



## Employer Member Bulletin – November 21, 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?

#### The Leapfrog Group – Fall Safety Grades Released

Last week, The Leapfrog Group, a national independent nonprofit patient safety organization for which the Florida Alliance is the Regional Leader for Florida, announced the release of the Fall 2025 Hospital Safety Grades. This biannual assessment assigns letter grades of “A,” “B,” “C,” “D,” or “F” to all general hospitals in the United States, evaluating how well they safeguard patients from medical errors, accidents, injuries, and infections.

**In Florida, 190 hospitals were graded:**

- 72 earned an “A”
- 59 earned a “B”
- 51 earned a “C”
- 7 earned a “D”
- 1 earned an “F”



**Overall, Florida came in as 15<sup>th</sup> of 48 states ranked with 37.9% of the hospitals in Florida earning an “A” grade.**

“We recognize and celebrate the hospitals in Florida that achieved an A Hospital Safety Grade. This honor reflects the ongoing commitment of their teams to protecting patients every minute of every day,” said Leah Binder, President and CEO of The Leapfrog Group.

**How did the hospitals in your market do? To access the Fall 2025 Hospital Safety Grades, click [HERE](#).**

As you may know, a lawsuit is underway against The Leapfrog Group. The plaintiff is five hospitals in Palm Beach County that are requesting that The Leapfrog Group suppress their grades on the safety score website. This lawsuit is continuing through the court system with a trial date set in January. Florida Alliance staff have been asked not to respond to any questions or inquiries from anyone who reaches out to us about the lawsuit. We request that you do not respond to any outreach as well and that you direct all inquiries, questions, and concerns to Leapfrog Vice President Karen Jupiter [kjupiter@leapfrog-group.org](mailto:kjupiter@leapfrog-group.org).

Please contact Ashley Tait-Dinger at [ashley@flhealthvalue.org](mailto:ashley@flhealthvalue.org) if you have any questions.

## Employer Member Benefit: Employers Beware -- Shared Savings Drug Program Action Brief

With drug spending a top concern for plan sponsors and costs rising, employers continue to explore new strategies to better manage spending.

During our last All Employer Member Meeting, one of our Employer Members asked what information we had about new shared savings drug programs.

New “shared savings” vendors attempt to appeal to employers frustrated with their traditional PBMs. However, many rely on exploiting loopholes in the 340B Drug Program, which has been shown to drive up costs for employers. What they promise as short-term “savings” may in fact undermine continuity of care for employees and expose employers to reputational, regulatory, and even legal risks.

The National Alliance’s timing on educating us all about these programs was fortuitous as they just released a new action brief on the topic. The [Action Brief](#) provides employers with the tools to identify these vendors, understand the implications as plan sponsors, and consider alternatives to control health costs.

Please email Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions. We are always interested in hearing from you if you have any feedback to provide on resources like these!

**ACTION BRIEF**  
Employer Strategies that Drive Health, Equity and Value

**National Alliance**  
Of Health, Equity and Value  
Driving Health, Equity and Value

**EMPLOYERS BEWARE**  
340B PROGRAM SHARED SAVINGS MODELS REQUIRE SCRUTINY

The 340B Drug Pricing Program was established over three decades ago as a targeted, narrow program to help safety-net providers serve America's most vulnerable patients. Today, it has become a multi-billion-dollar revenue stream for large health systems, for-profit pharmacies, and middle men who purchase medicines at steep discounts, turn around and bill plan sponsors at full commercial rates with markups for those same medications, and pocket the spread -- inflating costs while delivering little benefit to the program's intended beneficiaries.

The program rewards hospitals that capture as many eligible 340B "patients" and prescriptions as possible, especially those with commercial insurance as a primary payer. Health systems are increasingly partnering with third-party vendors that promote "shared savings models" to employers. In these models, plan sponsors designate their employees as "patients" of 340B hospitals, thereby increasing 340B patient volume and generating greater revenue for the hospitals, a portion of which is then shared with the employers.

With drug spending identified as a leading concern for plan sponsors and continuing to climb each year, vendors often market themselves as "anti-PBMs" in an attempt to appeal to employers frustrated with the opaque pricing, high costs, and limited transparency they get from traditional pharmacy benefit managers (PBMs). However, the "shared savings" these vendors promise come from bringing similar opacity, markups, and distortions to a drug discount program designed for low income patients and underserved communities -- making employers complicit in the growth of the commercial market distortions caused by the 340B program.

