



The School District of Osceola County Employee Benefits Committee Meeting

Agenda

February 19, 2025

- I. **Welcome (2 minutes)**
 - a. Speaking order volunteer
 - b. Timekeeper volunteer
- II. **Monthly Reports (5 mins)**
- III. **Ventegra presentation (35 mins)**
- IV. **Member concerns, tracking, and brainstorming solutions (20 minutes)**
- V. **Other concerns and updates (5 minutes)**

The next meeting will be held on **March 26, 2025 at 4:30 pm** in the **Multipurpose Room** located at The Center for Employee Health 831 Simpson Road, in Kissimmee.

Employee Benefits Committee Meeting

2023-2024 Membership

OCEA

Vacant

Ann Glover – OSVS (v)

Janet Moody -- OCEA/ESP Pres (v)

Richard Steinmetz, Jr. – Parkway MS(v)

Kim Castro-Stevens – Hickory Tree ES (v)

Dylan Reinsel – St Cloud HS (Alternate)

Teamsters

Vacant (v)

Carlos Martinez – Teamsters (v)

Provider Representatives

Kelly Johnson – Lincoln Financial Group

Mark Tafuri- VSP

Candice Knaps – Humana (Dental)

Tom Remus - MetLife Life Ins.

Cindy McCormick -- EBMS

Jessica Rivera -- EBMS

Jay Weingart – Trustmark

Mike Vasquez – Opioid Clinic Management

Risk & Benefits Management/SDOC

LaToyia Edwards – Benefits Education Specialist

Lauren M. Haddox – Director

LaTasha Aponte – Employee Benefits Supervisor

Megan Austin – Wellness Specialist

Iris Hernandez - Secretary

Sarah Graber – Chief Business & Finance Officer

John Boyd – Chief Negotiator

Scott Knoebel – Chief Negotiator

Prof. Support Council

Daina Gooden (v)

ESP

LaShanna Ward – Denn John MS (v)

Susan Compton – Custodial Servs. (v)

Retirees

Ray Lackey – Retired Teacher

Judi Crowell – Retired Counselor

Benefits Consultant

Ashley Bacot - RosenSure

Carolyn Grant - RosenSure

Barry Murphy – RosenSure

Mystery Slimick -- RosenSure

Center for Employee Health

Kenneth Aldridge -- RosenCare

Nicole Cius -- PeopleOne

Sherry Edwards -- PeopleOne

Dean Hatcher -- PeopleOne

Jordan Tardash -- PeopleOne

Lisa Torres -- PeopleOne

Health Plan Analysis 02/01/2025 (24-25)

Summary

Plan	ENROLLMENT		
	TALLIES	Total	%
Healthy Advantage Plus	493	8029	6.14%
Healthy Advantage Plus Wellness	846	8029	10.54%
Health Center	310	8029	3.86%
Health Center Wellness	1069	8029	13.31%
Healthy Essentials	1447	8029	18.02%
Healthy Essentials Wellness	2753	8029	34.29%
Opt Out Credit Plan	1109	8029	13.81%

PROJECTED REVENUE BASED ON CURRENT ENROLLMENT MINUS ADMIN FEES

Board Paid	\$59,594,104.00
Employee Premium	\$6,214,400.00
Retiree Premium	\$866,661.00
SubTotal	\$66,675,165.00
Administration Fees	(5,726,133.24)
Total	60,949,031.76

