

EMPLOYER MEMBER BULLETIN – June 18, 2026

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.

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Our Valued Employer Members

Click on the image to see our Employer 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.

PULSE OF THE PURCHASER SURVEY – FINAL DEADLINE EXTENSION – JUNE 23!

Final Opportunity: Help Shape Florida's Employer Health Benefits Agenda

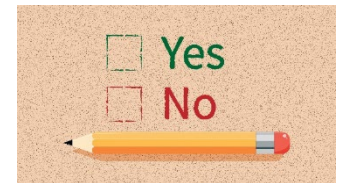


Thank you to those of you who have already completed the survey! We still need more participation, though!

The deadline for the 2026 Pulse of the Purchaser Survey has been extended one final time, and we are asking Florida Alliance Employer Members to take advantage of this opportunity to ensure their voices are heard.

WHY TAKING THE SURVEY MATTERS

The Florida Alliance for Healthcare Value uses these survey findings to guide the research, education, programs, and resources we develop for our Employer Members throughout the year. Your input helps us better understand the issues that matter most to Florida employers and strengthens our ability to advocate for practical solutions that improve affordability, transparency, accountability, and health outcomes.



The survey also helps ensure employer perspectives are represented in national discussions around:

- Healthcare affordability and transparency
- PBM and pharmacy benefit practices
- High-cost claims and specialty drugs
- Fiduciary oversight and governance
- Mental health access
- Women's health
- Workforce strategy and wellbeing
- Health equity
- Chronic disease management

More than one individual from your organization may participate, and all responses remain confidential. Participants who provide an email address will receive a summary of the national survey findings.

Most importantly, if enough Florida Alliance members participate, we will receive a Florida-specific report that benchmarks employer priorities, challenges, and trends across our state providing valuable insights that help all of us make more informed decisions. Click on the button below and help shape the future of healthcare value in Florida.

TAKE THE SURVEY

- Explore last year's findings in the 2025 report [HERE](#).
- Preview the survey questions [HERE](#).

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

WHAT'S NEW?

Employer Leaders Bring Florida's Voice to National Health Care Discussions

Last week, **Florida Alliance President and CEO Karen van Caulil** was joined by **Board Members Jaimie Jarvis (Kalos Services)** and **Rosa Novo (Miami-Dade County Public Schools)** in St. Louis for a series of National Alliance of Healthcare Purchaser Coalitions leadership meetings focused on advancing employer-driven healthcare transformation.

The week brought together employers, healthcare leaders, and national stakeholders to address key issues including healthcare affordability, transparency, direct contracting, primary care innovation, pharmacy benefit reform, and women's health.



Rosa Novo, Jaimie Jarvis, Karen van Caulil



Karen also attended her final meeting as a member of the National Alliance Board of Governors after 12 years, having served as Chair, Vice Chair, Secretary and Treasurer and on numerous committees of the Board during her tenure. Karen was recognized for going “Above & Beyond” for her leadership and contributions at a national level. Karen will remain a member of the National Alliance’s Finance and Investment Committee and will continue to co-chair the Advancing Health Policy Strategy Group.

Rosa Novo, who co-chairs the National Purchaser Leadership Council (NPLC), helped lead discussions that shaped national healthcare priorities on behalf of public and private employers.

The Strategic Leadership Summit highlighted actionable strategies to improve healthcare value through greater transparency, employer-aligned care models, innovative pharmacy approaches, and direct contracting partnerships. The week concluded with the Women's Health Convening, where employers and experts explored opportunities to better support women through key life stages and address emerging workplace health challenges.

Through active participation in these national discussions, the Florida Alliance continues to ensure that Florida employers have a voice in shaping the future of health care.

To learn more about the National Alliance Summit and Women’s Health Convening, please contact Karen van Caulil at karen@flhealthvalue.org.

Florida Alliance Supports Statewide Efforts to Improve Maternal and Infant Health

● NEW RESOURCE

The Florida Alliance is proud to partner with the Florida Perinatal Quality Collaborative (FPQC), a statewide network dedicated to improving health outcomes for mothers, infants, and families across Florida. Through evidence-based quality improvement initiatives, FPQC works with hospitals, clinicians, and community partners to address some of the state's most pressing maternal and infant health challenges.

FPQC's latest impact report highlights significant progress, including engagement from 100% of Florida maternity hospitals in at least two quality improvement initiatives and expanded efforts to improve maternal safety, reduce pregnancy-related complications, strengthen neonatal care, and ensure families have a voice in healthcare delivery. These initiatives are helping hospitals improve outcomes related to maternal hypertension, obstetric hemorrhage, NICU-to-home transitions, and family-centered care.



