FLORIDA ALLIANCE FOR HEALTHCARE VALUE

EMPLOYER MEMBER BULLETIN
September 11, 2026

3 THINGS FOR YOU TO DO

1. Register for the 31st Annual "Best of the Best"
2. Review and sign letter regarding the proposed changes to school immunization requirements – DEADLINE: SEPTEMBER 14
3. Accept the calendar invitation for the Prevention Learning Series Webinar on Vaccines

Employer Members-only: Shareable only within Employer Member organization unless approved by the Florida Alliance CEO

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  - Prevention Learning Series Webinar on Vaccines – Wednesday, September 16, 11:00AM – 12:00PM (ET)
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Florida Alliance Staff Contact Information

For questions or information about Leapfrog and membership updates contact Ashley Tait-Dinger, Vice President, ashley@flhealthvalue.org

For questions or information about event registration contact Lisa Hain, Administrative Coordinator, lisa@flhealthvalue.org

For all other questions or comments contact Karen van Caulil, President and CEO, karen@flhealthvalue.org

NEW! 31ST "BEST OF THE BEST" - MISSION CRITICAL: SMARTER BENEFITS. BETTER HEALTH. STRONGER ORGANIZATIONS.

For 31 years, the Florida Alliance's **Best of the Best** has brought employers together to learn from benefits leaders who are challenging the status quo and finding better ways to improve health and manage healthcare costs. This year's program focuses on what has become **mission critical** for employers: improving the health of their workforce while ensuring that healthcare benefits deliver greater value.

The program will feature a line-up of **Florida Alliance employer members and benefits leaders from other organizations**, sharing real-world strategies, results, and lessons learned. We will explore clinical oversight that is improving outcomes for people with chronic conditions, benefit designs that are making GLP-1 coverage work for both employees and employers, strategies for managing high-cost oncology claims, and the journey of employers that have fundamentally redesigned their benefits to better serve their workforce.

These are not theoretical solutions. They are approaches employers are putting into practice today — learning what works, what does not, and what they would do differently.

Health benefits are not simply an expense to manage. They are **mission critical** to the health of the workforce and the financial health of the organization.

Get an early look at Best of the Best, including the event overview, hotel details, and sponsors. Watch for speaker and program announcements coming soon!

Details of the event:

- **Date**: Wednesday, December 9, 2026
- **Check-In**: 8:30AM – 9:00AM ET
- **Program Time**: 9:00AM – 2:30PM ET
- **Location**: Center for Health and Wellbeing, 2005 Mizell Avenue, Winter Park, FL 32792
- **Your Complimentary Member Promo code**: **EMPLOYER120926**
- **Register HERE.**

Please note: The complimentary registration code is provided exclusively as a Florida Alliance Employer Member benefit and should not be shared with others outside your organization. We appreciate your helping us preserve this benefit for eligible members.

Please contact Lisa if you have any questions or need help registering.

NEW! THE BUSINESS OF BENEFITS PODCAST
The Plan Sponsor Movement: Rethinking Employer Health Coalitions

Karen van Caulil joined Chelsea Ryckis of Ethos Benefits for a new episode of *The Business of Benefits* podcast to discuss what it means for employers to move from simply paying for health care to becoming more active purchasers.

The conversation explores the biggest issues facing employers in 2026 and heading into 2027, including rising healthcare costs,

hospital pricing, PBM transparency and reform, access to claims data, high-cost claims, and the growing expectation that vendors demonstrate real value. It also looks at what innovative employers are doing differently—and why the biggest gap may not be a lack of ideas, but the data, tools and capacity needed to put those ideas into action.

To listen to the podcast, click HERE.

FLORIDA DEPARTMENT OF HEALTH SEEKS PUBLIC COMMENT ON PROPOSED CHANGES TO SCHOOL IMMUNIZATION REQUIREMENTS

We just learned that the Florida Department of Health (DOH) is accepting public comments through Monday, September 14, on proposed changes to the state's immunization requirements for children attending schools and child-care facilities. The proposed rule would remove requirements for several vaccines currently required for school or child-care attendance, including hepatitis B, varicella (chickenpox), Haemophilus influenzae type b (Hib) and pneumococcal vaccines.

Why this matters to employers:
Childhood vaccination policy can have implications beyond schools and families. Changes in vaccination rates may affect preventable illness in communities, employee absences when children become ill, healthcare utilization and costs, and the health of employees and family members who may be particularly vulnerable to infectious disease.

The proposal would also revise Florida's immunization exemption process to include moral or ethical beliefs and make changes related to opting out of the Florida SHOTS immunization registry.

Opportunity to Comment: DOH's formal public comment period runs through September 14, 2026. Employers and other interested organizations and individuals can review the proposed rule and submit comments.

