limitations, exclusions; and *Evidence of Coverage* booklets.

Health Plan Directory

Anthem Blue Cross² HMO

(855) 839-4524

www.anthem.com/ca/calpers

Anthem Medicare Preferred² PPO

(855) 251-8825

www.anthem.com/ca/calpers

Blue Shield of California

Active Member Services: (800) 334-5847

Medicare Member Services: (888) 802-4599

www.blueshieldca.com/calpers

California Association of Highway Patrolmen (CAHP)

(800) 734-2247

www.thecahp.org/benefits

California Correctional Peace Officers Association (CCPOA)

Active Member Services: (800) 257-6213

Medicare Member Services: (800) 776-4466

www.ccpoabtf.org

Health Net of California¹

(888) 926-4921

www.healthnet.com/calpers

Kaiser Permanente

(800) 464-4000

www.kp.org/calpers

OptumRx

Pharmacy Benefit Manager

Active Member Services: (855) 505-8110

Medicare Member Services: (855) 505-8106

welcome.optumrx.com/calpers

PERS Gold² and PERS Platinum²

Active Member Services

by Included Health: (855) 633-4436

includedhealth.com/calpers

Medicare Member Services

by Blue Shield of California: (800) 405-2127

www.blueshieldca.com/calpers-retirees

Peace Officers Research Association of California (PORAC)

(800) 655-6397

ibtoforac.org

Sharp Health Plan¹

Active Member Services: (855) 955-5004

Retiree Member Services: (833) 346-4322

calpers.sharphealthplan.com

UnitedHealthcare

Active Member Services: (877) 359-3714

www.uhc.com/calpers

Retiree Member Services: (888) 867-5581

www.UHCRetiree.com/calpers

Western Health Advantage²

Active Member Services: (888) 942-7377

www.westernhealth.com/calpers

¹ Pharmacy benefits administered by OptumRx for the Basic plan only.

² Pharmacy benefits administered by OptumRx for both Basic and Medicare plans.

Obtaining Health Care Quality Information

Following is a list of resources you can use to evaluate and select a doctor and hospital.

Hospitals

Cal Hospital Compare

www.calhospitalcompare.org

Cal Hospital Compare makes it easy to find and compare the quality of hospitals in California.

U.S. Department of Health and Human Services

www.medicare.gov/hospitalcompare

Hospital Compare has information about the quality of care at over 4,000 Medicare-certified hospitals across the country.

The Leapfrog Group

www.leapfroggroup.org

This is a coalition of health purchasers who have found that hospitals meeting certain standards have better care results.

Benefit Comparison Charts

The benefit comparison charts on pages 16–31 summarize the benefit information for each health plan. For more details, see each plan’s *Evidence of Coverage* (EOC) booklet.

Consumer Resources

California Department of Consumer Affairs

www.dca.ca.gov

search.dca.ca.gov

The California Department of Consumer Affairs (DCA) and its boards and bureaus license medical and mental-health professionals — including doctors, nurses, and other care providers — investigate complaints, discipline those who violate the law, conduct evaluations, and facilitate rehabilitation where appropriate.

Have you done a checkup on your care provider’s license? Such a checkup is simple and helps you make an informed choice when choosing a medical or mental-health professional. To determine a licensee’s status, go to DCA’s license website at search.dca.ca.gov or, if you do not have a computer, call (800) 952-5210 and DCA staff will check the professional’s license for you.

Office of the Patient Advocate

www.opa.ca.gov

This website includes a State of California-sponsored “Report Card” that contains additional clinical and member experience data on HMOs, PPOs, and medical groups in California.

CalPERS Health Plan Benefit Comparison

Basic Plans (HMO)

For more details about the benefits provided by a specific plan, refer to that plan's *Evidence of Coverage* (EOC) booklet.
All benefits subject to regulatory approval.

