

# Approval of 2025 Health Maintenance Organization and Preferred Provider Organization Plan Premiums

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July 16, 2024

# Agenda

- Transition to Single Risk Pool in 2025
- Premiums & Weighted Averages
- Approval of HMO and PPO Premiums
- Approval of UHC Group Medicare Edge Plan Removal
- Next Steps



**Equitable,  
High-Quality,  
Affordable  
Health Care**

### Transition to Single Risk Pool in 2025

- Current projection is PPOs will lose money for 2024
- HCF investments are fully liquid due to immediate cash needs
- Likely increased outward migration in 2025
- Transition in 2025 could significantly quicken the path back to single-digit PPO increases



# Premiums and Weighted Averages

## 2025 Basic HMO Plan Premiums

Basic HMO Plan	2024 Premium	2025 Premium Full Transition to One Risk Pool	Percent Change from 2024
Anthem Blue Cross Select HMO	\$925.57	\$1,021.71	10.39%
Anthem Blue Cross Traditional HMO	\$1,197.94	\$1,309.07	9.28%
Blue Shield Access+ HMO and EPO	\$892.49	\$965.86	8.22%
Blue Shield Trio HMO	\$810.24	\$909.10	12.20%
Health Net Salud y Más	\$656.96	\$753.72	14.73%
Kaiser Permanente	\$964.15	\$1,045.20	8.41%
Kaiser Permanente Out of State	\$1,312.45	\$1,422.26	8.37%
Sharp Performance Plus	\$833.24	\$868.45	4.23%
UnitedHealthcare SignatureValue Alliance	\$882.98	\$961.35	8.88%
UnitedHealthcare SignatureValue Harmony	\$763.70	\$820.13	7.39%
Western Health Advantage HMO	\$807.23	\$914.27	13.26%
<b>Basic HMO Weighted Average Change</b>			<b>8.72%</b>

## 2025 Basic PPO Plan Premiums

Basic PPO Plan	2024 Premium	2025 Premium Full Transition to One Risk Pool	Percent Change from 2024
PERS Gold	\$859.31	\$943.70	9.82%
PERS Platinum	\$1,215.87	\$1,335.30	9.82%
<b>Basic PPO Weighted Average Change</b>			<b>9.82%</b>

## 2025 Medicare Advantage Plan Premiums

Medicare Advantage Plan	2024 Premium	2025 Premium	Percent Change from 2024
Anthem Medicare Preferred PPO	\$405.83	\$487.56	20.14%
Blue Shield Medicare PPO	\$392.68	\$448.28	14.16%
Kaiser Permanente Senior Advantage	\$324.79	\$343.08	5.63%
Kaiser Permanente Senior Advantage Out of State	\$318.43	\$336.72	5.74%
Kaiser Permanente Senior Advantage Summit	\$386.55	\$408.31	5.63%
Kaiser Permanente Senior Advantage Summit Out of State	\$380.21	\$401.97	5.72%
Sharp Direct Advantage HMO	\$256.53	\$272.44	6.20%
UnitedHealthcare Group Medicare Advantage PPO	\$341.72	\$442.25	29.42%
<b>Medicare Advantage Weighted Average Change</b>			<b>12.58%</b>

## 2025 Medicare Supplement Plan Premiums

Medicare Supplement Plan	2024 Premium	2025 Premium	Percent Change from 2024
PERS Gold	\$406.60	\$546.13	34.32%
PERS Platinum	\$448.15	\$584.70	30.47%
<b>Medicare Supplement Weighted Average Change</b>			<b>30.59%</b>



## Statewide Weighted Average Change for Basic and Medicare Plans

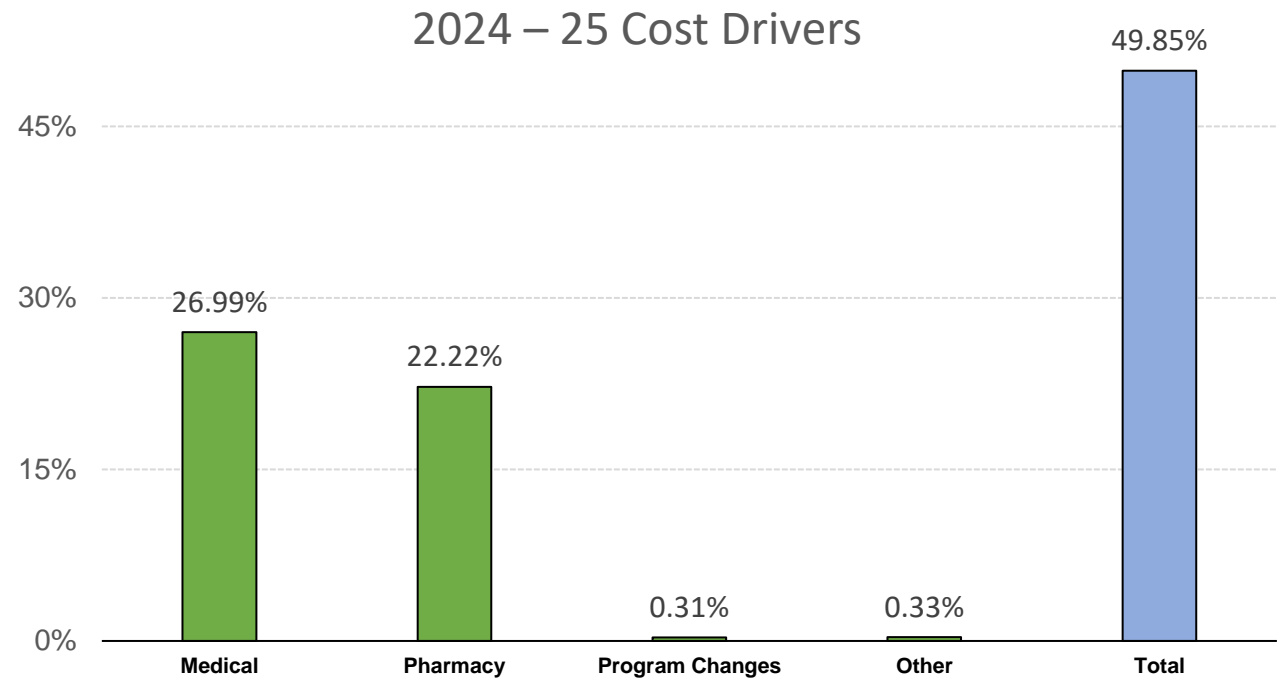
Health Coverage Type	2025 Premium Percent Change from 2024
Basic HMO	8.72%
Basic PPO	9.82%
<b>Total Basic</b>	<b>9.08%</b>
Medicare Advantage	12.58%
Medicare Supplement	30.59%
<b>Total Medicare</b>	<b>22.25%</b>
<b>Overall (Total)</b>	<b>10.79%</b>

