

Federal Employee Health Benefit Program (FEHBP) Updates



In February 2022, the Office of Personnel Management released an important announcement updating their guidance on FEHBP plans, stating:



Plans **must not** exclude anti-obesity medications (AOMs) from coverage based on a benefit exclusion or a carve out



Treatment with AOMs is highly individualized and will depend on the individual's comorbidities, their current medication regimen, and the potential for adverse events

- A plan for coverage will be required that considers all available AOMs



FEHBP carriers are **required** to provide adequate coverage of US Food and Drug Administration (FDA) approved AOMs on their formularies



Coverage and reimbursement of FDA-approved AOMs can help many patients with obesity achieve at least a 5% weight loss, as well as improvements in comorbid conditions

What this means for you:

- This update will impact all FDA-approved AOMs in the United States
- FEHBP plans must offer adequate coverage for AOMs beginning on January 1, 2023
- The FEHBP is the largest employer-sponsored group health insurance program in the world, covering more than 8 million federal employees, retirees, former employees, family members, and former spouses, at a combined annual premium value of about \$57 billion (as of 2020)

The following organizations offer FEHBP plans:

- Aetna
- APWU (American Postal Workers Union)
- Cigna
- Regional BCBS
- BCBS FEP
- Compass Rose
- Foreign Service Benefit Plan
- GEHA
- Kaiser
- Mail Handlers Benefit Plan
- National Association of Letter Carriers Benefit Plan
- SAMBA
- UnitedHealthcare

Pharmacy benefit managers impacted:

- CVS
- ESI
- Optum
- Prime
- MedImpact