Benefits	Anthem Blue Cross Select HMO Traditional HMO	Blue Shield Access+ HMO	Kaiser Permanente	UnitedHealthcare SignatureValue Alliance			
Calendar Year Deductible							
Individual	N/A	N/A	N/A	N/A			
Family	N/A	N/A	N/A	N/A			
Maximum Calendar Year Copay or Coinsurance (excluding pharmacy)							
Individual	\$1,500 (copay)	\$1,500 (copay)	\$1,500 (copay)	\$1,500 (copay)			
Family	\$3,000 (copay)	\$3,000 (copay)	\$3,000 (copay)	\$3,000 (copay)			
Hospital (including Mental Health and Substance Abuse)							
Deductible (per admission)	N/A	N/A	N/A	N/A			
Inpatient	No Charge	No Charge	No Charge	No Charge			
Outpatient Facility/ Surgery Services	No Charge	No Charge	\$15	No Charge			

Benefits	Anthem Blue Cross Select HMO Traditional HMO	Blue Shield Access+ HMO	Kaiser Permanente	UnitedHealthcare SignatureValue Alliance			
Emergency Services							
Emergency Room Deductible	N/A	N/A	N/A	N/A			
Emergency (copay waived if admitted as an inpatient or for observation as an outpatient)	\$50	\$50	\$50	\$50			
Non-Emergency (copay waived if admitted as an inpatient or for observation as an outpatient)	\$50	\$50	\$50	\$50			
Physician Services (including Mental Health and Substance Abuse)							
Office Visits (copay for each service provided)	\$15	\$15	\$15	\$15			
Inpatient Visits	No Charge	No Charge	No Charge	No Charge			
Outpatient Visits	\$15	\$15	\$15	\$15			
Urgent Care Visits	\$15	\$15	\$15	\$15			
Preventive Services	No Charge	No Charge	No Charge	No Charge			
Surgery/Anesthesia	No Charge	No Charge	No Charge	No Charge			
Diagnostic X-ray/Lab	No Charge	No Charge	No Charge	No Charge			

CalPERS Health Plan Benefit Comparison **Basic Plans (HMO)**, Continued

For more details about the benefits provided by a specific plan, refer to that plan's *Evidence of Coverage* (EOC) booklet.
All benefits subject to regulatory approval.

Benefits	Anthem Blue Cross Select HMO Traditional HMO	Blue Shield Access+ HMO	Kaiser Permanente	UnitedHealthcare SignatureValue Alliance			
Prescription Drugs							
Deductible	N/A	N/A	N/A	N/A			
Retail Pharmacy (30-day supply)	Tier 1: \$5 Tier 2: \$20 Tier 3: \$50	Tier 1: \$5 Tier 2: \$20 Tier 3: \$50 Tier 4: \$30	Generic: \$5 Brand: \$20	Tier 1: \$5 Tier 2: \$20 Tier 3: \$50			
Retail Preferred Pharmacy Maintenance Medications (90-day supply)	N/A	Tier 1: \$10 Tier 2: \$40 Tier 3: \$100 Tier 4: \$60	N/A	N/A			
Mail Order Pharmacy Program (not to exceed 90-day supply for maintenance drugs)	Tier 1: \$10 Tier 2: \$40 Tier 3: \$100	Tier 1: \$10 Tier 2: \$40 Tier 3: \$100 Tier 4: \$60	Generic: \$10 Brand: \$40 (31-100 day supply)	Tier 1: \$10 Tier 2: \$40 Tier 3: \$100			
Mail order maximum copayment per person per calendar year	\$1,000	\$1,000	N/A	\$1,000			
Durable Medical Equipment	No Charge	No Charge	No Charge	No Charge			