## UnitedHealthcare Group Medicare Advantage Edge PPO

2024 Premium	2025 Premium	Premium Change from 2024	Premium Change from 2024
\$366.01	\$548.45	\$182.44	49.85%

**Recommendation:**

Remove plan from CalPERS Health Benefits Program



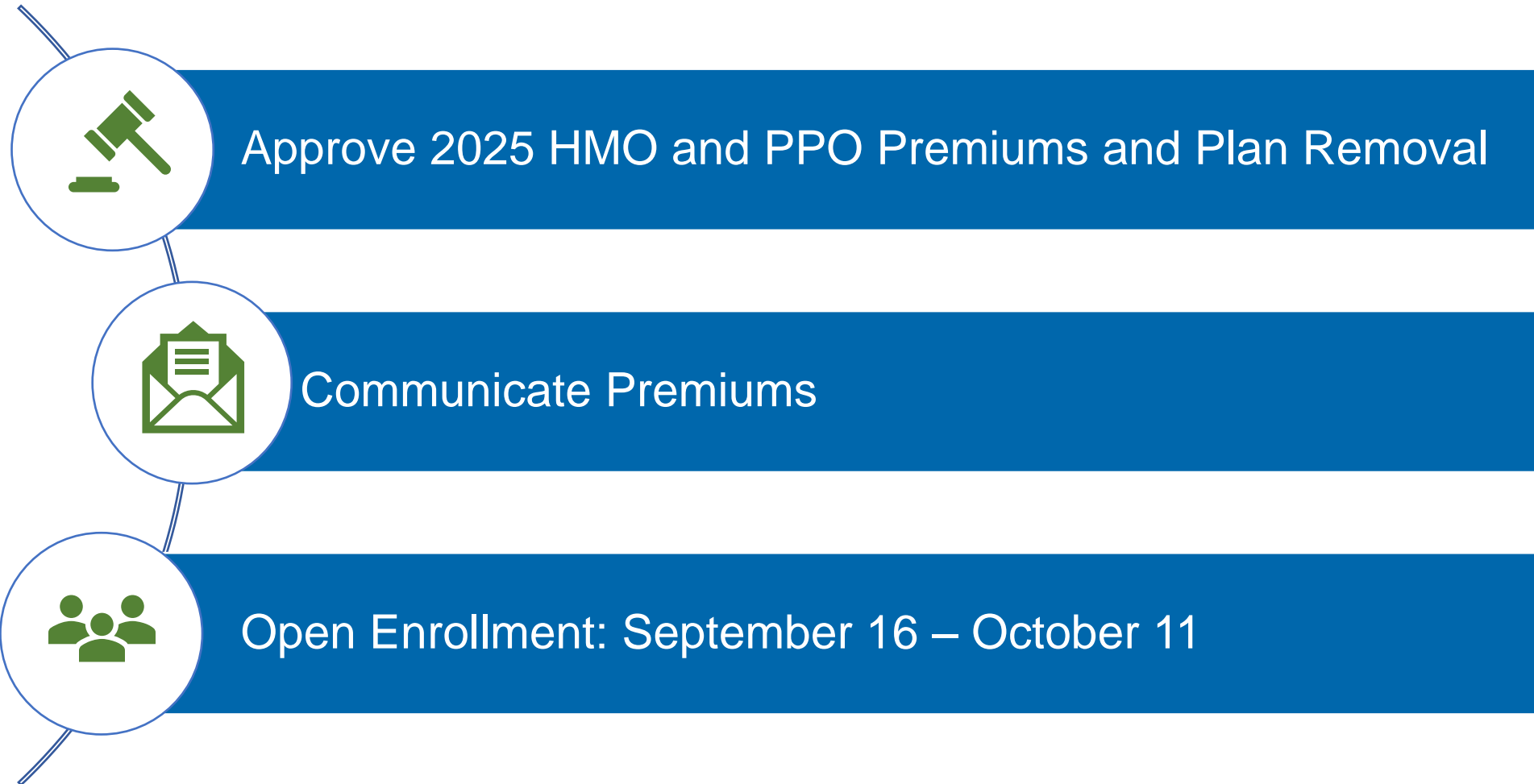
2024 Total Covered Lives: 5,227

## Recommendation for Board:

Approve 2025 HMO & PPO Premiums with Full Transition to Single Risk Pool

Approve Removal of UHC Group Medicare Advantage Edge Plan from Program

## Rate Development Next Steps





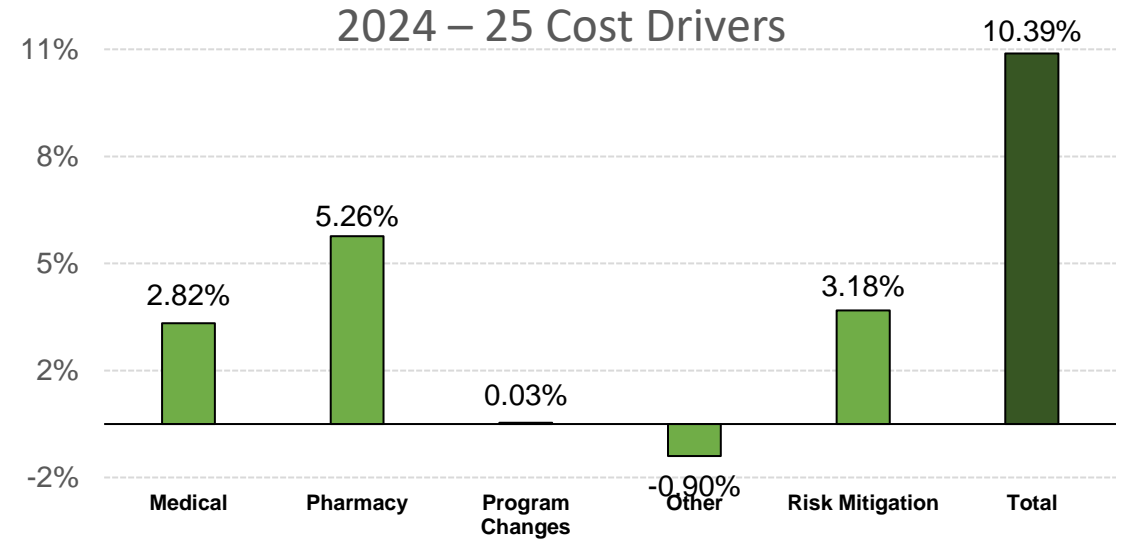
# Appendix



# Basic HMO & PPO Plans

## Anthem Blue Cross Select HMO (Basic)

2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$925.57	\$942.02	0.9398	\$79.69	\$1,021.71	10.39%

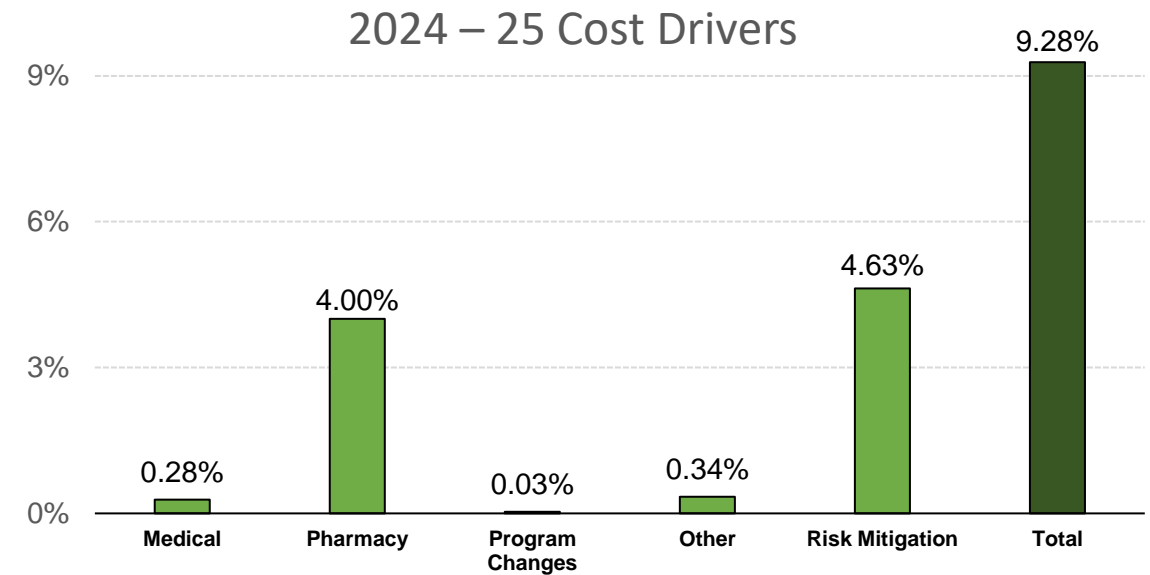


**2024 Total Covered Lives: 31,984**

# Approval of 2025 HMO and PPO Premiums

## Anthem Blue Cross Traditional HMO (Basic)

2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$1,197.94	\$1,423.20	1.1153	(\$114.13)	\$1,309.07	9.28%



