



movement advancement project ▶

## Healthcare Laws and Policies: State Employee Coverage for Transition-Related Care

No updates required since January 1, 2019

### Alabama

- State employee health plan does not include coverage for transition-related care.

### Alaska

- State employee health plan does not include coverage for transition-related care.

### Arizona

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [2017 Summary of Benefits and Coverage and Insurance Policies](#).

### Arkansas

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [ARBenefits Summary Plan Description](#) (2017).

### California

- State employee health plan includes coverage for transition-related care.
- See [CalPERS Health Plans](#) (from [2014](#)).

### Colorado

- State employee health plan does not include coverage for transition-related care.

### Connecticut

- State employee health plan includes coverage for transition-related care.
- See [State of Connecticut Health Plan](#) (2015).

### Delaware

- State employee health plan includes coverage for transition-related care.
- See [State of Delaware HMO Booklet](#) (pg. 24, 2017).

### District of Columbia

- State employee health plan includes coverage for transition-related care.
- See [Department of Human Resources](#) Memorandum (2014)

### Florida

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [State Employee's HMO Plan](#) (2017).



#### Georgia

- State employee health plan does not include coverage for transition-related care.

#### Hawaii

- State employee health plan does not include coverage for transition-related care.

#### Idaho

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [Group Policy for the State of Idaho PPO Plan](#) (2017).

#### Illinois

- State employee health plan does not include coverage for transition-related care.

#### Indiana

- State employee health plan includes coverage for transition-related care.
- See [State of Indiana Wellness CDHP Plan](#) (pg. 25, 2017) [Note: Precertification required]

#### Iowa

- State employee health plan does not include coverage for transition-related care.

#### Kansas

- State employee health plan does not include coverage for transition-related care.

#### Kentucky

- State employee health plan includes coverage for transition-related care.
- See [Kentucky Employees' Health Plan](#) (pg. 24, 2017) [Note: Precertification required]

#### Louisiana

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [State Employee/Retiree Plan](#) (2017).

#### Maine

- State employee health plan does not include coverage for transition-related care.

#### Maryland

- State employee health plan includes coverage for transition-related care.
- See [Gender Dysphoria Coverage Under the State Employee and Retiree Health and Welfare Benefits Program](#) (2014).



#### Massachusetts

- State employee health plan includes coverage for transition-related care.
- See [Bulletin 2014-03](#) and [Health Plan Options for Active State Employees](#) (plan handbooks)

#### Michigan

- State employee health plan does not include coverage for transition-related care.

#### Minnesota

- State employee health plan includes coverage for transition-related care.
- See [Minnesota Advantage Health Plan](#) (2016).

#### Mississippi

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [Mississippi State and School Employee's Life and Health Insurance Plan](#) (2017).

#### Missouri

- State employee health plan does not include coverage for transition-related care.

#### Montana

- State employee health plan includes coverage for transition-related care.
- See [Wrap Plan Document, Appendix A: Summary Plan Description for Medical Plan Benefits](#) (pg. 20, 2017).

#### Nebraska

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [WellNebraska Health Plan](#) (2017).

#### Nevada

- State employee health plan includes coverage for transition-related care.
- See [Plan Benefit Information](#) (Covered Services, 6.34 pg. 24)

#### New Hampshire

- State employee health plan includes coverage for transition-related care.
- See 2018 [HMO Plan](#) and [POS Plan](#) Benefit Booklets, Section 7.VI.H.

#### New Jersey

- State employee health plan does not include coverage for transition-related care.

#### New Mexico

- State employee health plan does not include coverage for transition-related care.



#### New York

- State employee health plan does not include coverage for transition-related care.

#### North Carolina

- State employee health plan *explicitly excludes* coverage for transition-related care, effective 2018. See [State 80/20 Plan](#) (page 50) and [State 70/30 Plan](#) (page 48).
- State employee health plan formerly included coverage for transition-related care. See [Corporate Medical Policy: BlueCross BlueShield of North Carolina](#) (2016).

#### North Dakota

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [NDPERS Certificate of Insurance](#) (2017).

#### Ohio

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [Aetna Benefit Plan Prepared Exclusively for State of Ohio](#) (2017).

#### Oklahoma

- State employee health plan does not include coverage for transition-related care.

#### Oregon

- State employee health plan includes coverage for transition-related care.
- See [Settlement Agreement](#) (2013).

#### Pennsylvania

- State employee health plan includes coverage for transition-related care.
- See [PEBTF Medical Plan Document](#) (pg. 150, 2017)

#### Rhode Island

- State employee health plan includes coverage for transition-related care.
- See [Rhode Island Health Plan](#) (2014)

#### South Carolina

- State employee health plan does not include coverage for transition-related care.

#### South Dakota

- State employee health plan does not include coverage for transition-related care.



#### Tennessee

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [Member Handbook State of Tennessee 2017](#).

#### Texas

- State employee health plan does not include coverage for transition-related care.

#### Utah

- State employee health plan does not include coverage for transition-related care.

#### Vermont

- State employee health plan does not include coverage for transition-related care.

#### Virginia

- State employee health plan currently does not include coverage for transition-related care.
- State employee health plan formerly *explicitly excluded* coverage for transition-related care. See [Health Coverage Plan Handbooks](#) (2016). These exclusions were removed in July 2017. See [Health Coverage Plan Amendment](#) (2017).

#### Washington

- State employee health plan includes coverage for transition-related care.
- See [Group Health Benefit Booklet](#) (pg. 35-36, 2017).

#### West Virginia

- State employee health plan *explicitly excludes* coverage for transition-related care.
- See [PEIA Schedule of Benefits](#) (2017).

#### Wisconsin

- State employee health plan *explicitly includes* coverage for transition-related care.
- In 2016, Wisconsin approved these benefits, but Gov. Walker requested the state board reverse the decision and explicitly exclude transition-related care, which they did in 2017 (see [Correspondence Memorandum](#), 1/2017). In August 2018, these exclusions were reversed by the Wisconsin Group Insurance Board, effective 1/1/2019.

#### Wyoming

- State employee health plan does not include coverage for transition-related care.