Benefits	Anthem Blue Cross Select HMO Traditional HMO	Blue Shield Access+ HMO EPO Trio HMO	Kaiser Permanente	UnitedHealthcare SignatureValue Alliance & Harmony			
Infertility Testing/ Treatment	50% of Covered Charges	50% of Covered Charges	50% of Covered Charges	50% of Covered Charges			
Occupational / Physical / Speech Therapy							
Inpatient (hospital or skilled nursing facility)	No Charge	No Charge	No Charge	No Charge			
Outpatient (office and home visits)	\$15	\$15	\$15	\$15			
Diabetes Services							
Glucose monitors	Coverage varies	No Charge	Coverage varies	No Charge			
Self-management training	\$15	\$15	\$15	\$15			
Acupuncture	\$15/visit (acupuncture/ chiropractic; combined 20 visits per calendar year)	\$15/visit (acupuncture/ chiropractic; combined 20 visits per calendar year)	\$15/visit (acupuncture/ chiropractic; combined 20 visits per calendar year)	\$15/visit (acupuncture/ chiropractic; combined 20 visits per calendar year)			
Chiropractic	\$15/visit (acupuncture/ chiropractic; combined 20 visits per calendar year)	\$15/visit (acupuncture/ chiropractic; combined 20 visits per calendar year)	\$15/visit (acupuncture/ chiropractic; combined 20 visits per calendar year)	\$15/visit (acupuncture/ chiropractic; combined 20 visits per calendar year)			
Pregnancy & Maternity Care	No Charge	No Charge	No Charge	No Charge			

CalPERS Health Plan Benefit Comparison

Basic Plans (PPO & Association Plans)

For more details about the benefits provided by a specific plan, refer to that plan's *Evidence of Coverage* (EOC) booklet.

All benefits subject to regulatory approval.

Benefits	PPO Basic Plans				Association Plans			
	PERS Gold		PERS Platinum		PORAC			
	PPO	Non-PPO	PPO	Non-PPO	PPO	Non-PPO		
Calendar Year Deductible								
Individual	\$1,000 ^{1,3}	\$2,500 ³	\$500 ³	\$2,000 ³		\$300	\$600	
Family	\$2,000 ^{1,3}	\$5,000 ³	\$1,000 ³	\$4,000 ³		\$900	\$1,800	
Maximum Calendar Year Copay or Coinsurance (excluding pharmacy)								
Individual	\$3,000 (coinsurance)	Unlimited	\$2,000 (coinsurance)	Unlimited		\$2,000	\$2,000	
Family	\$6,000 (coinsurance)	Unlimited	\$4,000 (coinsurance)	Unlimited		\$4,000	\$4,000	
Hospital (including Mental Health and Substance Abuse)								
Deductible (per admission)	N/A		\$250			N/A		
Inpatient	20% ²	40% ⁴	10%	40% ⁴		20%	20% ⁴	
Outpatient Facility/ Surgery Services	20%	40% ⁴	10%	40% ⁴		20%	20% ⁴	

¹ Incentives available to reduce individual deductible (max. \$500) or family deductible (max. \$1,000) include getting a biometric screening (\$100 credit), receiving a flu shot (\$100 credit), getting a non-smoking certification (\$100 credit), getting a virtual second opinion (\$100 credit), and getting a condition care certification (\$100 credit).

² Coinsurance waived for deliveries if enrolled in Included Health's maternity program.

³ Deductible is not transferable between PERS Gold and PERS Platinum.

⁴ Of the allowable amount as defined in the EOC.

Benefits	PPO Basic Plans				Association Plans		
	PERS Gold		PERS Platinum			PORAC	
	PPO	Non-PPO	PPO	Non-PPO		PPO	Non-PPO
Emergency Services							
Emergency Room Deductible	\$50 (applies to hospital emergency room facility charge only)		\$50 (applies to hospital emergency room charges only)			N/A	
Emergency	20% (applies to other services such as physician, X-ray, lab, etc.)		10% (applies to other services such as physician, X-ray, lab, etc.)			20%	
Non-Emergency	20%	40%	10%	40%		50% (for non-emergency services provided by hospital emergency room)	
	(payment for physician charges only; emergency room facility charge is not covered)		(payment for physician charges only; emergency room facility charge is not covered)				
Physician Services (including Mental Health and Substance Abuse)							
Office Visits (copay for each service provided)	\$35 ¹	40% ³	\$20 ²	40% ³		\$10/\$35 ²	20% ³
Inpatient Visits	20%	40% ³	10%	40% ³		20%	20% ³
Outpatient Visits	\$35	40% ³	\$20	40% ³		20%	20% ³
Urgent Care Visits	\$35	40% ³	\$35	40% ³		\$35	20% ³
Preventive Services	No Charge	40% ³	No Charge	40% ³		No Charge	
Surgery/Anesthesia	20%	40% ³	10%	40% ³		20%	20% ³
Diagnostic X-ray/Lab	20% ⁴	40% ³	10% ⁴	40% ³		20%	20% ³

¹ Reduced to \$10 when seen by primary physician.