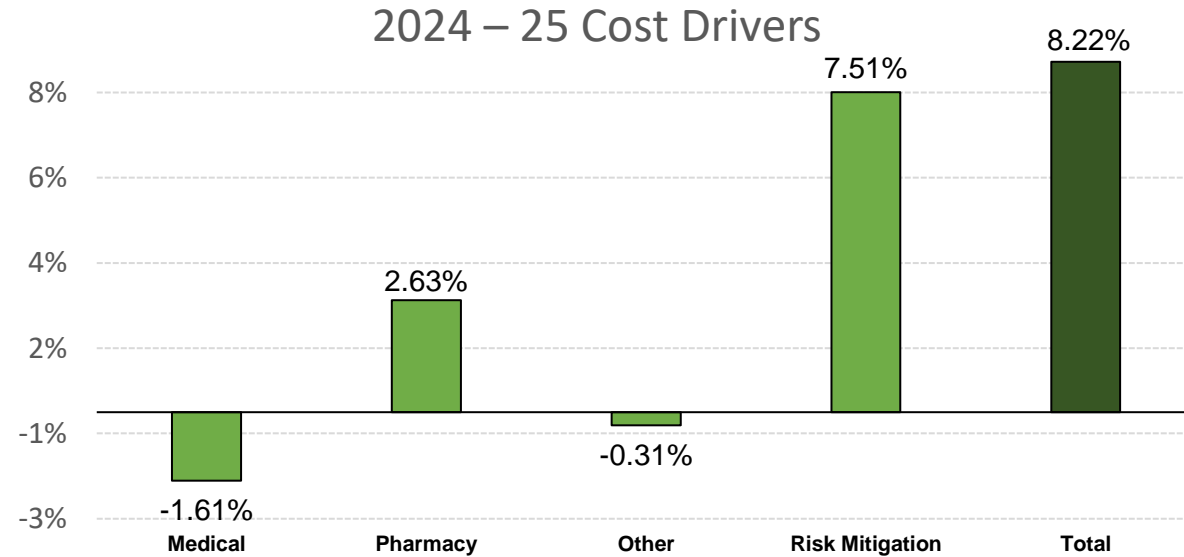
2024 Total Covered Lives: 11,666



# Approval of 2025 HMO and PPO Premiums

## Blue Shield Access+ HMO and EPO (Basic)

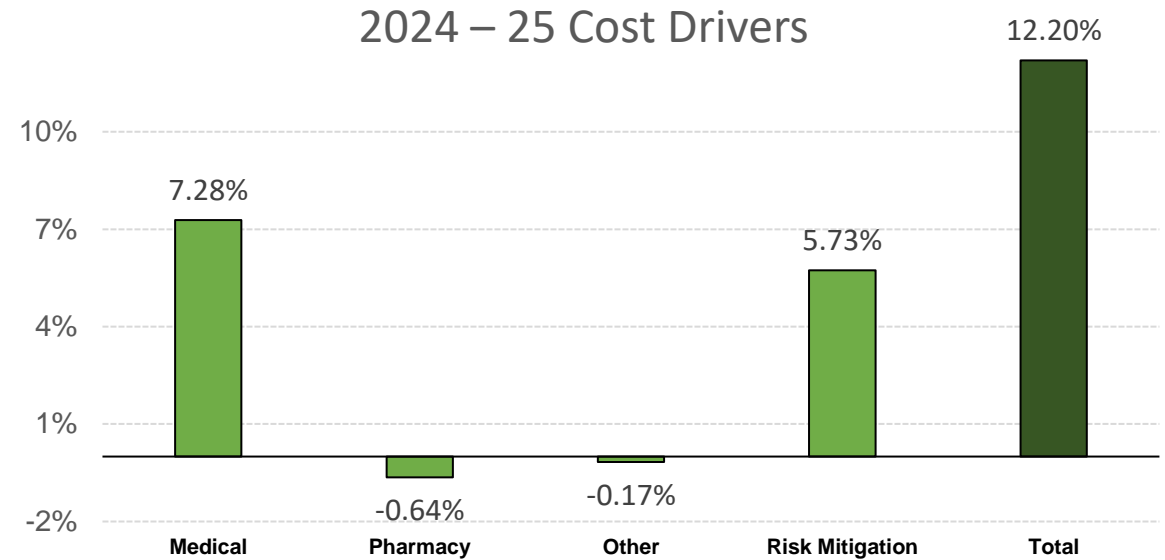
2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$892.49	\$1,124.64	1.2009	(\$158.78)	\$965.86	8.22%



2024 Total Covered Lives: 124,322

## Blue Shield Trio HMO (Basic)

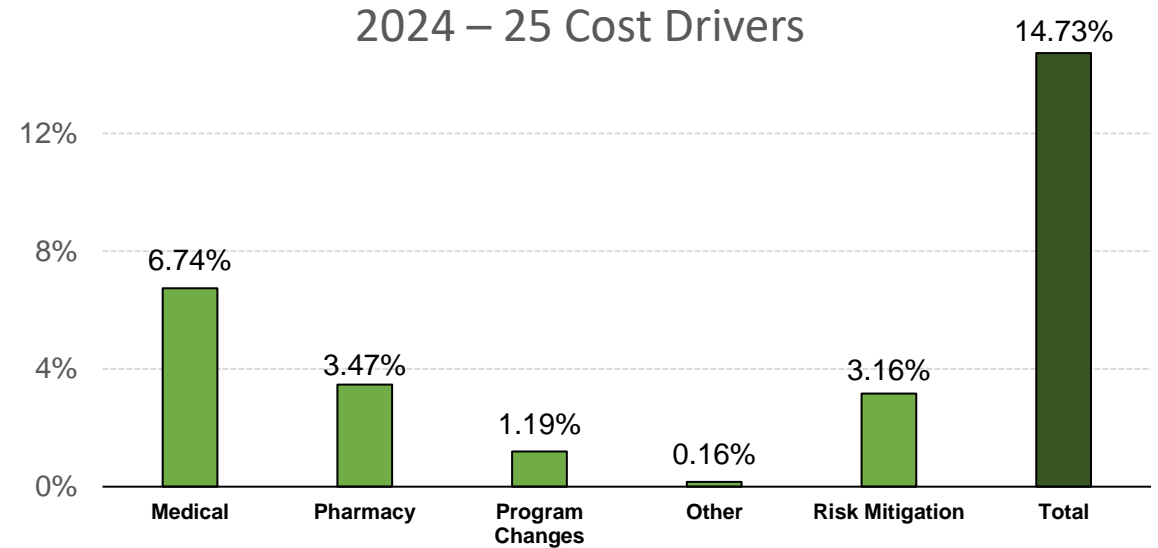
2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$810.24	\$761.44	0.8485	\$147.66	\$909.10	12.20%



