



Weekly Bulletin – July 17, 2025

This Weekly Bulletin is a benefit of your organization's Employer Membership in the Florida Alliance and is meant to **ONLY** be shared within Employer Member organizations unless approval has been given by the Florida Alliance CEO.



ACTION ITEMS

Date Extended! 2025 "Pulse of the Purchaser" Employer Survey: Due by Friday, August 1



Take the 2025 Pulse of the Purchaser Survey

Employers and purchasers are invited to participate in the National Alliance's Pulse of the Purchaser 2025 Survey. The survey gathers critical insights on benefit strategies, healthcare affordability, employee wellbeing, and workforce priorities.

- Amplify employer voices
- Takes 15 minutes or less
- All responses are confidential
- Participants can revise answers and come back before submission
- Receive national results by providing your email

Take the survey: [Here](#)

National Alliance's 4 previous survey's have found that nearly 8 out of 10 employers consider drug prices, high-cost claims, and hospital prices a significant threat to affordability



Is this still the case if 2025?

Take 2025 Survey Here

https://naahpc.qualtrics.com/jfe/form/SV_38N2AP6g2YHNA



The National Alliance of Healthcare Purchaser Coalitions is conducting its annual survey to gather employer and purchaser perspectives on key issues impacting today's workforce. We use the information from this survey to plan our research and education activities, so please consider responding! This survey explores current concerns and strategies related to the workplace environment, healthcare affordability, benefit design, and employee health and wellbeing. It

takes no more than 15 minutes to complete, and participants can revisit or revise their answers before final submission. All responses are confidential, and those who provide an email address will receive a summary of the overall results. **Additionally, we will receive a report of Florida Alliance member responses if we have enough participation.**

Key Areas of the Survey:

- Workforce environment
- Healthcare affordability
- Benefit design strategies
- Health and wellbeing initiatives



The survey also includes questions about the resources developed by the National Alliance that we **always** share with our Employer Members through our Weekly Bulletins. Please make note of this. Last year most of the Florida Alliance respondents said that none of the resources sounded familiar and the staff asked us why we had not shared the information, when we definitely had! To view a PDF of the questions ahead of time, click [HERE](#). Also, the National Alliance has provided links to these various resources in this PDF if you would like to review them. Thank you!

To access the survey, click [HERE](#).

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions. Thank you to our members who have already responded!

Final Opportunity to Join Us: Your Voice is Needed in Washington, DC on July 22-23

This year's National Alliance of Healthcare Purchaser Coalitions Advocacy Day will focus on critical policy issues impacting employer-sponsored health care, including hospital fair price legislation, pharmacy benefit management reform, 340B drug pricing program reform, and other top employer health policy priorities.



Employer participation is essential. **The National Alliance will cover the hotel and travel expenses for participating employers (see below).** Policymakers need to hear directly from the organizations that provide health coverage to more than 160 million Americans. **Please consider joining Florida Alliance President and CEO Karen van Caulil, Rosa Novo, Administrative Benefits Director for Miami-Dade County Public Schools and Board Chair of the Florida Alliance, and Jair Espinoza, Group Benefits Manager at the City of Miami and Florida Alliance Board Member.**

The employer voice brings valuable, real-world experience and credibility to the discussions with elected officials, helping to shape policy solutions that are both effective and sustainable for businesses and the families they support.

To prepare for these important conversations to be held from 10:00AM – 4:00PM on July 23, a pre-fly-in dinner and briefing will be held the evening of Tuesday, July 22 at the University Club of Washington, DC, offering attendees the opportunity to connect, align messaging, and review key materials ahead of Hill meetings.

The National Alliance will cover the hotel cost for one night (there is a room block available at the University Club) and up to \$500 for travel expenses.

If you are interested in attending, please contact Karen van Caulil at karen@flhealthvalue.org. Karen is the co-chair of the National Alliance's Advancing Health Policy Strategy Group and can answer any questions you may have.



EMPLOYER MEMBER EDUCATIONAL PROGRAMS, REPORTS, RESOURCES AND EMPLOYER LEARNING COLLABORATIVES (ELC)

Employer Member Benefit: Mental Health Parity Compliance Reminder

As part of your ongoing fiduciary duties as a plan sponsor, it is essential that you are able to demonstrate that your health plan is compliant with Mental Health Parity requirements. The Department of Labor (DOL) has stepped up its enforcement. You have been required since January of this year to have completed an analysis to determine your plan's level of compliance. **The [Employer/Healthcare Purchaser Mental Health Parity Toolkit](#) that we developed with the National Alliance of Healthcare Purchaser Coalitions is a valid and reliable resource for completing the needed analysis.**

There are two parts of the analysis that you can do yourself and one that you must send to your carrier/TPA to complete:

- Financial Requirements (FR) and Quantitative Treatment Limitations (QTL):** Employers must conduct an annual analysis comparing Mental Health/Substance Use Disorder (MH/SUD) benefits to medical/surgical benefits for parity in financial requirements (e.g., copays, deductibles) and QTLs (e.g., visit limits, days of coverage). In the toolkit, you will find the self-compliance tool you need to conduct these analyses. If you have not completed them yet, please do so as soon as possible.
- Non-Quantitative Treatment Limitations (NQTL):** Employers are also required to complete and document a multi-step analysis for any NQTLs, such as prior authorization, step therapy, and provider network admission standards. The multi-step analysis tools in the toolkit must be shared with your carrier/Third-Party Administrator (TPA) to complete since you do not have the data needed to conduct that analysis. If you have not sent these tools to your carrier/TPA, please do so as soon as possible.