DESCRIPTION	OPTION	TALLIES	Board Share		Employee Premium			Retiree Premium		
			Per Pay	Per Year	Per Pay	Per Year	Per Month	Per Year		
Healthy Advantage Plus	1	425	374.9	159,332.50	3,186,650.00	75.00	31,875.00	637,500.00		
Healthy Advantage Plus	2	4	374.9	1,499.60	29,992.00	500.00	2,000.00	40,000.00		
Healthy Advantage Plus	3	34	374.9	12,746.60	254,932.00	325.00	11,050.00	221,000.00		
Healthy Advantage Plus	4	14	374.9	5,248.60	104,972.00	625.00	8,750.00	175,000.00		
Healthy Advantage Plus	5	8	374.9	2,999.20	59,984.00	350.00	2,800.00	56,000.00		
Healthy Advantage Plus	6	8	374.9	2,999.20	59,984.00	0.00	0.00	0.00		
Healthy Advantage Plus Wellness	1	672	374.9	251,932.80	5,038,656.00	50.00	33,600.00	672,000.00		
Healthy Advantage Plus Wellness	2	17	374.9	6,373.30	127,466.00	450.00	7,650.00	153,000.00		
Healthy Advantage Plus Wellness	3	71	374.9	26,617.90	532,358.00	275.00	19,525.00	390,500.00		
Healthy Advantage Plus Wellness	4	22	374.9	8,247.80	164,956.00	575.00	12,650.00	253,000.00		
Healthy Advantage Plus Wellness	5	13	374.9	4,873.70	97,474.00	300.00	3,900.00	78,000.00		
Healthy Advantage Plus Wellness	6	13	374.9	4,873.70	97,474.00	0.00	0.00	0.00		
Healthy Advantage Plus Wellness	7	1	374.9	374.90	7,498.00	450.00	450.00	9,000.00		
Healthy Advantage Plus Wellness	8	0	374.9	0.00	0.00	575.00	0.00	0.00		
Healthy Advantage Plus Wellness (JS)	1	0	187.45	0.00	0.00	237.45	0.00	0.00		
Healthy Advantage Plus Wellness Retiree	1	30						821.47	24,644.10	295,729.20
Healthy Advantage Plus Wellness Retiree	2	7						1,725.22	12,076.54	144,918.48
Healthy Advantage Plus Wellness Retiree	3	0						1,273.27	0.00	0.00
Healthy Advantage Plus Wellness Retiree	4	0						2,218.14	0.00	0.00
Health Center Wellness	1	498	374.9	186,700.20	3,734,004.00	0.00	0.00	0.00		
Health Center Wellness	2	53	374.9	19,869.70	397,394.00	175.00	9,275.00	185,500.00		
Health Center Wellness	3	297	374.9	111,345.30	2,226,906.00	25.00	7,425.00	148,500.00		
Health Center Wellness	4	110	374.9	41,239.00	824,780.00	200.00	22,000.00	440,000.00		
Health Center Wellness	5	44	374.9	16,495.60	329,912.00	0.00	0.00	0.00		
Health Center Wellness	6	44	374.9	16,495.60	329,912.00	0.00	0.00	0.00		
Health Center Wellness	7	5	374.9	1,874.50	37,490.00	175.00	875.00	17,500.00		
Health Center Wellness	8	2	374.9	749.80	14,996.00	200.00	400.00	8,000.00		
Health Center	1	185	374.9	69,356.50	1,387,130.00	25.00	4,625.00	92,500.00		
Health Center	2	11	374.9	4,123.90	82,478.00	225.00	2,475.00	49,500.00		
Health Center	3	86	374.9	32,241.40	644,828.00	75.00	6,450.00	129,000.00		
Health Center	4	17	374.9	6,373.30	127,466.00	250.00	4,250.00	85,000.00		
Health Center	5	2	374.9	749.80	14,996.00	50.00	100.00	2,000.00		
Health Center	6	2	374.9	749.80	14,996.00	0.00	0.00	0.00		
Health Center	7	5	374.9	1,874.50	37,490.00	225.00	1,125.00	22,500.00		
Health Center	8	2	374.9	749.80	14,996.00	250.00	500.00	10,000.00		
Health Center Wellness Retiree	1	15						568.54	8,528.10	102,337.20
Health Center Wellness Retiree	2	3						1,193.95	3,581.85	42,982.20
Health Center Wellness Retiree	3	0						881.23	0.00	0.00
Healthy Essentials Wellness	1	2259	374.9	846,899.10	16,937,982.00	0.00	0.00	0.00		
Healthy Essentials Wellness	2	29	374.9	10,872.10	217,442.00	325.00	9,425.00	188,500.00		
Healthy Essentials Wellness	3	181	374.9	67,856.90	1,357,138.00	152.00	27,512.00	550,240.00		
Healthy Essentials Wellness	4	34	374.9	12,746.60	254,932.00	452.00	15,368.00	307,360.00		
Healthy Essentials Wellness	5	112	374.9	41,988.80	839,776.00	20.00	2,240.00	44,800.00		
Healthy Essentials Wellness	6	112	374.9	41,988.80	839,776.00	0.00	0.00	0.00		
Healthy Essentials Wellness	7	0	374.9	0.00	0.00	325.00	0.00	0.00		
Healthy Essentials	1283	1276	374.9	478,372.40	9,567,448.00	25.00	31,900.00	638,000.00		
Healthy Essentials	2	15	374.9	5,623.50	112,470.00	375.00	5,625.00	112,500.00		
Healthy Essentials	3	89	374.9	33,366.10	667,322.00	202.00	17,978.00	359,560.00		
Healthy Essentials	4	11	374.9	4,123.90	82,478.00	502.00	5,522.00	110,440.00		
Healthy Essentials	5	28	374.9	10,497.20	209,944.00	50.00	1,400.00	28,000.00		
Healthy Essentials	6	28	374.9	10,497.20	209,944.00	0.00	0.00	0.00		
Healthy Essentials Wellness Retiree	1	19						705.80	13,410.20	160,922.40
Healthy Essentials Wellness Retiree	2	6						1,482.18	8,893.08	106,716.96
Healthy Essentials Wellness Retiree	3	1						1,087.88	1,087.88	13,054.56
Opt Out Credit Plan	1	1109	374.9	415,764.10	8,315,282.00	0.00	0.00	0.00		
Job Share Declined Benefits (IS PT)	0	0	187.45	0.00	0.00					
FSA Extra \$250	1	1248	250.00		312,000.00					
Total Employees and Retirees		8029		2,979,705.20	59,594,104.00		310,720.00	6,214,400.00	72,221.75	866,661.00