2024 Total Covered Lives: 44,314

## Health Net Salud y Mas (Basic)

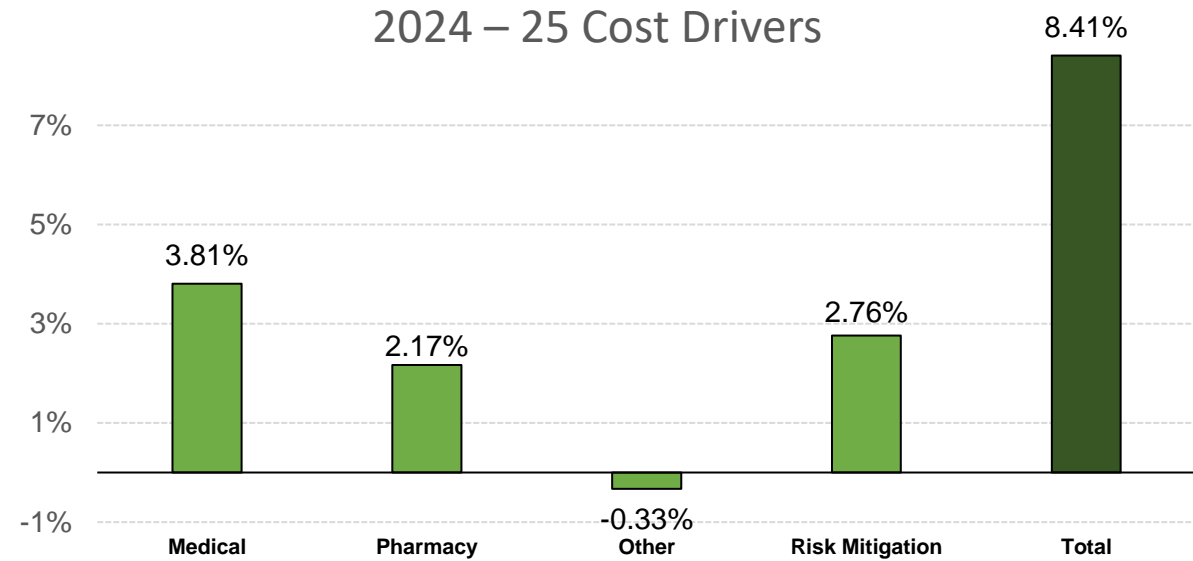
2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$656.96	\$579.12	0.7634	\$174.60	\$753.72	14.73%



2024 Total Covered Lives: 12,524

## Kaiser Permanente (Basic)

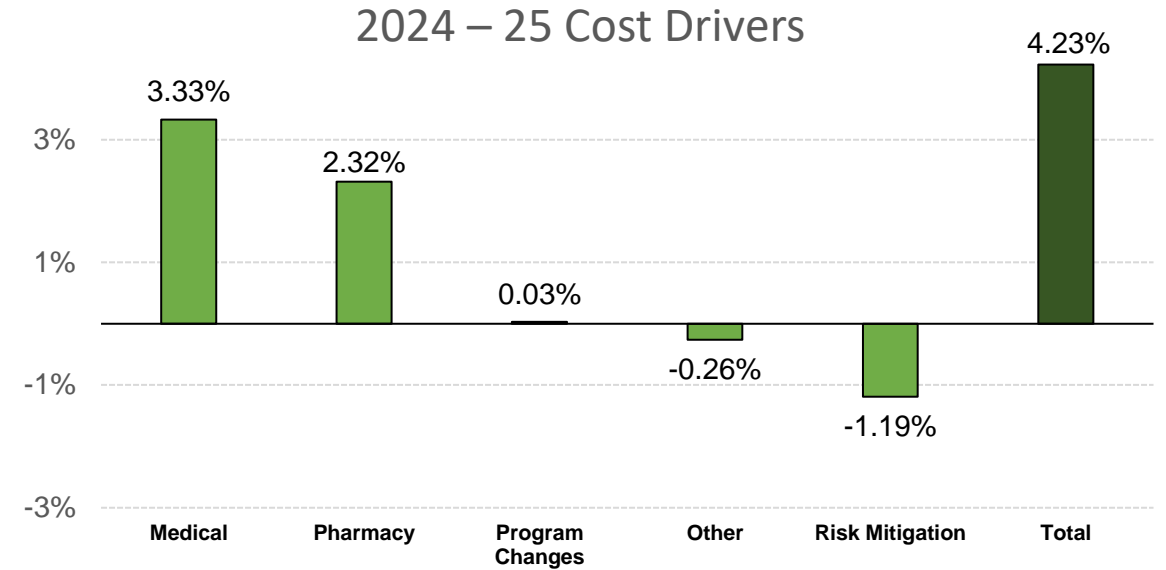
2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$964.15	\$935.24	0.9113	\$109.96	\$1,045.20	8.41%



2024 Total Covered Lives: 527,988

## Sharp Performance Plus (Basic)

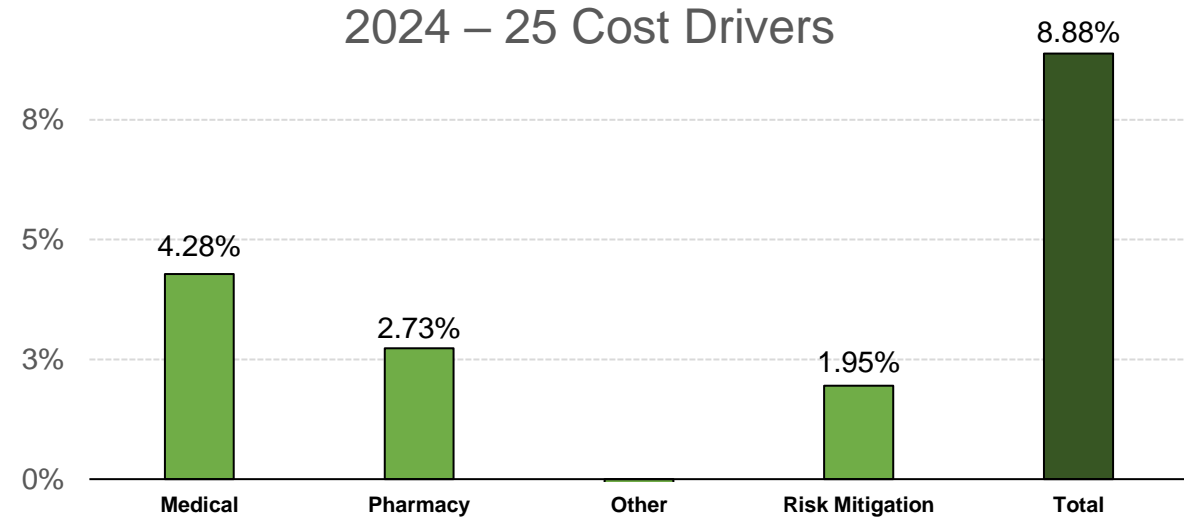
2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$833.24	\$783.27	0.9151	\$85.18	\$868.45	4.23%