Review the proposed rule

Access a sign-on letter and other templates to use for comment to the proposed school immunization requirement changes by clicking HERE.

MEMBER EXCLUSIVES

RECAP – MENTAL HEALTH &SUBSTANCE USE LEARNING SERIES WEBINAR – SEPTEMBER 3, 2026
Breaking the Cycle of Addiction through Enhanced Benefit Design

What a great discussion with our Employer and Affiliate Members last week! Thank you to **Dr. John Dyben**, Chief Clinical Officer, and **Samuel Bovard, CRPS, CEI**, Director of Community Relations at **Hanley Center**, for sharing their expertise during the first webinar in our Mental Health & Substance Use Learning Series. The conversation explored substance use disorder through an employer and health benefit lens — including how benefit design can support or hinder access to appropriate treatment and recovery, challenges with behavioral health provider networks, mental health parity considerations, and

opportunities for employers to think differently about how care is delivered and financed.

A special thank you to our employer members who joined us and contributed so actively to the discussion. Your questions, perspectives and experiences made for a thoughtful and highly engaging conversation.

This was the first webinar in our Mental Health & Substance Use Learning Series, and we look forward to keeping the conversation going as we explore what employers can do to improve access, quality and outcomes for employees and their families.

Thank you again to Dr. Dyben and Samuel, and to Hanley Center, a Florida Alliance Affiliate Member, for helping us launch the series with such a valuable discussion.

To access the slide deck or view the recording, click HERE.

FLORIDA ALLIANCE UPCOMING EVENTS
Reminder: Prevention Learning Series Webinar – Wednesday, September 16, 11:00AM – 12:00PM (ET)

As respiratory season approaches, do not miss the next webinar in our **Prevention Learning Series**. **Serese Marotta, Deputy Chief Executive Officer, and Diana Yassanye, Communications Director at Vaccinate Your Family**, will share practical, evidence-based information to help employers support a healthy and productive workforce.

Serese Marotta

Diana Yassanye

The webinar will cover the health and economic impact of flu, RSV, and COVID-19, current immunization recommendations, and strategies for addressing vaccine questions and misinformation. Attendees will also learn how to use credible resources and empathetic communication to serve as trusted vaccine champions for employees and their families.

Registration is not required. Join with the Webex link sent on August 13. | Resend needed? Contact Lisa.

Sponsored by Affiliate Member sanofi

NEW! DR. JAYNE MORGAN KICKS OFF OUR WOMEN'S HEALTH LEARNING SERIES – TUESDAY, NOVEMBER 10, 10:00AM – 11:00AM ET

We are pleased to welcome Dr. Jayne Morgan of Affiliate Member Hello Heart back to the Florida Alliance "stage." Following her excellent and highly engaging presentation at our May conference, Dr. Morgan will return to kick off our Women's Health Learning Series with a webinar focused on women's cardiovascular health.

Dr. Jayne Morgan

A nationally recognized cardiologist and leading voice on women's heart health, health equity, and cardiovascular prevention, Dr. Morgan has a gift for making complex medical information accessible, relevant, and actionable. During this webinar, Dr. Morgan will discuss what benefits leaders should understand about cardiovascular risk in women, including symptoms and risk factors that may be overlooked, disparities in diagnosis and treatment, and opportunities for employers to better support prevention, early identification, and appropriate care.

This webinar is the first in the Florida Alliance's Women's Health Learning Series, which will explore health issues affecting women across the lifespan and what employers can do to improve health, access to care, and outcomes.

Watch for a calendar invitation coming soon!

Sponsored by Affiliate Member Hello Heart

IN CASE YOU MISSED IT

LEADERSHIP TRANSITION AT THE NATIONAL ALLIANCE

Jenny Goins

The National Alliance of Healthcare Purchaser Coalitions has announced a leadership change. As of September 4, Jenny Goins, who has been the Chief of Staff, will serve as Interim President and CEO.

Jenny brings significant experience to the role and is well known within the coalition community. A recognized healthcare coalition and benefits leader, Jenny has worked closely with the Board, staff, and coalition leaders on organizational priorities and is well positioned to provide steady leadership during the transition. "Jenny has the Board's full confidence and the experience, judgment and relationships needed to guide the National Alliance through this transition," said Phil Belcher, Board Chair. "She is supported by a highly capable team that knows our members, understands our priorities, and will help ensure continuity for members, partners and coalitions."

Programs, initiatives, events and work with member coalitions and employers will continue as planned. The Florida Alliance appreciates Jenny's leadership and the National Alliance team as they advance their work on behalf of healthcare purchaser coalitions nationwide.