**ACTION STEPS FOR EMPLOYERS**

1. Understand the 340B program and its impact on employers.
2. Be aware of "shared savings" vendor motives.
3. Evaluate the implications as a plan sponsor.
4. Consider alternatives to control health costs.

**Florida Alliance for Healthcare Value**  
30th Annual  
**Best of the Best**

## ACTION ITEMS

### “Best of the Best” Pre-Event Survey: Employer Readiness and Barriers to Change

Our “Best of the Best” event is coming up soon! The speakers in our “Redefining Benefits Leadership” session have requested your input on the challenges you face in your current health plan and how you are addressing them so that they can focus on areas of most need. They have developed a brief, anonymous survey to capture your concerns and challenges.

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

Please contact Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions.



## Share Your Insights to Shape Healthcare Innovation

As mentioned in previous Bulletins, the National Alliance has launched the Pulse of the Purchaser Research Institute (PPRI), an expert employer panel where coalition employer members can share their perspectives confidentially on critical healthcare topics.



### Sign Up to Be a Part of PPRI

The National Alliance is asking us to recruit employer leaders to sign up to be a part of PPRI. Thank you to our members who signed up earlier this year.

By joining PPRI, you will have ongoing opportunities to influence healthcare innovation and policy on the topics that matter most to you. Your participation will also result in a small stipend that will go to the Florida Alliance. By participating in PPRI you will also have early access to study findings and employer insights.

### Upcoming topics where you would be able provide your experience and expertise include:

- **Mental health innovations**
- **Women's health**
- **Specialty drug policy**
- **Preventative healthcare and wellness**

PPRI participants who sign up now will receive a welcome gift (valued at over \$150). *Note: Employers may decline gifts if prohibited by their organization.*

If you have not yet joined this panel of employer leaders, please click [HERE](#) or scan the QR code below to sign up.



Please consider signing up today. There is no commitment to participating in any particular research opportunity – it is entirely up to you as each opportunity presents itself.

Please email Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions.



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

### National Alliance Annual Forum: Ignite Courage – Employers Disrupting Health Care

Last week, Florida Alliance President and CEO Karen van Caulil and Board Chair Rosa Novo actively participated in several meetings and events in Arlington, VA and Washington, DC including:

- The **National Purchaser Leadership Council (NPLC) Meeting** on Sunday, November 9: Rosa co-chairs this prestigious group that serves as an advisory council to the National Alliance. The NPLC helps define employer priorities and needs related to healthcare benefits and the specific priorities that align with the National Alliance’s priorities (driving market change, advancing health policy, elevating and amplifying the purchaser voice, and strengthening the coalition movement).
- The **All Coalition Member Meeting** on Monday, November 10: All 45 coalitions were able to report on projects and events underway. Karen shared our work on oncology and mental health and urged the attendees to consider registering for our Value-Based Purchasing of Health Care course. Each of the co-chairs of the four strategy groups were asked to provide an overview of current work. Karen co-chairs the Advancing Health Policy Strategy Group and provided an update on the top focus areas for the upcoming Hill visits which are described below.
- Monday evening was the **National Health Leadership Council (NHLC) dinner meeting**. The NHLC is also an advisory group to the National Alliance comprised of industry partners. National Alliance CEO Shawn Gremminger turned the tables and interviewed Peter Johnson, a senior reporter at the *Financial Times*. They spoke about the impact of private equity, PBM reform, 340B reform, and increasing healthcare costs.

The National Alliance **Annual Forum** started on Monday, November 10 and went through Wednesday, November 12 midday. The theme was **Ignite Courage – Employers Disrupting Health Care**.

- On Tuesday, November 11, Karen had a mainstage fireside chat with Karen Bishop, Global Benefits Lead at Astellas, in **“From Awareness to Action: The Women’s Health Playbook for Smarter Benefits and a Stronger Workplace.”** Women’s health is a top concern of all the coalitions and most of their employer members, so the two “good Karens” shared best practices and urged the attendees to take a look at their benefits to make sure they are addressing women’s health needs across the continuum. The Florida Alliance plans to hold a women’s health Employer Learning Collaborative in 2026.