2024 Total Covered Lives: 14,561

## UnitedHealthcare Signature Value Alliance (Basic)

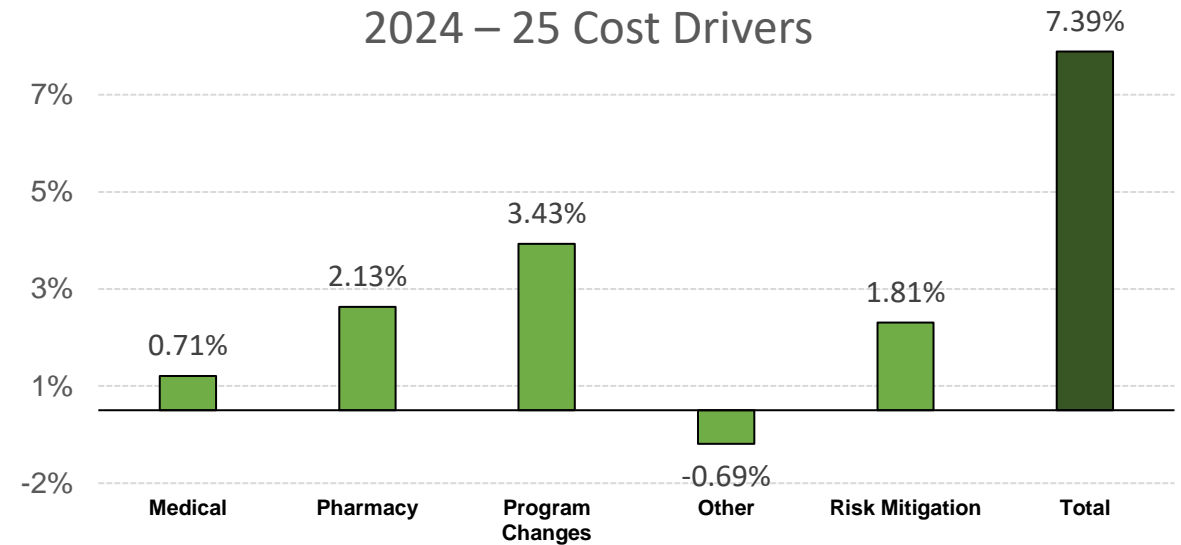
2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$882.98	\$983.46	1.0493	(\$22.11)	\$961.35	8.88%



2024 Total Covered Lives: 76,138

## UnitedHealthcare Signature Value Harmony (Basic)

2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$763.70	\$741.88	0.9178	\$78.25	\$820.13	7.39%

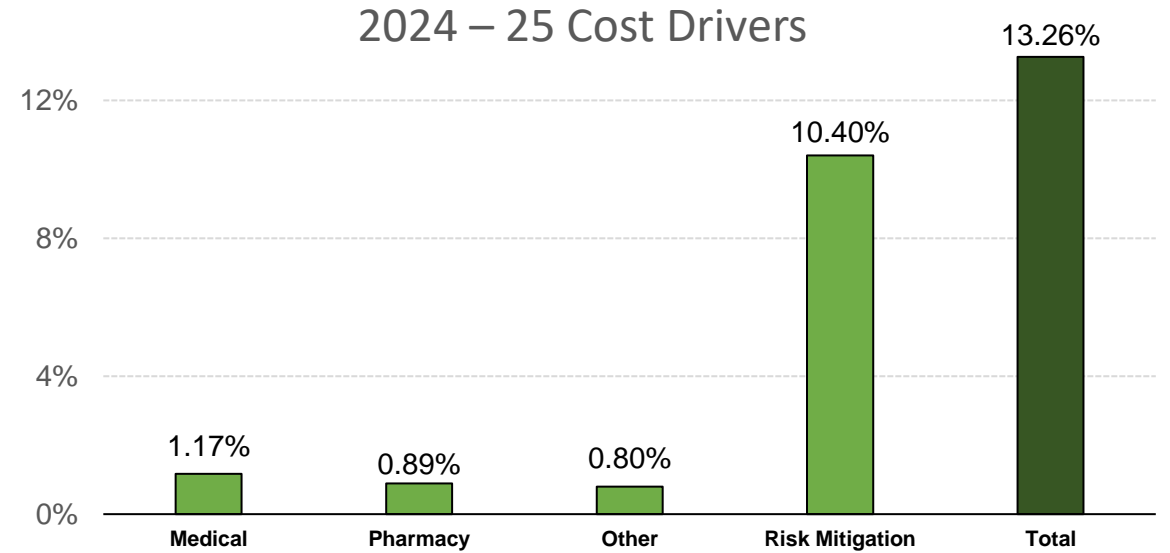


**2024 Total Covered Lives: 7,148**

# Approval of 2025 HMO and PPO Premiums

## Western Health Advantage HMO (Basic)

2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
\$807.23	\$875.99	0.9780	\$38.28	\$914.27	13.26%



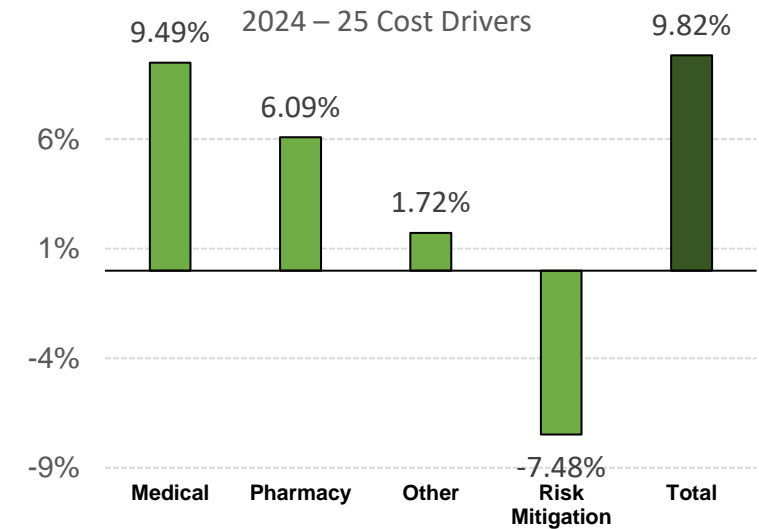
2024 Total Covered Lives: 21,607



# Approval of 2025 HMO and PPO Premiums

## PERS Gold & Platinum (Basic)

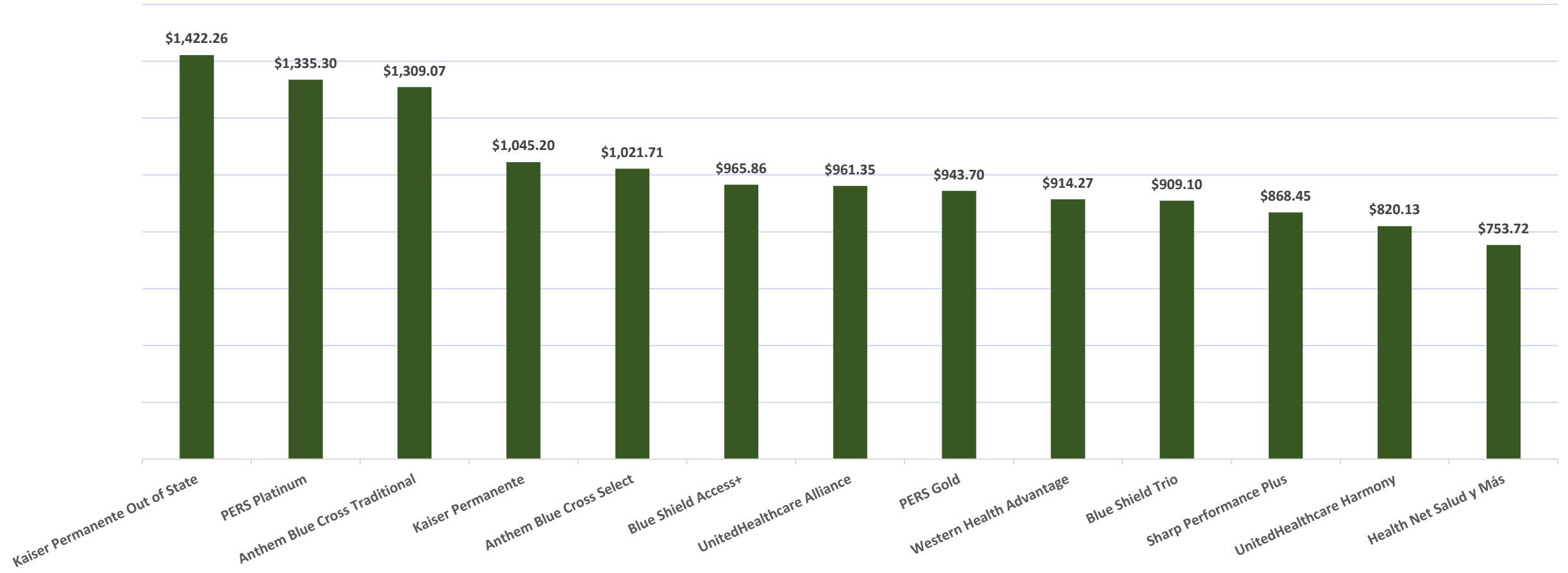
Plan	2024 Premium	2025 Premium Before Risk Mitigation	2025 Adjusted Risk Score	Risk Mitigation Impact	2025 Premium with Full Transition to One Risk Pool	Percent Change from 2024
PERS Gold	\$859.31	\$925.92	1.1242	\$17.79	\$943.70	9.82%
PERS Platinum	\$1,215.87	\$1,569.70	1.1242	(\$234.40)	\$1,335.30	9.82%
Basic PPO Weighted Average Change						9.82%



