



MEMORANDUM

Date: August 12, 2022

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: Jan Leshner 
County Administrator

Re: **Pima County Contraceptive Benefits Overview**

The recent Supreme Court decision in *Dobbs v. Jackson Women's Health Organization* has generated many questions from our employees with regard to family planning services covered under our health plan and how these might be impacted by that ruling. This memorandum summarizes the current benefit to employees and their insured dependents.

Health Plan

There is no deductible or coinsurance (Plan pays 100%) for contraception and related services. This includes all plan approved contraceptive pills, emergency contraception, injectables, devices, female over-the-counter contraception, as well as the associated office visit. For patients selecting brands that are not plan approved, there is a co-pay for that product and the office visit.

Medically indicated abortions are fully covered under the existing Health Plan. This determination of medical necessity is made by the health care provider in consultation with the patient. Typically, this occurs at the time medical complications, that potentially endanger the health and safety of a mother, are identified during the course of a pregnancy. In the case of sexual assault or incest, abortions are covered if they are deemed to be a medical necessity. Legal documentation of the assault is not a requirement for coverage.

Elective terminations are not covered under our existing Health Plan.

Currently the Plan may reimburse for travel costs if there is not in-network provider within 100 miles of the Member's residence for any treatment covered by the Plan. Lodging reimbursement is limited to \$50 a night (up to \$100, including the Member's travel companion (i.e. spouse or partner) to be consistent. I have requested that the Plan Administrator work with the Health Plan to ensure the same coverage for medically necessary abortion services.

The contraceptive costs to our Health Plan during the two prior plan years are summarized in the table below.

Family Planning Services	Number of Procedures (per Procedure Costs)	
	20/21	21/22
<i>Plan Year</i>		
Female Birth Control	151 (\$181)	116 (\$108)
Abortion	0	1 (\$350)
Male Birth Control	25 (\$1,064)	25 (\$333)

Pharmacy Costs

The out-of-pocket cost for our Plan approved contraceptives is \$0.

The Plan covers abortifacient medications including Misoprostol and Mifepristone. Misoprostol is also prescribed for gastric ulcers. There have been 52 claims for Misoprostol and 0 claims for Mifepristone since January 1, 2020. The average copay of Misoprostol was \$4.41 per prescription. Diagnosis information is not included with prescription claims, therefore it is unclear whether these claims were for abortion use; however given that standard practice is to prescribe the combination of both drugs it is unlikely that any of these claims were for pregnancy termination.

Health Savings Account

The Health Savings Account is a critical tool available to employees to manage out-of-pocket health related expenses. These dollars are available to employees to offset expenses associated with the full range of contraceptive products and services inclusive of elective abortion.

Conclusion

Given the growing paucity of legal termination service availability in Arizona, it is incumbent on Pima County as an employer to ensure that our employees and their families have convenient low-barrier low-cost access to highly effective contraception. These services and products are critical for health of our workforce.

JKL/dym

- c: Carmine DeBonis, Jr., Deputy County Administrator
- Francisco García, MD, MPH, Deputy County Administrator and Chief Medical Officer
- Steve Holmes, Deputy County Administrator
- Terry Cullen, MD, MS, Public Health Director, Health Department
- Cathy Bohland, Director, Human Resources