

# *Healthcare Update*

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Florida Public Human Resources Association

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# Question #1

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- Who was the latest company to be approved to purchase a major PBM in the amount of \$54 Billion?
  - A. Aetna
  - B. Cigna
  - C. Florida Blue
  - D. Humana
  - E. United Healthcare

# Carrier Strategy – Pharmacy Focus

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- Aetna & CVS

- Remove barriers to consumer access
  - Make it simple
- Enhanced services in the local community
- Expand 'Project Health' preventative screening events to manage chronic conditions
- Cost reduction programs to improve medication adherence
  - Timelier & more comprehensive reviews
  - Expanded services & hours at MinuteClinic locations
  - Florida Hubs - Tampa



# Carrier Strategy – Pharmacy Focus

- Cigna & Express Scripts

- Leverage Express Script's technology



& clinical capabilities with specialist care support

- Advance Cigna's goals to improve:

- Affordability, value-based care delivery models & personalized customer engagement

- Enhance the ability to deliver:



- Improved total cost of care
- Improved clinical outcomes focusing on the whole person health
- Increased choice of benefit designs & solutions
- Easier and simpler health care for Rx

# Carrier Strategy – Pharmacy Focus

- Florida Blue & Prime Therapeutics
  - Personalized medicine & diagnosis to protect health and treat disease
  - Manage costs through holistic care
  - NetResults
    - formulary w/ more excluded drugs to manage hyper – inflated cost of brands & generics
  - Vertically integrated solutions & intervention
    - Pharmacist case management & controlled substance predictive modeling
    - Active management of high cost members
    - Value based programs



# Carrier Strategy – Pharmacy Focus

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- Humana

Humana.

- Own their own PBM
  - Integrated solutions - data with pharmacy clinical management and medical/wellness alerts for proactive member engagement
- Partner with providers to manage health holistically
- Make it easier for members to engage in their health with clinical programs that intersect healthcare & lifestyle
- Enhancing & leveraging technology
- Clinical management model to address expansive specialty drug market

# Carrier Strategy – Pharmacy Focus

- United Healthcare & Optum Rx
  - TCoC – Total Cost of Care - synchronized packages
    - Highly managed formulary
    - Required Rx clinical programs
    - Personal Health Support (PHS)
    - End to end advocacy model
    - Preferred home delivery
    - Exclusive specialty & benefit management
  - Personalized alerts and interactions using data analytics
    - Assured Living - Optum partnership with Best Buy Geek Squad
  - PreCheck MyScript™
    - Real-time alternative medications, patient cost by pharmacy, authorizations & clinical alerts



# Question #2

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- What was the average claim cost increase for our public sector clients who implemented and maintained a clinic over the past three years?
  - A. 1.8%
  - B. 4.3%
  - C. 8.7%
  - D. 10.6%

*\*Years 2016 through 2018*





# Health Centers / Clinics

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- Customized Options
- Private Providers vs. Corporate Vendors

## What's Possible in the Future?

- Wrap networks
- Pharmacy integration
  - Corrections
- Mental Health
- Telemedicine - Telepods
- Modular buildings



# Question #3

- Approximately what percentage of individuals in the United States with a diagnosable mental disorder seek treatment?

- A. 32%
- B. 56%
- C. 70%
- D. 87%



\*National Alliance on Mental Illness - [www.nami.org](http://www.nami.org)

# Mental Health First Aid

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- Mental Health challenges are more common than heart & lung disease and cancer, combined
- 1 in 5 Americans will experience a diagnosable mental disorder in any given year
- ***Recovery is possible!***
- How To:
  - Respond in a mental health emergency
  - Offer support to someone in emotional distress
  - Eliminate stigma preventing an individual from seeking treatment



# Question #4

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- What is the most common annual maximum benefit for a Dental Plan?
  - A. \$1,000
  - B. \$1,500
  - C. \$2,000



