

# All-Employer Member Meeting

Thursday, October 30, 2025

# Board of Directors Vote



## Leslene Pender, Benefits Administrator at Orange County Government



Leslene has over 18 years of experience in benefits administration, plan design, and mergers and acquisitions. She is passionate about leveraging data-driven insights to optimize benefit offerings and enhance employee well-being. The Board of Directors feels strongly that Leslene will be an asset to the Board of Directors.

We can accept one vote from each Employer Member organization. **Please enter YES or NO in the chat to Everyone.**

# 2025 Florida Alliance Diabetes Report

- Affiliate Member Sanofi and the Florida Alliance staff worked together to develop the 11<sup>th</sup> edition of a report showing diabetes trends in Florida
- The report provides an overview of pertinent **demographic, lab, charge, and pharmacotherapy measures for Type 1 and 2 diabetes patients in Florida with a focus on high-risk co-occurring conditions**
- The report also includes national benchmarks that can help employers identify opportunities to better serve the needs of patients
- Publicly available data on disease prevalence, income, education, and access to vehicles, providers, and broadband internet offer insight into possible **SDOH gaps**
- Report to be provided in next week's Bulletin and a presentation of the findings will be scheduled for the next All-Employer Member Meeting (January 2026)



DIABETES REPORT™  
FLORIDA ALLIANCE FOR HEALTHCARE VALUE

*With a Focus on High-Risk Co-Occurring Conditions*

Intended for use with payers, formulary committees, or other similar entities for the purposes of population-based drug selection, coverage, and/or reimbursement decision making.

11th Edition

# Employer Guide and Insights for Oncology Management

## Employer Guide and Insights for Oncology Management

### Content Sections

#### 1. CANCER PREVENTION



Cancer prevention can reduce the incidence and severity of the disease, benefitting patients and their families and employers.

Two important areas of cancer prevention are lifestyle choices and vaccines, including tobacco cessation, weight control, and obesity management. Another example is timely use of the human papillomavirus (HPV) vaccine, which can prevent several forms of cancer.

#### 2. CANCER SCREENING



Underlying the support for screening and early identification of cancer is the fact that survival rates increase with early detection.

There is financial motivation, too. Late-stage cancer treatment typically costs significantly more than early-stage cancer treatment, and late-stage treatment takes a larger human toll in stress and side effects.

#### 3. CANCER DIAGNOSIS



Some longstanding cancer diagnosis procedures are still used and often are required prior to approval of newer strategies. There are not a lot of barriers to getting these standard tests.

However, new and leading-edge diagnostics are rapidly entering the field. These include biomarker testing, artificial intelligence, and second opinion programs.

#### 4. CANCER TREATMENT



Employers are exploring advances in treatment, clinical trials, and coverage of experimental care.

Options include stem cell transplants, immunotherapy, and targeted cell and gene therapies. Some employers are allowing experimental care under certain conditions through an appeal process.

#### 5. NAVIGATING CARE AND MANAGEMENT



Navigating cancer care and care options have become complex and often overwhelm the patient, family, and caregivers. To alleviate the stresses on cancer patients, many employers offer care managers or care coordinators. Employers offer other support, including mental health, caregiver support, and palliative care.

#### 6. SURVIVORSHIP AND RETURN TO WORK



People with cancer are living longer, with survivorship care including recovering from cancer and promoting health. Returning to work is a step toward getting life back to normal. Employers can facilitate the process with many now viewing cancer as a chronic disease to manage.

#### 7. PAYING FOR CARE



Employers are exploring Centers of Excellence, direct contracting, site-of-care strategies, and use of worksite health centers as ways to reduce the cost of cancer care and ensure high-value care. Careful consideration should be given to new programs in the market called alternative funding programs.

*The goal is to design benefit plans and programs that provide the right care, for the right person, at the right place, at the right time, for the right price.*



Click here to access the website.