PERS Gold 2024 Total Covered Lives: 134,966

PERS Platinum 2024 Total Covered Lives: 111,685

## 2025 Basic HMO & PPO Premiums Full Transition to One Risk Pool

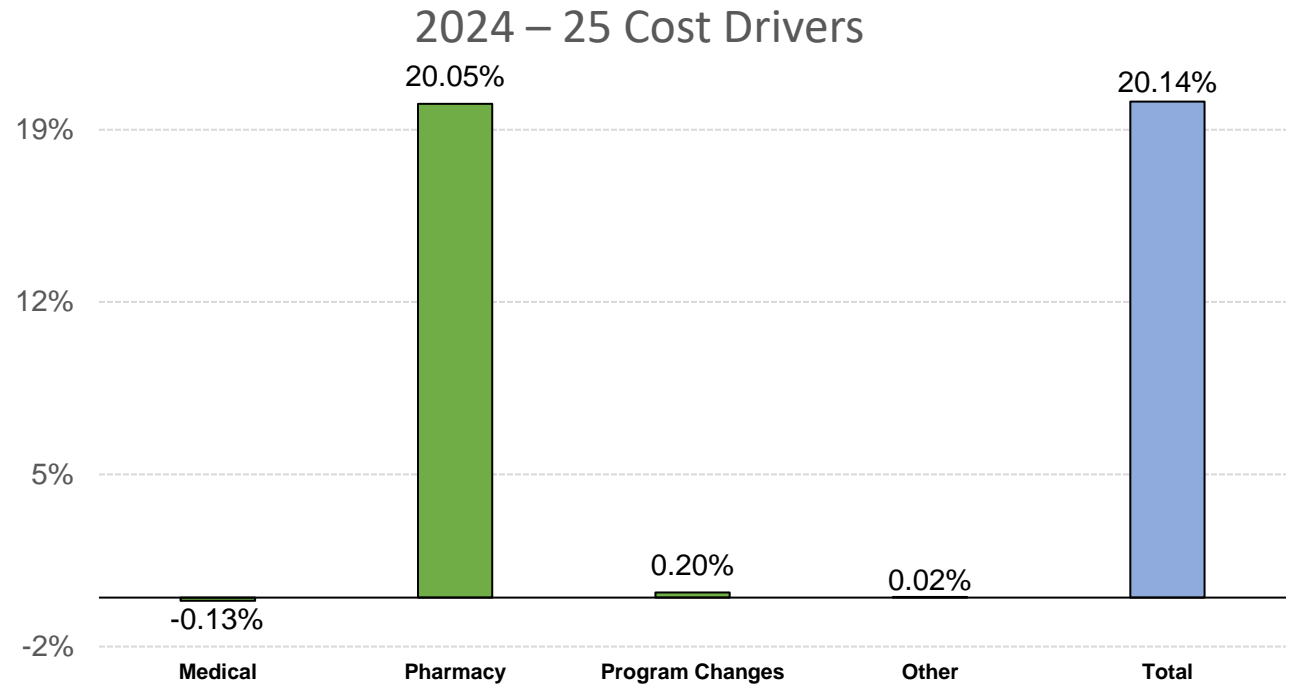




# Medicare Plans

## Anthem Blue Cross Medicare Preferred PPO

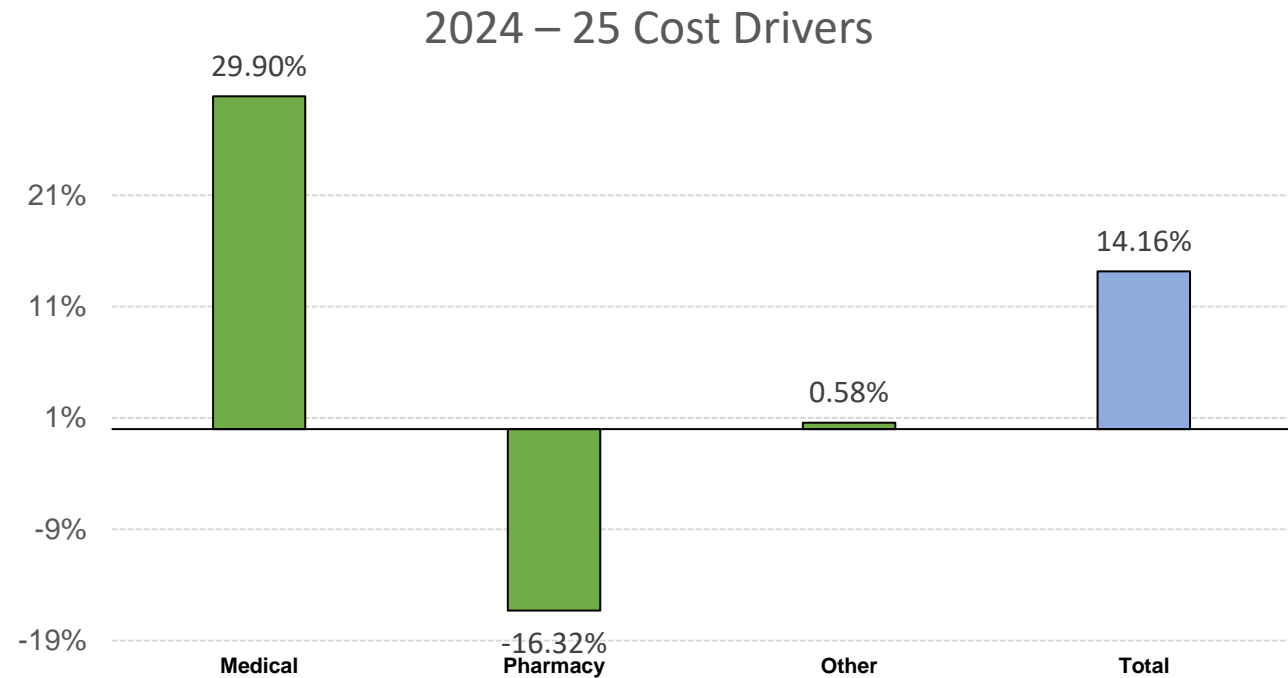
2024 Premium	2025 Premium	Premium Change from 2024	Premium Change from 2024
\$405.83	\$487.56	\$81.73	20.14%