# What to Watch For

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- Dental –
  - Alternate ways to design benefits & contract providers
  - \$10,000 maximum
- Amazon, Jimmy Buffet & JP Morgan Chase
  - Pill Pack – Amazon Pharmacy
- Captives
- Florida League of Cities
  - Trust growth
  - Larger scope of client base



# PBM Legislation & Contracting



## Legislation

- Donut Hole
- Registration & Licensing



## Rebates

- Percentage
- Drug Classes



## Re-negotiation

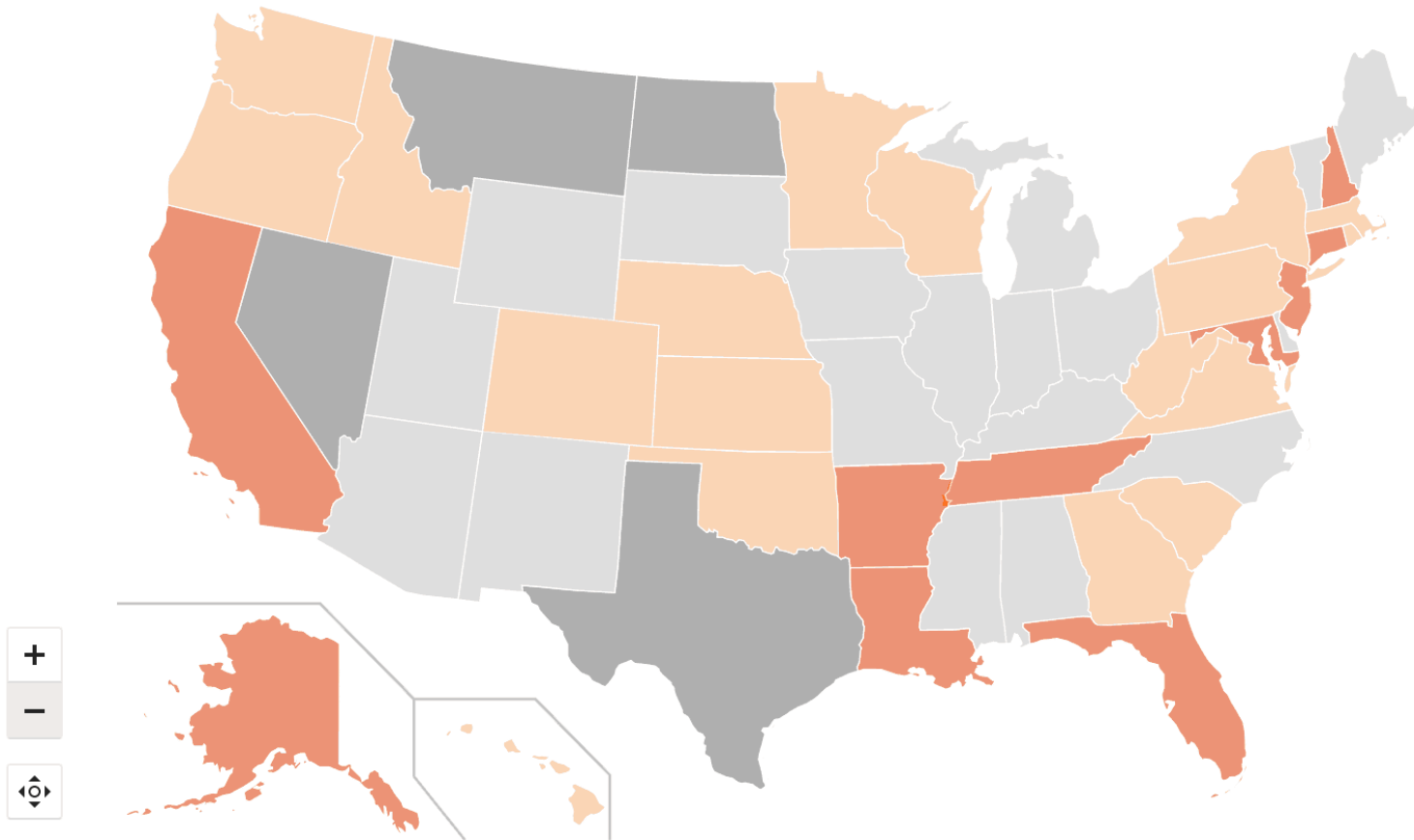
- Hold Harmless
- Network Discounts



*Transparency*

# US Pharmacy Benefit Management Regulation

Key: ■ Enacted ■ Considered ■ No Legislative Session



# Question #5

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- Does the new Firefighter Cancer Legislation refer to an employer's responsibilities under .....
- A. Workers' Compensation
- B. Benefits
- C. All of the Above
- D. None of the Above





# Florida Firefighter Cancer Bill

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- Senate Bill 426
  - Section S.112.1816 created; Amended S.121.735
- Diagnosed after July 1, 2019
- 21 Cancer types
  - Bladder, brain, breast, cervical, colon, esophageal, invasive skin, kidney, large intestinal, lung, malignant melanoma, mesothelioma, multiple myeloma, non-Hodgkin's lymphoma, oral cavity & pharynx, ovarian, prostate rectal, stomach, testicular and thyroid cancers
- Costs borne SOLELY by the EMPLOYER
  - Any applicable increases in funding can not be passed on to fire fighters

# Florida Firefighter Cancer Bill

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- Medical & Lump Sum Requirements:
  - 5 continuous years employment with employer
  - Non-tobacco use in preceding 5 years
  - Not employed in another position in preceding 5 years proven to create higher risk of cancer
  - Firefighter electing to continue coverage in the employer-sponsored health plan or trust



# Florida Firefighter Cancer Bill

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- If eligible.....Medical & Lump Sum Benefits
  - Timely reimbursement of out of pocket copays, deductibles & coinsurance
  - One-time lump sum payment of \$25,000 upon diagnosis