#### Hear Directly From Employers

*"We charge smokers a surcharge. If the smoker participates in a cessation program, they do not pay the surcharge. A recent audit found our employees are being honest and we are reducing use with current rates about 4%." — CAROLE MENDOZA, VP of Benefits, Voya Financial*





# The Hidden Cost of 340B: Employers are Losing Rx Rebates



## Why this matters:

- The 340B Drug Program was designed to help safety net hospitals, but now it is a major profit center for many tax-exempt health systems
- Self-funded employers often pay inflated prices while hospitals and contract pharmacies keep the 340B savings
- This means lost manufacturer rebates that should be lowering your plan's net costs.
- **Our Ask: Estimate your lost rebate dollars and share that information with us**
  - **Lost Rebate Dollars= Average rebate per script x # of 340B claims**
  - **See tomorrow's Weekly Bulletin for the methodology**
- Knowing your exposure helps you negotiate better contracts and helps us advocate for reform that protects employers and working families

## RESULTS OF THE BOARD ELECTION

# Employer Leadership in Advancing Vaccine Confidence



## Why this matters:

- Vaccination rates are a key driver of employee health, productivity, and lower healthcare costs
- Employers play a critical role in protecting working families and communities
- Understanding what's working and what's getting in the way will help us support you and inform state-level strategies
- **Our Ask: Please complete the Vaccine Strategy Survey that will be shared in an upcoming Bulletin**

# Mental Health Parity Compliance

Please respond to the progress survey in the chat ASAP!

It only takes about a minute to complete.

**ACTION REQUIRED: Mental Health Parity Compliance for Employers/Healthcare Purchasers**  
*Information and tools to ensure compliance, reduced costs, and a healthier workforce*

Employers/healthcare purchasers have a fiduciary responsibility to participants in their employee benefits plans to require their vendor partners to comply with the Mental Health Parity and Addiction Equity Act (MHPAEA), which requires that Mental Health/Substance Use Disorder (MH/SUD) benefits are not more restrictive than Medical/Surgical (M/S) benefits.

**Key Areas of Focus for Employers/Healthcare Purchasers**

**1 Employers/Healthcare Purchasers Need to Take Action NOW**

- Employer/healthcare purchaser fiduciary responsibility
- Department of Labor (DOL)/Centers for Medicare and Medicaid Services (CMS) is escalating enforcement
- DOL/CMS report that most employers/healthcare purchasers are noncompliant in the area of Non-Quantitative Treatment Limits (NQTLs)
- Do you know how to comply?

 **LEARN MORE**

**2 Mental Health Parity Requirements**


- Three main areas:
  -  Financial Requirements (FRs) – e.g., copayments, deductibles...
  -  Quantitative Treatment Limits (QTLs) – e.g., # days or visits...
  -  NQTLs – e.g., prior authorization, network adequacy, reimbursement rates, exclusions...

*NQTLs are the most complex to analyze and compare. The Employer/Healthcare Purchaser Toolkit contains tools for documenting comparative analyses for the most common NQTLs.*

 **LEARN MORE**

**3 Employer/Healthcare Purchaser Action Checklist**

-  Require your TPAs/service providers to complete the NQTL Multi-Step Comparative Analysis Tools (and embedded MDRF templates) specific to your plan information.
-  Document communications with TPAs/service providers when requiring them to perform comparative analyses.
-  Talk to your broker, consultant, and/or legal counsel about their ability to review the responses you receive from TPAs/service providers.
-  Require TPAs/service providers to correct insufficient responses, noncompliant areas, and disparities in outcomes data.
-  Require TPAs/service providers to update and have available these comparative analyses annually, especially if new or different NQTLs or programs are implemented (e.g., value-based purchasing, narrow networks...)

 **LEARN MORE**

**ACKNOWLEDGEMENT:** This Employer/Purchaser Resource is sponsored by the National Alliance of Healthcare Purchaser Coalitions and the Florida Alliance for Healthcare Value. Funding for development of the Toolkit was provided to the Community Coalitions Health Institute, which is a 501(c)(3) nonprofit organization, an affiliate of the National Alliance, by the Mental Health Treatment and Research Institute LLC, a tax-exempt subsidiary of The Bowman Family Foundation.