2024 Total Covered Lives: 6,655

## Blue Shield Medicare PPO

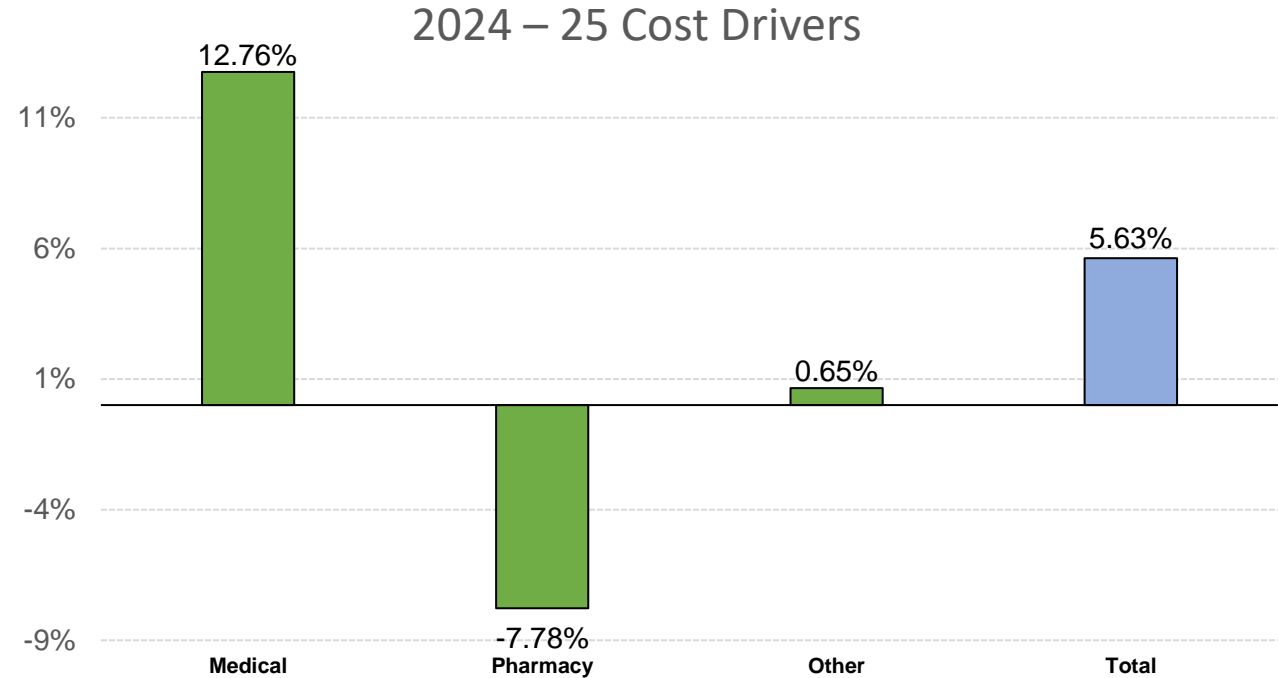
2024 Premium	2025 Premium	Premium Change from 2024	Premium Change from 2024
\$392.68	\$448.28	\$55.60	14.16%



2024 Total Covered Lives: 5,726

## Kaiser Permanente Senior Advantage (Medicare)

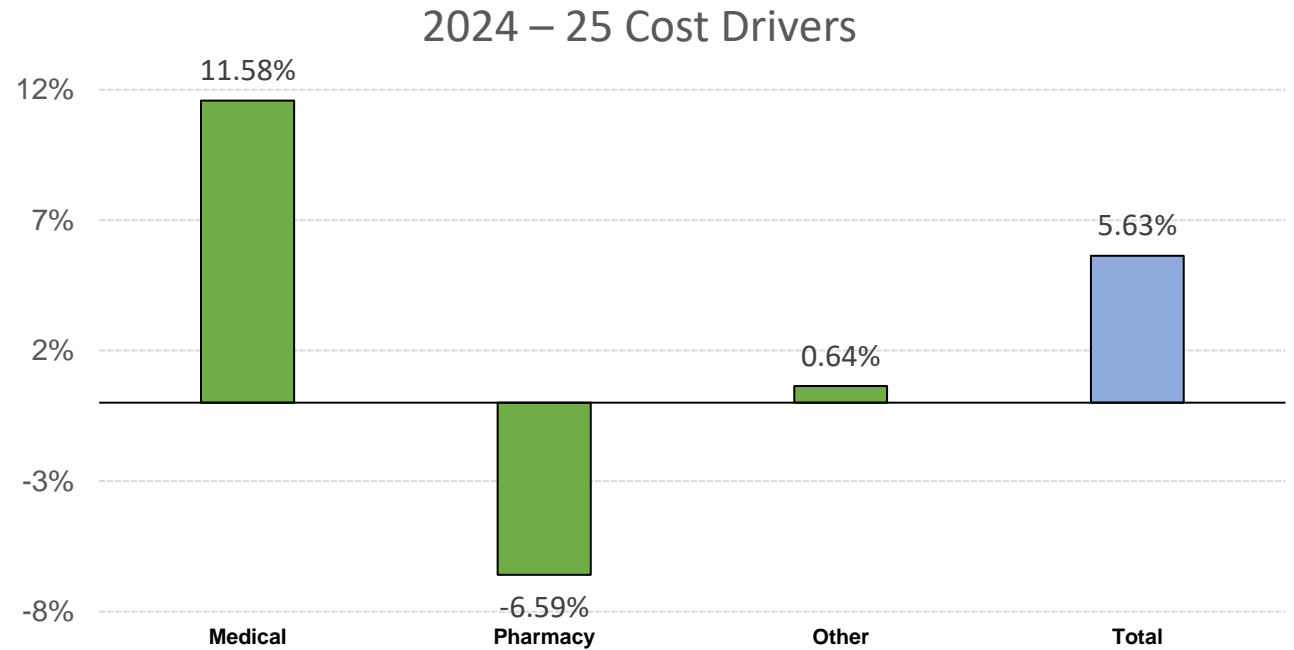
2024 Premium	2025 Premium	Premium Change from 2024	Premium Change from 2024
\$324.79	\$343.08	\$18.29	5.63%