    - Benefit is taxable if firefighter is not taxed on value of premium paid by employer for coverage
  - Up to 10 years following termination of employment
    - Contingent upon:
      - The firefighter is not subsequently employed as firefighter
      - Continuation of coverage in the employer's sponsored health plan or trust

# Florida Firefighter Cancer Bill

- Employer options for Lump Sum Payment
  - Self fund out of general funds
  - HRA
  - Purchase coverage paid by employer
    - Florida League of Cities - 3 plan options
    - VFIS
      - Combined cancer lump sum & death benefit
    - Worksite benefits – evaluate any coverage gaps
      - AFLAC – FI Fire Cancer
      - Colonial – Critical Illness



# Florida Firefighter Cancer Bill

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- Disability & Death Benefit Eligibility
  - Not subject to 5-year employment requirement
  - (a) when firefighter does, or
  - (b) when firefighter does not participate in an employer sponsored retirement plan
- Disability Benefit
  - Provides for disability benefits due in the event of total & permanent disabilities due to the cancer or circumstances from treatment of cancer
- Death Benefit
  - Increased to \$75,000
  - Benefit paid to beneficiary as death ‘in the line of duty’

# Florida Firefighter Cancer Bill

- Employer Options for Death Benefit
  - Employer paid coverages
    - Death Benefit only
    - Combined lump sum & death benefit



# Question #6

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- What are employers focusing on when negotiating health benefits in the public sector?
  - A. Plan Design
  - B. Employer contribution
  - C. Wellness Initiatives
  - D. Ancillary benefit programs
  - E. All of the above



# Government Benchmarking

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- CavU - 4 You
  - Exclusive to public sector
  - Free access to the site
  - Individually choose who you consider a comparable entity
  - Output report includes your specific data
  - Interactive chat feature
  - Additional customization capabilities
- Florida Benchmarking Consortium – October 2019



ARE YOU READY?



# Thank you!!!

