



Employer Member Bulletin – November 7, 2025

This Employer Member 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.



WHAT’S NEW THIS WEEK?

Employer Member Benefit: 2025 Florida Alliance for Healthcare Value Diabetes Report



In partnership with Florida Alliance Affiliate Member Sanofi, we are pleased to present the 11th Edition of our Diabetes Report. This report provides an overview of pertinent demographic data, charge data, and medical, laboratory and pharmacotherapy measures for Type 1 and Type 2 diabetes patients in key local markets in Florida, with a focus on how high-risk co-occurring condition can impact diabetes care.

The report also includes national benchmarks that can help providers and 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 insights into possible gaps around social determinants of health.

Click [HERE](#) to access the report.

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

Employer Member Benefit: Employer Data Field Guide

Has it been challenging for you to gain access to your claims data? This Guide, developed by Chris Deacon and Texas Employers for Affordable Health Care, 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. The Florida Alliance team provided input into the development of this Guide. We hope you will find it helpful!



EMPLOYER HEALTH CARE DATA Field Guide



Each organization that would like to receive a copy of this Guide must complete a Fair Use and Licensing Agreement. While the Florida Alliance will keep a copy of the agreement, the agreement is between your organization and Texas Employers for Affordable Health Care. This agreement cannot be changed. To complete the agreement, please click [HERE](#).

The agreement requires your organization name, the signer's name, title, and email address. Once completed, the agreement will be sent automatically to Lisa Hain, the Florida Alliance Administrative Coordinator. Once Lisa receives the agreement, she will send the Guide to the signer. Please give Lisa at least one business day to send the Guide to you.

Please email Ashley Tait-Dinger at Ashley@flhealthvalue.org if you have any questions.



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

Employer Member Benefit: All-Employer Member Meeting Follow Up – Obesity Management Strategies and Pharmaceutical Spend Management using 340B Pricing



In response to a question asked at last week's All-Employer Member Meeting, please find below the Florida Alliance-associated survey responses to the National Alliance's 2025 "Pulse of the Purchaser" survey relative to **obesity management strategies**. A question was asked specifically about GLP-1 coverage, but we have provided responses to all the questions asked about obesity management.

Offering Lifestyle Management Programs

- 94% of respondents are currently offering these programs
- 6% are considering offering them in the next 1-3 years

Reducing Bias and Stigma Through Communications/Messaging in Programs

- 62.5% are currently doing this
- 25% are considering doing this in the next 1-3 years
- 12.5% are not considering this communications approach

Using Centers of Excellence to Care for Individuals with Severe Obesity

- 38% are currently using COEs
- 31% are considering using COEs
- 31% are not considering this strategy

Covering Bariatric Surgery

- 59% are currently covering bariatric surgery
- 12% are considering this coverage in the next 1-3 years
- 29% are not considering coverage of bariatric surgery

Covering Branded GLP-1s for Obesity (e.g., Zepbound, Wegovy)

- 47% are currently covering branded GLP-1s
- 24% are considering this coverage in the next 1-3 years
- 29% are not considering this coverage

Covering Compounded GLP-1s for Obesity

- 25% are currently covering compounded GLP-1s for obesity
- 44% are considering this coverage in the next 1-3 years
- 31% are not considering this coverage

Covering Other Anti-Obesity Medications (AOMs) (e.g., Adipex)

- 27% are currently covering other AOMs
- 33% are considering this coverage in the next 1-3 years
- 40% are not considering this coverage

Limiting Access to GLP-1s to Specific Populations (e.g., BMI > 30, chronic conditions)

- 30% currently have limitations on access to GLP-1s
- 35% are considering limiting access in the next 1-3 years
- 35% are not considering this strategy

Partnering with a Point Solution Vendor to Manage Access to GLP-1s

- 19% currently partner with a point solution vendor
- 50% are considering partnering with a point solution vendor in the next 1-3 years
- 31% are not considering this strategy

Ensuring Access to GLP-1s is Based on Beneficiary Lifestyle Change

- 12% currently ensure that access to GLP-1s is based on lifestyle change
- 38% are considering this approach
- 50% are not considering this strategy

Additionally, there was a question about new pharmaceutical spend management vendors that say they are using 340B drug pricing to give discounts to employers. Some of the vendor programs are marketed under the umbrella term, alternative funding programs (AFPs), or specialty drug carve out programs. Not all of these programs use 340B pricing. Some use patient assistance programs. In this Bulletin, we are only focusing on those that use 340B drugs in response to the question asked during the All-Employer Member meeting.

Please proceed with caution with these programs!

The 340B Drug Pricing Program was created by Congress in 1992 to allow certain eligible nonprofit “covered entities” (e.g., safety net hospitals, community health centers) to purchase outpatient drugs at deep discounts directly from manufacturers. These discounts, often 25%-50% of commercial prices, are intended to stretch scarce federal resources, enabling these providers to offer more services to underserved populations.

Employers, health plans, and for-profit intermediaries are not eligible to purchase or benefit directly from 340B pricing. Reselling or redirecting drugs purchased under 340B to non-eligible patients (like those in an employer plan) can constitute diversion, a serious compliance violation. These vendors may create complex partnerships or shared savings models that mask where the drugs are actually dispensed, who owns them, and how rebates or discounts are shared.

Misuse of 340B pricing can violate federal program rules, fraud statutes, and ERISA fiduciary duties. Vet vendors thoroughly.

- Ask for documentation showing approval from the Health Resources and Services Administration of the federal government, the covered entity partner, and how compliance is maintained
- Consult legal counsel experienced in 340B and ERISA if uncertain

We will provide responses to other questions asked in the “Pulse of the Purchaser” survey in future Bulletins. If you would like to see the national results of the “Pulse of the Purchaser” survey, please click [HERE](#).

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions or would like to make a request for which question you would like to see details on next.



Health Observances

Planning Ahead: World AIDS Day Toolkit for Employers



World AIDS Day, commemorated each year on December 1, is an opportunity to honor those who have died from AIDS-related conditions, support the 39 million people living with HIV today, and take action to help end the HIV epidemic.

Florida has a high prevalence of HIV, ranking among the top states for both new diagnoses and total cases. Our state is consistently identified as one of three states with the highest rates of new HIV diagnoses, and certain counties like Miami-Dade and

Broward have particularly high rates of both new and existing cases.

Ending HIV requires leadership across many sectors of society, including employers. Employers can play an important role by expanding access to HIV prevention and treatment, adopting inclusive workplace policies, and educating employees about HIV.

The Health Action Alliance has developed an employer toolkit that is part of a suite of employer tools developed by the U.S. Business Action to End HIV.

This free toolkit can be downloaded [HERE](#).

Additional resources related to managing HIV in the workplace will be shared in an upcoming Bulletin. We are working with the National Alliance of Healthcare Purchaser Coalitions to finalize the HIV benefits strategy working group report and a vendor engagement template.

Please reach out to Karen van Caulil at karen@flhealthvalue.org with any questions.

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.

Due to staff travel next week to the National Alliance of Healthcare Purchaser Coalitions Annual Forum, National Alliance Board of Governors Meeting, Hill Visits, and attendance at the National Purchaser Leadership Council, we will skip sending a Bulletin next week and the next Bulletin will return to your inbox on November 21.