2024 Total Covered Lives: 106,925

## Kaiser Permanente Senior Advantage Summit (Medicare)

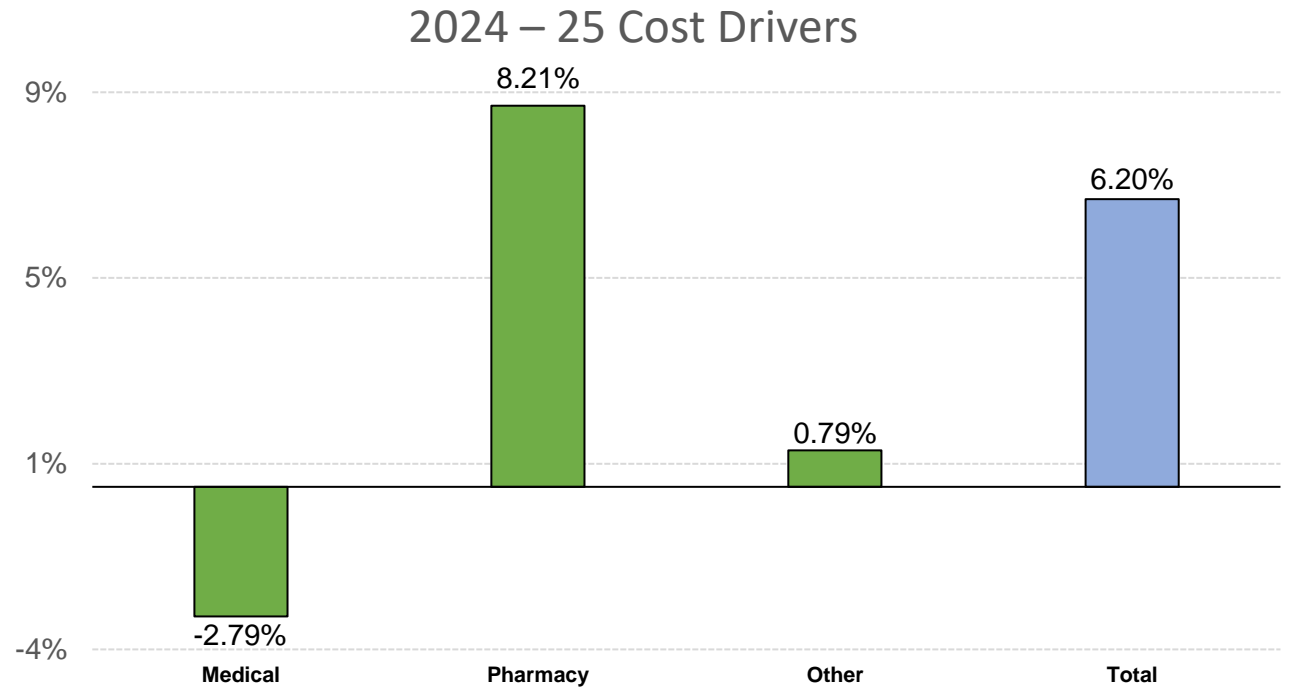
2024 Premium	2025 Premium	Premium Change from 2024	Premium Change from 2024
\$386.55	\$408.31	\$21.76	5.63%



2024 Total Covered Lives: 8,461

## Sharp Direct Advantage HMO (Medicare)

2024 Premium	2025 Premium	Premium Change from 2024	Premium Change from 2024
\$256.53	\$272.44	\$15.91	6.20%

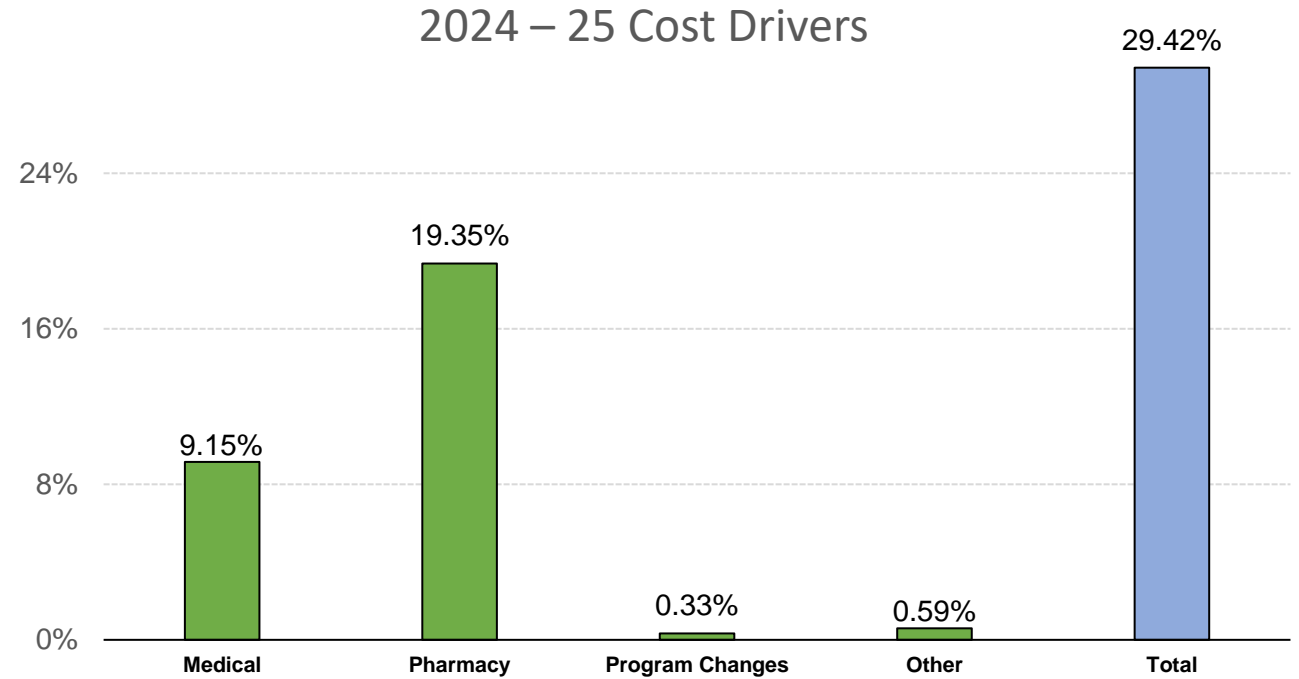


2024 Total Covered Lives: 480



## UnitedHealthcare Group Medicare Advantage PPO

2024 Premium	2025 Premium	Premium Change from 2024	Premium Change from 2024
\$341.72	\$442.25	\$100.53	29.42%



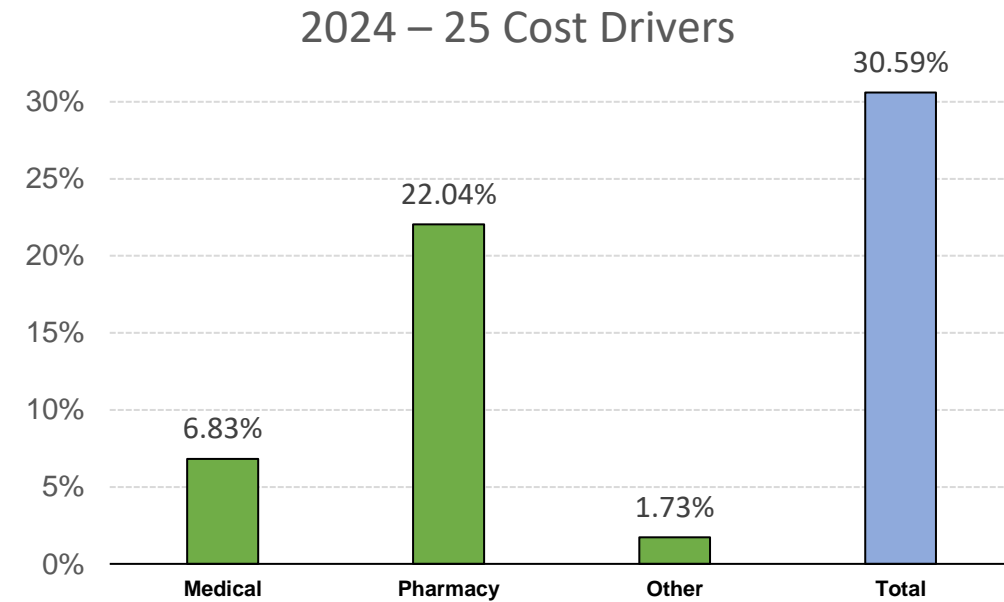
2024 Total Covered Lives: 42,897

### Western Health Advantage MyCare Select HMO (Medicare)

- WHA will no longer offer this plan in 2025
- 533 members enrolled
- WHA and CalPERS will communicate to members impacted by this exit

## PERS Gold & Platinum Medicare Supplement

Plan	2024 Total Covered Lives	2024 Premium	2025 Premium	Premium Change from 2024	Premium Change from 2024
PERS Gold	4,633	\$406.60	\$546.13	\$139.53	34.32%
PERS Platinum	147,850	\$448.15	\$584.70	\$136.55	30.47%
Medicare Supplement Weighted Average Change					30.59%



## 2025 Medicare Premiums