*Seated left Karen Bishop,  
seated right Karen van Caulil*

- Karen had a busy day and went right into moderating **“Expanded Use of the Mental Health Parity Audit Tools by Employers and their TPAs”** in a breakout session with Henry Harbin and Beth Ann Middlebrook of the Bowman Family Foundation and Candace Shaffer, Associate Vice President of Human Resources at Purdue University. Purdue is being audited for mental health parity compliance by CMS. Candace shared that the tools and

guidance developed by the National Alliance and the Florida Alliance have been extremely helpful to her team in navigating the audit. Candace sent the audit tools to her carrier earlier in the year following our educational webinar on the toolkit and documented the pushback from the carrier. The fact that she had taken action has been a positive factor in her meetings with CMS. To access the toolkit, click [HERE](#).

- Also on Tuesday, November 11, Rosa participated in a breakout session panel entitled **“Ending the HIV Epidemic: Employer Strategies for Impact and Support”** where they rolled out the report and recommendations from the four-part workshop held earlier this year to engage employer coalitions and human resources benefits leaders to accelerate progress towards ending America’s HIV epidemic. The workshops convened employers from four regional coalitions, including the Florida Alliance, equipping participants with knowledge, case studies, and action frameworks to improve access to HIV prevention and treatment through equitable benefit design and inclusive workplace practices. Rosa was able to share her insights from participation in the workshops. **In addition to**



*Rosa Novo pictured on left*

**Miami-Dade County Public Schools, thank you to Orange County Government, Orange County Public Schools, City of Miami, and Rosen Hotels and Resorts for their time and effort in this initiative.** With World AIDS Day approaching on December 1, this resource is especially timely.

To obtain your copy of the report, please click [HERE](#).

- **On Wednesday afternoon, Karen and Rosa went on Hill Visits with other coalitions and employers to speak with the staff of elected officials serving on key health committees.** They focused on price transparency, 340B reform, surprise billing, and PBM reform. The discussions were interesting and productive, and all the staff appreciated hearing directly from Rosa and the other employers who shared their insights.



- On Thursday, November 12, Karen attended the National Alliance Board of Governors meeting. The key discussions were about the 2026 plan of work and budget.

**A big thank you to Rosa for all her time, effort, and commitment to our work and the work of the National Alliance!**

Please email Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions.

**ONLY 10 SEATS LEFT! REGISTER NOW! 30<sup>th</sup> Annual “Best of the Best” Event – Thursday, December 11, 9:00AM – 3:00PM ET, Center for Health and Wellbeing, Winter Park**

Join us as we celebrate **30 years of employer-driven healthcare innovation** with a day designed to inspire, energize, and elevate the future of workforce health. This state-of-the-art venue sets the stage for powerful conversations and forward-thinking insights you will not want to miss.

Event highlights include:

- **Building a Culture of Health and Wellbeing**
- **Courage, Conviction, and Change: A Fireside Chat**
- **Redefining Benefits Leadership**
- **From Prescription to Plate: The Future of Food as Medicine**



After lunch, enjoy **three immersive wellness experiences** led by the Center for Health and Wellbeing team:

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

**Details of the event:**

- **Date:** Thursday, December 11, 2025
- **Registration:** 8:30AM – 9:00AM ET
- **Program Time:** 9:00AM – 3:00PM ET
- **Location:** Center for Health and Wellbeing, 2005 Mizell Avenue, Winter Park, FL 32792
- **Your Complimentary Member Promo code:** EMPLOYERBOTB122025

Register [HERE](#).

**Hotel Accommodations:** Hotel information is located on the event webpage on our website. Click [HERE](#) for more information.

The Florida Alliance for Healthcare Value is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities. This conference is valid for 3 PDCs for the SHRM-CP® or SHRM-SCP®.



Please contact Lisa Hain at [lisa@flhealthvalue.org](mailto:lisa@flhealthvalue.org) if you have any questions or need help registering.

**The “Best of the Best” is proudly hosted by Affiliate Member Winter Park Health Foundation.**



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### Employer Member Benefit: FREE RESOURCE - Employer Health Care Data Field Guide

Are you facing roadblocks when trying to access your claims data? Now there is a powerful new resource to help. This comprehensive guide, created by Chris Deacon in collaboration with Texas Employers for Affordable Health Care, empowers employers with the tools they need to take control of their healthcare data and drive meaningful results.