² \$35 for specialist visit.

³ Of the allowable amount as defined in the EOC.

⁴ For lab services only — no charge when using Quest Diagnostic or Labcorp.

⁵ For non-mental health visits only — no charge for visits with a mental health provider.

CalPERS Health Plan Benefit Comparison

Basic Plans (PPO & Association Plans), *Continued*

For more details about the benefits provided by a specific plan, refer to that plan's *Evidence of Coverage* (EOC) booklet.

All benefits subject to regulatory approval.

Benefits	PPO Basic Plans				Association Plans				
	PERS Gold		PERS Platinum		PORAC				
	PPO	Non-PPO	PPO	Non-PPO	PPO		Non-PPO		
Prescription Drugs									
Deductible	N/A		N/A				N/A		
Retail Pharmacy (30-day supply)	Tier 1: \$5 Tier 2: \$20 Tier 3: \$50		Tier 1: \$5 Tier 2: \$20 Tier 3: \$50				Generic: \$10 Brand Formulary: \$25 Non-Formulary: \$45 Compound: \$45		
Retail Preferred Pharmacy Maintenance Medications (90-day supply)	N/A		N/A				N/A		
Mail Order Pharmacy Program (not to exceed 90-day supply for maintenance drugs)	Tier 1: \$10 Tier 2: \$40 Tier 3: \$100		Tier 1: \$10 Tier 2: \$40 Tier 3: \$100				Generic: \$20 Brand Formulary: \$40 Non-Formulary: \$75	N/A	
Mail order maximum copayment per person per calendar year	\$1,000		\$1,000				N/A		
Durable Medical Equipment	20%	40% ¹	10%	40% ¹					
	(pre-certification required for specific equipment)		(pre-certification required for the purchase of equipment priced at \$1,000 or more)				20%	20% ¹	

¹ Of the allowable amount as defined in the EOC.

Benefits	PPO Basic Plans				Association Plans		
	PERS Gold		PERS Platinum		PORAC	PORAC	
	PPO	Non-PPO	PPO	Non-PPO		PPO	Non-PPO
Infertility Testing/ Treatment	50%		50%		50%	50% ²	
Occupational / Physical / Speech Therapy							
Inpatient (hospital or skilled nursing facility)	No Charge		No Charge		20%	20% ²	
Outpatient (office and home visits)	20%	40%; Occupational therapy: 20%	10%	40%; Occupational therapy: 10%	20%	20% ²	
	(pre-certification required for more than 24 visits)		(pre-certification required for more than 24 visits)				
Diabetes Services							
Glucose monitors	Coverage Varies		Coverage Varies		Coverage Varies		
Self-management training	\$20 ¹	40% ²	\$20 ¹	40% ²	\$20	60% ²	
	\$15/visit	40% ²	\$15/visit	40% ²	20%	20% ²	
Acupuncture	(acupuncture/chiropractic; combined 20 visits per calendar year)		(acupuncture/chiropractic; combined 20 visits per calendar year)		(acupuncture/chiropractic; combined 20 visits per calendar year)		
	\$15/visit	40% ²	\$15/visit	40% ²	20%	20% ²	
Chiropractic	(acupuncture/chiropractic; combined 20 visits per calendar year)		(acupuncture/chiropractic; combined 20 visits per calendar year)		(acupuncture/chiropractic; combined 20 visits per calendar year)		
	\$15/visit	40% ²	\$15/visit	40% ²	20%	20% ²	
Pregnancy & Maternity Care	20%	40%	10%	40%	80%	80%	

¹ \$35 for specialist visit.

² Of the allowable amount as defined in the EOC.



CalPERS Health Benefits Program
P.O. Box 942715
Sacramento, CA 94229-2715
888 CalPERS (or **888-225-7377**)
www.calpers.ca.gov

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