EMPLOYER HEALTH COSTS EXPECTED TO SURGE IN 2027

Employers are facing another year of significant healthcare cost increases. According to a recent *New York Times* article, a Marsh survey projects health plan costs could rise an average of 11% in 2027 if employers make no changes to their plans. Even after benefit and plan design changes, costs are expected to increase approximately 8%, which is the steepest increase since 2003. Rising hospital and prescription drug prices, including cancer medications and growing use of GLP-1 drugs, are among the factors driving higher spending.

Rosa Novo

Florida Alliance Board Member and Employer Member Rosa Novo, Benefits Administrator for Miami-Dade County Public Schools, was featured in the article, sharing an employer perspective on the growing challenge. Rosa described current cost increases as unsustainable, noting that hospital care accounts for the largest portion of the school system's healthcare costs while pharmacy is among its fastest-growing expenses. Miami-Dade County Public Schools is exploring new approaches, including direct contracting with hospitals and physicians for certain services and requiring greater visibility into claims and healthcare spending. As Rosa explained, employers are increasingly being forced to "reinvent the way we operate."

The article reflects a broader shift among employers toward greater transparency, closer scrutiny of health plan and PBM arrangements, and a willingness to consider new purchasing and care-delivery strategies as healthcare costs continue to climb.

Thank you to Rosa for sharing her experience with a national audience!

Read the full article HERE.

NEW! HEALTH OBSERVANCES – SEPTEMBER, OCTOBER, AND NOVEMBER

September is Suicide Prevention Awareness Month, an opportunity for employers to reinforce the importance of mental health and ensure employees and their families know where to turn for support.

Employers can play an important role by promoting mental health and Employee Assistance Program (EAP) benefits, reducing stigma around seeking care, preparing managers to recognize when someone may be struggling, and regularly communicating available resources.

Make Sure Employees Know About 988

The **988 Suicide & Crisis Lifeline** provides free, confidential support 24/7. Anyone can **call or text 988 or chat at 988lifeline.org** to connect with a trained crisis counselor. 988 is available not only for those experiencing suicidal thoughts, but also for people facing emotional distress, substance use concerns or worry about someone they care about.

Employers can help increase awareness by including 988 in benefits communications, employee intranets, EAP materials, and other workplace mental health resources.

The Substance Use and Mental Health Services Administration has produced a toolkit that is widely used and shared by state behavioral health authorities that can be found HERE. Other resources can be found on the Florida Alliance Mental Health & Substance Use Employer Learning Collaborative webpage by clicking HERE.

October is Breast Cancer Awareness Month, an opportunity to raise awareness about the importance of early detection and encourage employees to stay up to date with recommended breast cancer screenings. Employers can support breast health by promoting preventive care benefits, sharing trusted screening resources, and making it easier for employees to take time for routine mammograms and other preventive appointments. Early detection can lead to more treatment options and better outcomes, making access to appropriate screening an important part of workforce health and well-being.

This October, consider reminding employees to understand their breast cancer risk, talk with their healthcare provider about appropriate screening, and take advantage of preventive services available through their health benefits.

Breast Cancer Awareness Month is also an opportunity for employers to consider how their benefits support employees through the cancer journey—from screening and early detection through diagnosis, treatment, and survivorship. The Florida Alliance's **Employer Guide and Insights for Oncology Management** explores these and other important aspects of cancer care, offering employer perspectives, strategies, and resources to strengthen oncology benefits and support employees and their families.

November brings attention to two significant health issues that can affect employees and their families: **Lung Cancer Awareness Month** and **American Diabetes Month**.

Lung Cancer Awareness Month highlights the importance of understanding risk factors and the potential benefits of early detection. Employers can support lung health by promoting tobacco cessation resources, encouraging eligible employees to discuss lung cancer screening with their healthcare provider, and reinforcing access to preventive care through their health benefits.

The Florida Alliance's **Employer Guide and Insights for Oncology Management** offers practical guidance to help employers understand and manage the complexities of cancer care and benefits, including lung cancer. These resources equip employers to support their workforce through prevention, care, and ongoing management of this challenging condition.

Prevention and early action are also important when it comes to diabetes. During **American Diabetes Month**, employers can urge employees to understand their risk for type 2 diabetes, stay current with recommended screenings and take advantage of benefits and programs that support prevention and effective diabetes management. Supporting employees in managing diabetes can contribute to better health while also helping reduce complications, absenteeism, and healthcare costs.

You can find useful resources on the Florida Alliance Diabetes – Obesity Employer Learning Collaborative webpage. Click HERE.

REMEMBERING SEPTEMBER 11

On the 25th anniversary of September 11, 2001, the Florida Alliance remembers the lost lives, honors those who responded with courage, and recognizes the families and communities forever changed by that day.

MEMBER EXCLUSIVE RESOURCES

- 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

Recent event materials:

All Employer Member Meeting (August 5, 2026)
33rd Annual Conference (May 13, 2026)
30th Annual "Best of the Best" (December 11, 2025)

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.