Benefits Update For Faculty Senate

4/6/2020
Agenda

- RFP For Health Insurance and Prescription Drug Plan
- Benefits Changes for July 1, 2020
The university placed its health plan and pharmacy benefit manager (PBM) contracts out for bid over the Winter. The contracts are currently administered by Anthem and Express Scripts.

HR, members of the Benefits Advisory Committee, and our benefits consultant USI reviewed proposals and met with finalists.

Bids are based on our plan parameters (PPO, deductibles, copays, etc.) not a different plan offered by a bidder.

Factors that impact decision include:

- Overall service to faculty and staff and the university
- Claims costs if claims were paid by each bidder
- Provider network disruption
- Pharmacy network disruption
- Administrative Fees
- Cost Containment/Clinical Disease Management Program
The health plan contract was rewarded to Anthem.
- The process reinforced that Anthem provides the best combination of claims costs, provider network, and service.
- Enhanced customer service and care management program are included in the new contract.

The pharmacy benefit management (PBM) contract was awarded to CVS Caremark through the Employers Health Purchasing Coalition (EHPCO). This change will be effective July 1, 2020.

- The Employers Health Coalition includes over 225 employer members in 34 states. They use their collective purchasing power to improve PBM pricing. The following universities in our region are members: Kent State, Akron, Bowling Green, Dayton, Oberlin.

- The EHPCO – CVS Caremark contract is projected to help contain rising prescription drug costs by as much 20% over the three-year length of the contract.

- Retail Pharmacy Options will not be restricted to CVS pharmacies. The majority of pharmacies used by faculty and staff are included in the network, including CVS, Kroger, WalMart, Shrivers, Fruth, Holzer Pharmacy, Drugstore at O’Bleness, and etc.
Changing to EHPCO-CVS Caremark Will Result in Changes/Disruption for Faculty and Staff:

• Retail pharmacy disruption will be extremely limited.

• Mail Order Pharmacy will change

• Specialty Pharmacy will change

• The copay tier a medication is assigned may change for some medications

• Some medications may be excluded requiring a change to an alternate medication

This potential disruption was not taken lightly by the committee recommending the change.
Changing PBMs will result in some medications moving to different copay levels

- Example: A medication currently in the brand name formulary copay level of $30 could move to non-formulary level of $40.
- Approximately 5% of unique utilizers may be impacted by this type of change.

Changing PBMS may result in some employees needing to change medications due to exclusions

- Example: Employees may need to change from one asthma inhaler to another asthma inhaler
- Approximately 15% of unique utilizers may be impacted by this type of change.
- Approximately 50% of the prescriptions facing this type of disruption were related to asthma inhalers and diabetic supplies such as test strips.

CVS Caremark will honor any step therapy or prior authorization approvals by Express Scripts as much as feasible.

Employees impacted by these changes will receive direct communications from CVS Caremark explaining the situation and potential actions to take.
As we move closer to the July 1, 2020 effective date employees will receive direct and frequent communications regarding the transition.

- New ID Cards to present to pharmacies will be distributed in June

- Current Mail Order prescriptions will be transferred by Express Scripts to CVS Caremark and filled by the CVS Caremark mail order pharmacy starting July 1.

- Specialty Medicine prescriptions will be transferred by Express Scripts to CVS Caremark and filled by the CVS Caremark specialty pharmacy starting July 1.

- Individuals impacted by formulary changes will receive letters explaining the situation and potential actions to take

CVS Caremark, EHPCO, and the University are committed to ensuring a smooth transition from Express Scripts to CVS Caremark.
Other Benefit Changes

• The only other benefit changes scheduled for July 1, 2020 are related to premiums. Plan parameters such as deductibles, copays, and out-of-pocket maximums for the medical/rx, dental, and vision plans are not changing.

• Premiums for the PPO health plan will rise between $20 - $36 per month for single plans and $53 - $95 per month for family plans.

• Premiums for dental plans will rise between $1 - $5 per month depending on whether you are enrolled in a single or family plan.
Open Enrollment is scheduled to start the week of April 20 and last for three weeks.

- Open Enrollment will be conducted online through the My Personal Information website, which is the same system we have used in previous years and is the same site used to view your pay check stub and tax documents.

- Individuals with difficulty using the system should email benefits@ohio.edu for assistance.

Questions and concerns regarding Open Enrollment or the transition to EHPCO - CVS Caremark should be directed to HR-Benefits at

benefits@ohio.edu or (740) 593-1636