To access the toolkit and other resources, Click [HERE](#).

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions. Please keep Karen apprised of your progress and/or any barriers you are encountering with your requests for the NQTL analysis. Should the DOL reach out to you to review your Mental Health Parity Compliance documentation, you only have 10 days to make it available to them!



VALUE-BASED PURCHASING OF HEALTHCARE COURSE

Value-Based Purchasing of Healthcare Course Offered Again

We are offering the *Value-Based Purchasing of Healthcare* course through the University of Central Florida's Continuing Education Department starting in January 2026. The course is specifically designed for benefits professionals seeking to optimize the value of their health benefits investment. This eight module, 10 week virtual, asynchronous program provides foundational knowledge and practical strategies to drive better health outcomes and cost-efficiency. Participants will be challenged to think and act differently, culminating in the creation of a customized action plan tailored to their organization's goals. Registration will be opening soon.



What is covered in the curriculum?

- Introducing the need for and tools of value-based purchasing
- Driving value through transparency and primary care
- Payment reform and methods of promoting efficiency
- Strategies for advancing population health
- Managing pharmacy benefits and PBM contracts
- Advanced topics in medical and pharmaceutical benefits management
- Spotlight on key tools and resources available to employers

The fee for the course is **\$700** and covers all course materials, instruction from nationally recognized experts, and access to the full curriculum.

There are 4 CEUs for SHRM recertification available for those who take the course. The course commences on Wednesday, January 21, 2026.

To view the flyer, click [HERE](#).

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions.



HEALTH OBSERVANCES

National Health Observances: Engaging Employees Through Awareness

The National Alliance of Healthcare Purchaser Coalitions' Health Advancement Team develops Health Observance content and information that our Employer Members can use in wellness communications with employees/plan members. We realize that you may need significant lead time to gain the necessary approvals to use this content, so we share this information with you as soon as we receive it. We have urged the National Alliance to share their content at least 2-3 months in advance.



September is Suicide Prevention Month, a time to shine a light on a deeply important issue and remind one another that help, and hope are always within reach. Suicide remains one of the leading causes of death in the United States, touching people of every age, background, and community. However, it is preventable, and together, we can make a difference.

This month is about breaking the silence, reducing stigma, and opening the door to honest conversations around mental health.

Checking in with someone, offering a listening ear, or simply showing you care can truly save a life. Knowing the signs of someone in crisis and connecting them to help is critical. Just as we seek medical care for physical illness, we must also prioritize care for emotional pain. Let us commit to creating a culture of compassion, awareness, and action, this month and every day.

To learn more about Suicide Prevention, click [HERE](#).

Please contact Hannah McChesney at hannah@flhealthvalue.org if you have any questions.



MEMBERSHIP UPDATE

The *City of Miami* and *Orange County Public Schools (OCPS)* have renewed their Employer Memberships with the Florida Alliance! Special thanks to them for their many years of continued support and engagement!



Welcome to our new Affiliate Members, *Meeko Health* and *Winter Park Health Foundation*!



**Meeko
Health**

Meeko Health is a healthcare-tech organization focused on innovating employee mental health benefits by offering Food and Drug Administration-approved, psychedelic-assisted therapy combined with traditional clinical support. Partnering with self-funded employers,

third-party administrators, and brokers, Meeko uses predictive analytics to flag rising-risk members and engages clinical pharmacists and providers early to prevent escalating conditions and expensive claim. Their model ensures personalized care navigation, cost transparency, and ongoing outcomes tracking, leading to improved mental health outcomes, reported >2:1 return on investment, and nearly 90 % of participants experiencing immediate improvement.

To learn more about Meeko Health, click [HERE](#).

Please contact Alan Huynh, Meeko Health's Head of Growth, at alan.huynh@meekohealth.com if you have any questions.



The Winter Park Health Foundation (WPHF) is a private, non-profit organization founded in 1994 and based in Winter Park, Florida. Its mission is to "make a positive difference in people's lives by optimizing physical, mental and social health and wellbeing," with a

vision to create the healthiest communities in the United States. WPHF focuses on serving Winter Park, Maitland, and Eatonville through innovative grant programs, community partnerships, and initiatives. Over the past three decades, it has invested more than \$131 million in community health projects. A flagship effort is the 80,000-square-foot Center for Health & Wellbeing, a collaborative project with AdventHealth that brings together fitness, wellness, medical care, education, and community programs under one roof. Through coordinated school-based mental health services, community grants, and facilities like the Crosby Wellness Center, WPHF acts as a convener and catalyst for improved public health in Central Florida.

To learn more about WPHF, click [HERE](#).

Please contact Lindsey Kist, Vice President at lkist@wphf.org if you have any questions.

Affiliate Member *finHealth* has renewed their membership with us, which we appreciate so much!



To learn more about *finHealth*, click [HERE](#).

Thank you to *Cigna* and *Florida Blue* for renewing their Healthcare Advisory Membership!



We kindly request that our Employer Members introduce us to other organizations that would be good members of the Florida Alliance and would support our mission and work. Please share their contact information:

- Karen van Caulil at karen@flhealthvalue.org for employer connections
- Ashley Tait-Dinger ashley@flhealthvalue.org for solution providers that could become Affiliate Members

The Central Florida Health Care Coalition, Incorporated d/b/a Florida Alliance for Healthcare Value is providing this information to our employer members solely in our capacity as a 501c3 nonprofit education organization and not as advice in any capacity. The information that is not in the public domain is private and confidential.