



# UNMH Rx Plan Overview

---

ANNALEE ESTERLY, BENEFITS MANAGER, UNMH

# OVERVIEW

---

Self-funded Medical and RX plan

Prime Therapeutics is PBM

- Agreement effective through 12/31/2022

Covers approximately 7,700 lives

- Approximately 5,600 employees and their dependents

RX plan design updated in 2016

- Redefined formulary

# PLAN DESIGN

Prescription Drug Benefit:	Prior to 2016	Current Plan Design
Rx Out of Pocket Max	N/A	\$1,500 / \$3,000
<b>Tier:</b>		
<b>Generic – Preferred</b>	\$10 co-payment	\$8 co-payment
<b>Generic – Non-preferred</b>	\$10 co-payment	\$20 co-payment
<b>Brand – Preferred</b>	\$40 co-payment	\$45 co-payment
<b>Brand – Non-preferred</b>	\$70 co-payment	\$75 co-payment
<b>Specialty – Preferred</b>	Lesser of 20% or \$250	\$150 co-payment
<b>Specialty – Non-preferred</b>	Lesser of 20% or \$250	\$300 co-payment
<b>Mail Order</b>	2x retail	2x retail

# SUCCESSSES

---

## Excellent Generic Utilization

- FY 2018: 87.9%

## UNMH gets 100% pass through of all rebates

- Minimum guarantee for all rebates.
  - Reconciliation to get 100% at the end of the year.
  - No risk to UNMH if the rebates were less than the minimum.

# Cost Saving Strategies

---

- Step Therapy
- Specialty Lock Out—newly released temporarily locked out until validated prescribing regimens and cost stabilizes
- Dispense as Written (DAW 2) or Mandatory Generic—member can select brand name, must pay difference
- Prior Authorization
- Compounding Program—limits receiving compounded drugs at inflated pricing

# CHALLENGES

---

## Current Challenges

- Specialty drugs represent 58.7% of plan net costs in FY 2018
  - Less than 1% of total scripts
  - UNMH has some unique conditions driving this

## Future Challenges

- Rising cost of specialty medications
- Aging workforce
- Growing populations in mental health and substance abuse