Inside, you will find practical strategies to:

- Confidently navigate the legal requirements for accessing critical plan data
- Craft strong, effective data requests from TPAs, PBMs, and other vendors
- Securely manage sensitive information in full compliance with HIPAA
- Turn rich data insights into smarter plan design, cost savings, and stronger fiduciary oversight



The Florida Alliance team proudly contributed to the development of this Guide, and we are excited to share a resource designed to make a real impact for employers.

To receive your copy, each organization must complete a **Fair Use and Licensing Agreement**. While the Florida Alliance will maintain a copy, the agreement is exclusively between your organization and Texas Employers for Affordable Health Care and cannot be altered. Complete the agreement [HERE](#) and unlock access to this essential tool for data-driven decision-making. The agreement requires your organization’s 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 email Ashley Tait-Dinger at [Ashley@flhealthvalue.org](mailto:Ashley@flhealthvalue.org) if you have any questions.

## Cutting Drug Costs with Increased Biosimilar Access – Webinar – Tuesday, December 2, 3:00PM – 4:00PM ET

The ERISA Industry Committee (ERIC) recently released an issue brief, "[Innovative Employer Models: Incorporating Biosimilars into Health Plan Drug Formularies](#)." This webinar will take a deep dive into the findings and implications of the report.



### During the webinar:

- Explore how employers are transforming their benefit plans and using biosimilars to reduce spending on prescription drugs
- Discuss current challenges with the "Traditional Rebate Model"
- Discuss the report's implications for employers, patients, and policymakers

Sandoz, Blue Shield of California, Amazon, and health policy experts will present during the webinar, sharing an inside look at the innovative benefit design strategies they have implemented to maximize value for employees.

To register for the webinar, please click [HERE](#). To read the issue brief, you can access it [HERE](#).

Please email Ashley Tait-Dinger at [Ashley@flhealthvalue.org](mailto:Ashley@flhealthvalue.org) if you have any questions.



## AFFILIATE MEMBER CORNER

### How Florida Public Employers Are Expanding Access to High-Value Primary Care Without an RFP

Florida public sector employers face the ongoing challenge of managing rising healthcare costs while ensuring high-quality, timely access to care. That is why a growing number of cities, counties, and school districts are turning to **direct contracts with Florida Alliance Affiliate Member PeopleOne Health**, a next generation enhanced primary care provider.

PeopleOne Health has established **multiple direct public sector contracts** in the state of Florida. These contracts enable other public employers in Florida to bypass the traditional RFP process and simply sign on, streamlining implementation while maintaining flexibility in program design.



### Current Public Sector Partners Include:

- Orange County Public Schools
- The School District of Palm Beach County
- Putnam County Government
- Orange County Tax Collector

Each contract is designed to meet the unique needs of the employer while delivering consistent results:

- Same/next-day appointments at PeopleOne Health Centers
- 30–60 minute visits with integrated care teams
- 90+ Net Promoter Score (higher than Apple or Starbucks)
- Guaranteed savings on total cost of care

### **Why It Matters**

Public sector employers deserve more control and predictability when it comes to employee health benefits. The PeopleOne model simplifies access, eliminates unnecessary administrative waste, and offers a fixed-cost, subscription-based alternative to traditional care, all without disrupting existing insurance plans.

### **Access Through OMNIA Partners**

PeopleOne Health is now an awarded supplier through OMNIA Partners. This cooperative contract allows Florida public employers—including cities, counties, school districts, utilities, and transportation authorities—to access enhanced primary care services through a compliant, ready-to-use procurement vehicle.

Through OMNIA, eligible entities may piggyback onto an existing competitively solicited public sector agreement with:

- No new RFP
- Flexible program design options
- Transparent pricing
- A simplified and accelerated contracting process

These features reflect standard elements of OMNIA Partners cooperative contracts, which are competitively solicited by a lead public agency and available for public entities to use without issuing a new RFP.

Contract documentation and details are available through [OMNIA Partners](#) or by contacting PeopleOne Health for guidance on participation.

### **Ty Arlint**

Chief Revenue Officer

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Learn more: [www.peopleonehealth.com](http://www.peopleonehealth.com)

**Due to the upcoming Thanksgiving holiday, we will not be publishing an Employer Member Bulletin next week. Look for the next Employer Member Bulletin in your inbox on Friday, December 5.**

*Have a Happy Thanksgiving!*



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