[Access the 2025 Progress Report](#)

Healthy pregnancies, safe births, and strong starts for infants contribute to healthier families, stronger communities, and a more productive workforce. The Florida Alliance is honored to support FPQC's mission, and we are especially proud that Florida Alliance President and CEO Karen van Caulil serves on the FPQC Advisory Board, helping advance collaborative solutions that improve health across our state.

We encourage members to learn more about FPQC's work and statewide impact at www.fpqc.org.

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

Two Employer Members Showcased at SHRM Conference: *Future Proofing Your Health Benefits*

During Wednesday's 2026 SHRM Conference in Orlando, two **Florida Alliance Employer Members, Kalos Services and Hendry Marine Industries**, demonstrated how disciplined, multiyear health plan strategies can generate significant savings while improving access, quality, and employee satisfaction. The session, led by **Chelsea and Donovan Ryckis of Florida Alliance Affiliate Member Ethos Benefits**, brought together Florida Alliance Board Member Jaimie Jarvis of Kalos Services Inc., and Stephanie Porrino former HR Director of Hendry Marine Industries.



Jaimie Jarvis

Jaimie walked HR leaders through Kalos' transformation after facing a 40% renewal increase. She shared the year-by-year decisions behind their program, including what worked, what did not, and how Kalos now pays 30% less while offering free mental health, cancer treatment, childbirth, and no cost specialty medications.

Hendry Marine's story included a discussion of the impact of a free onsite clinic for employees and dependents and how they have generated 24 million dollars in healthcare savings through detailed claims data, accountable provider partnerships, and disciplined plan design.

Attendees left with practical insight into building sustainable benefits strategies that reduce costs well below national averages while improving outcomes and satisfaction.

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

HEALTH POLICY

Employer Voice Front and Center on Healthcare Affordability in Washington, DC

Next week, **Florida Alliance Board Member Rosa Novo from Miami-Dade County Public Schools** will be the sole employer speaker participating in a U.S. Senate briefing and a House briefing focused on healthcare affordability and transparency. Rosa will share how escalating healthcare spending affects employers, forcing difficult trade-offs between employee compensation, benefits, and other essential investments. She will highlight the growing pressure that rising costs place on both employers and employees. She is also expected to acknowledge recent bipartisan efforts to strengthen Pharmacy Benefit Manager transparency, while emphasizing that employers still face significant challenges obtaining the information needed to understand where healthcare dollars are going and whether they are receiving value for their spending.



Rosa Novo

Rosa will draw attention to the lack of transparency surrounding the rapidly growing 340B Drug Pricing Program, noting that employers have little visibility into how the program affects healthcare costs and market dynamics despite its increasing size and influence.

Joining Rosa on the panel will be Dr. Sayeh Nikpay of the University of Minnesota, Shawn Gremminger of the National Alliance of Healthcare Purchaser Coalitions, and a congressional staff representative. Dr. Nikpay has recently published an article in the *Milbank Quarterly* about the history of the 340B Drug Program. Click [HERE](#) to access the article.

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

OTHER EMPLOYER MEMBER EDUCATIONAL PROGRAMS, REPORTS, AND RESOURCES

The Hidden Cost of Cognitive Decline: What Employers Need to Know Webinar, Wednesday, June 24, 1:00PM -2:00PM ET

● **MEMBER BENEFIT**

Employers are tracking major cost drivers across their workforce and health benefits – but the impact of cognitive decline and Alzheimer’s disease may be hiding in plain sight. Cognitive decline can show up in the workplace through caregiving burden, productivity loss, absenteeism, and higher health care costs, yet it is not always recognized as part of the benefits strategy conversation.

That is why the National Alliance, with support from Eli Lilly and Company, is hosting [The Hidden Cost of Cognitive Decline: What Employers Need to Know](#) on Wednesday, June 24, 2026, at 1:00 p.m. ET.



This practical discussion will explore why cognitive decline and Alzheimer's disease matter for workforce and benefits strategy, what is changing in prevention, early detection, and treatment, and how employers can address this issue by building on the programs and efforts they may already have in place.