National Alliance of Healthcare Purchaser Coalitions | 3015 18<sup>th</sup> Street, NW, Suite 705 Washington, DC 20036 | (202) 775-9300 | [nationalalliancehealth.org](http://nationalalliancehealth.org) | [LinkedIn.com/company/national-alliance/](https://www.linkedin.com/company/national-alliance/) 08/2024



# Employer Data Field Guide

- This guide, developed by Chris Deacon, serves as a practical resource to help employers navigate legal requirements to access essential data, structure requests for comprehensive healthcare data from TPAs, PBMS, and other third parties, handle healthcare data securely and in compliance with HIPAA and other regulations and analyze and apply data insights to optimize plan design, manage costs, and uphold fiduciary duties.
- **Please look in next week's Bulletin for instructions on how to receive your copy. A signed agreement is needed.**



## EMPLOYER HEALTH CARE DATA Field Guide



# Value-Based Purchasing of Health Care Course



This 8-session virtual course developed by the Florida Alliance, HCTN, and the Greater Philadelphia Business Coalition on Health and offered by UCF is tailored for benefits professionals aiming to enhance their expertise in crafting a comprehensive benefits strategy. Through value-based purchasing of health benefits, participants will learn to optimize health outcomes, promote health equity, and manage costs effectively

**1.Introduction and Overview**

**2.Driving value through transparency and primary care**

**3.Payment reform and promoting efficiency**

**4.Population health management**

**5.Pharmaceutical management**

**6.Advanced topics in medical and pharmaceutical management**

**7.Tools and resources for employers**

**8.Presentation of Customized Action Plans**

4.0 CEUs for SHRM recertification

\$700 participation fee to UCF Continuing Education



# High-Cost Claims Workshop

## December 10



- Workshop will be held from 10AM - 2:30PM in Orlando (thank you to ICUBA for hosting us!)
- Dr. Christine Hale will facilitate the session which is made possible through the National Alliance of Healthcare Purchaser Coalitions
- Lunch will be served
- We have room for 4 more employers to attend
- Focus will be on oncology
- Pre-work will be required –  
Data request fields being finalized now!



# “Best of the Best” December 11

- Please register today!
- Please encourage your team members to attend, as well
- Please invite guests – send email to [Karen@flhealthvalue.org](mailto:Karen@flhealthvalue.org) for a guest code if you have an employer colleague who may be interested in learning more about the Florida Alliance



## 30TH ANNUAL “BEST OF THE BEST”

THURSDAY, DECEMBER 11, 2025

9:00AM - 3:00PM

CENTER FOR HEALTH AND WELLBEING  
WINTER PARK, FLORIDA

### SESSIONS INCLUDE:

*BUILDING A CULTURE  
OF HEALTH AND  
WELLBEING*

*Dr. Mark Cunningham-Hill  
Northeast Business Group  
on Health*

*Cora Opsahl  
32BJ Benefit  
Funds*

*Chelsea Ryckis  
Ethos Benefits*

*COURAGE,  
CONVICTION, AND  
CHANGE: A FIRESIDE  
CHAT*



*Kristina Ewing  
Shoestring Valley  
Holdings*



*Stephanie Koch  
Hendry Marine  
Industries*



*Dr. Monica Aggarwal  
4Roots Farms*

*REDEFINING BENEFITS  
LEADERSHIP*

*FOOD AS MEDICINE:  
CARDIAC LIFESTYLE  
PROGRAM PILOT*

### AND

**3 UNIQUE WELLNESS  
EXPERIENCES :**



*Jay Groves  
4Roots Farms*



*Carly Paige  
FitLiving Eats*



*Tony Jenkins  
Florida Blue*

- Rise to Your Best: A Leadership Stretch and Focus Session
- Nourish to Flourish: Harnessing the Power of Food as Medicine
- Inspiring More Happiness at Work

Thank you to our host and sponsors!





# Florida Results from the Pulse of the Purchaser Survey



## **Threats to affordability of employer-sponsored health coverage for employees and their families:**

- 100% of our respondents said high-cost claims are a significant threat
- 95% of our respondents said drug prices are a significant threat
- 90% of our respondents said hospital pricing is a significant threat
- 85% of our respondents said lack of transparency is a significant threat

**Our 2026 Plan of Work will include education and projects to address these top concerns.**

# Questions??

Thank you and *Happy Halloween!*