



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

January 26, 2022

MEMORANDUM FOR: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

From: KIRAN AHUJA  
DIRECTOR

A handwritten signature in blue ink that reads "Kiran A. Ahuja".

Subject: COVID-19 Over-the-Counter Tests, Vaccines, and Therapeutics

On January 10, 2022, the Departments of Health and Human Services (HHS), Treasury and Labor (Departments) issued guidance requiring private insurers to cover the cost of over-the-counter (OTC) COVID-19 tests. Also, on January 10, 2022, the Associate Director for Healthcare and Insurance at the Office of Personnel Management (OPM) directed Federal Employees Health Benefits (FEHB) Carriers to follow the Departments' guidance and provide coverage for OTC COVID-19 tests to FEHB enrollees. The coverage must be provided without imposing any cost-sharing requirements, prior authorization, or other medical management requirements.

To inform agencies of this new FEHB coverage requirement, the FEHB Program Office has issued the attached Benefits Administration Letter (BAL). The BAL may be used to help answer questions from employees enrolled in FEHB plans. Included in the BAL is a link to Frequently Asked Questions (FAQ) providing consumer information on coverage of OTC COVID-19 tests that you may share with employees. If you receive questions from your employees on specific FEHB plans' coverage and reimbursement of OTC COVID-19 tests, please direct them to contact their FEHB plan for more information.

Thank you for your assistance in communicating this information to Federal employees to aid in facilitating the nation's response to the public health emergency posed by COVID-19.

cc: Chief Human Capital Officers (CHCOs), and Deputy CHCOs