Guest speakers include:

- **Kim Thiboldeaux**, CEO of the Northeast Business Group on Health, will moderate the discussion
- **Jeanine Menczywor Donnelly**, Director of Brain Health Programs at the Alzheimer's Association, will discuss what recent advances in prevention, early detection, and treatment of cognitive decline and Alzheimer's disease mean for employers
- **Krystal Sexton**, Founder and CEO of Cognitive Capital Group, will share insights from her previous work to strengthen brain capital at Shell

This conversation will help employers see brain health not as another separate initiative, but as part of the workforce health equation they are already working to address. The topic resonated with attendees at our recent Annual Conference, and we look forward to continuing the discussion through a Mental Health and Brain Health Learning Series planned for later this year.

[Register HERE](#).

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

FLORIDA ALLIANCE STAFF NEWS

Congratulations to Ashley Tait-Dinger on National Leadership Appointment

Please join us in congratulating **Florida Alliance Vice President Ashley Tait-Dinger** on her recent re-appointment to the National Cardiovascular Data Registry (NCDR) Public Reporting Advisory Work Group, a national committee of the American College of Cardiology (ACC).

As a member of the work group, Ashley will collaborate with leading cardiovascular experts from across the country to provide guidance on public reporting initiatives that support transparency, quality improvement, and better patient outcomes in cardiovascular care. Her appointment, effective immediately through April 2027, recognizes her expertise, leadership, and ongoing commitment to advancing excellence in health care.



Ashley Tait-Dinger

The NCDR serves as a cornerstone of cardiovascular quality improvement nationwide, helping healthcare organizations measure, benchmark, and improve patient care. Through this role, Ashley will

contribute to important discussions that help shape the future of cardiovascular quality reporting and performance measurement.

We are proud to see Ashley's expertise recognized at the national level and congratulate her on this well-deserved appointment.

Please reach out to Ashley Tait-Dinger at ashley@flhealthvalue.org if you have any questions.

HEALTH OBSERVANCES

July is National Minority Mental Health Awareness Month



National Minority Mental Health Awareness Month highlights the importance of addressing mental health disparities and improving access to care for racial and ethnic minority populations. Many individuals face unique barriers to mental health services, including stigma, cultural differences, language challenges, and limited access to care.

Employers can support employee well-being by promoting mental health resources, fostering inclusive workplace cultures, and encouraging open conversations about mental health. Creating a supportive environment helps employees feel valued, connected, and empowered to seek help when needed.

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 (MS) 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?
- 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.
- 3. Employer/Healthcare Purchaser Action Checklist**
 - Require your TPAs/service providers to complete the NQTL Multi-Step Comparative Analysis Tools (and embedded MCRF templates) specific to your plan information (a PDF file in the attachments on this page).
 - 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...)

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.

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Click [HERE](#) for an associated resource, the Mental Health Parity Compliance Toolkit for Employers developed by the Florida Alliance and the National Alliance through support provided by the Bowman Family Foundation.

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

IN CASE YOU MISSED IT

Podcast Spotlight: Understanding Hospital Contracting Practices

In a recent episode of *Relentless Health Value*, attorney Brennan Bilberry of Fairmark Partners explores how certain hospital contracting practices can limit competition and contribute to higher healthcare costs.

The discussion examines common provisions such as all-or-nothing contracting, anti-steering clauses, pricing gag clauses, and restrictions on competing providers and what employers and health plan fiduciaries should know about their impact on affordability and market dynamics.

Anticompetitive practices are common here in Florida and one that we are educating elected officials about when we meet with them.

Click [HERE](#) to listen to the podcast.

If you have any examples or experiences to share or questions, please contact Karen van Caulil at karen@flhealthvalue.org.



FLORIDA ALLIANCE RESOURCES

● MEMBER EXCLUSIVE

- [2026 Prevention Learning Series](#)
- [Pulse of the Purchaser Research Institute \(PPRI\)](#)
- [Mental Health Parity Compliance](#)
- [340B Drug Pricing Program](#)
- [Direct Contracting](#)
- [Women's Health Employer Learning Collaborative](#)
- [Oncology Learning Collaborative](#)
- [Diabetes – Obesity Employer Learning Collaborative](#)
- [Mental Health/Substance Use Employer Learning Collaborative](#)
- [Enhanced Recovery After Surgery/Delivery Collaborative](#)
- [Expanding the Generosity of HSA-Eligible Health Plans](#)
- [Fair Hospital Price Initiative](#)

Attendee materials from our three most recent events:

- [33rd Annual Conference \(May 13, 2026\)](#)
- [30th Annual "Best of the Best" \(December 11, 2025\)](#)
- [32nd Annual Conference \(May 1, 2025\)](#)