Option Legend	
Single	1
Spouse	2
Child(ren)	3
Family	4
Half Family Primary	5
Half Family Secondary	6
Domestic Partner	7
Child(ren) + DP	8
DP + DP Child(ren)	9
Child(ren) + DP + DP Child(ren)	10

Revenue Totals Per Year

Board Paid	\$59,594,104.00
Employee Premium	\$6,214,400.00
Retiree Premium	\$866,661.00
Total	\$66,675,165.00



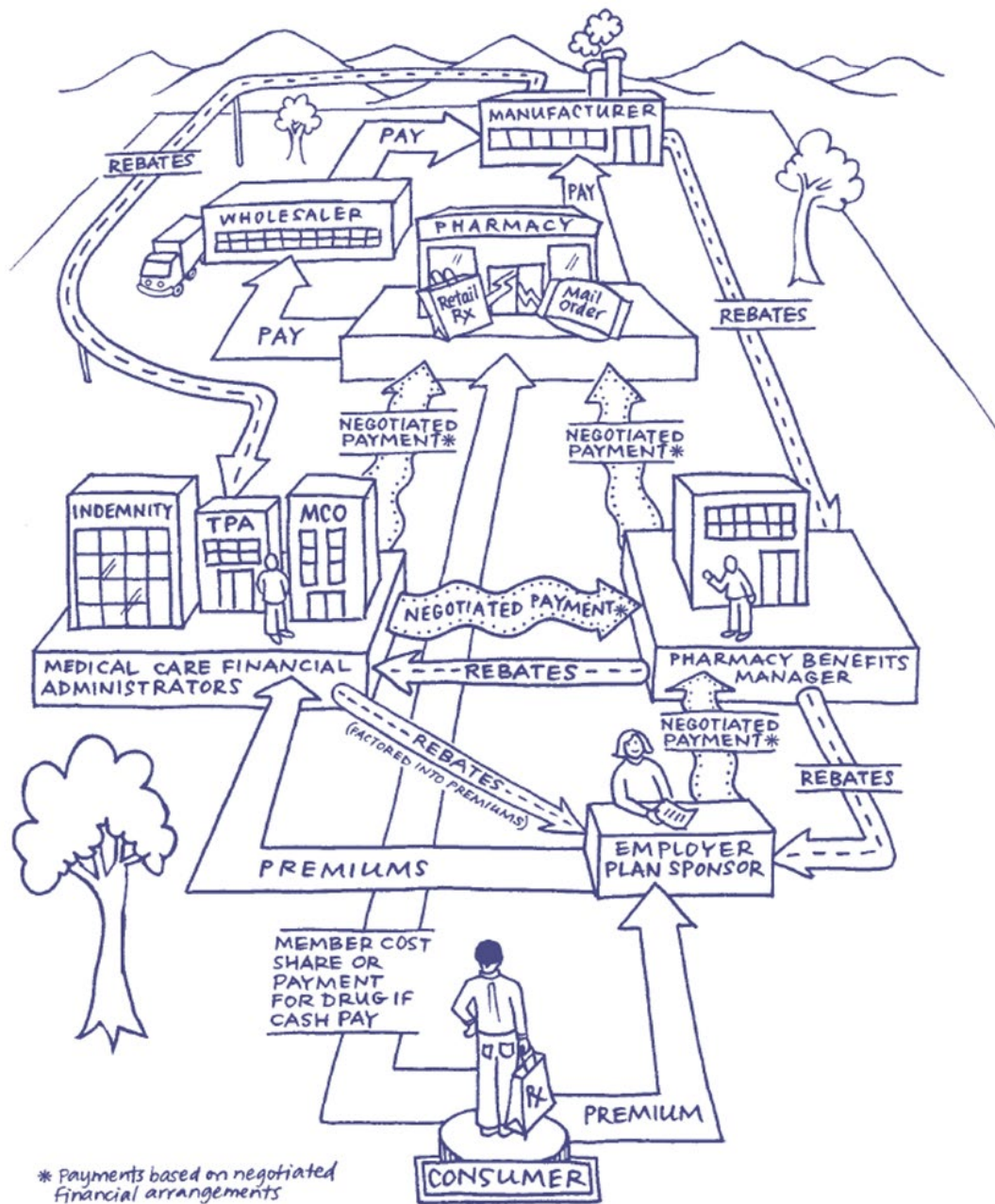
SDOC

Pharmacy Benefits Education



Agenda

- Ventegra Background
- Prior Auth and Step Therapy Process
- Biosimilars
- GLP-1s
- Prior Auth and Step Therapy Process
- CVS/WAG
- Questions



Ventegra

A Force for Good in the Healthcare Industry

- Ventegra is derived from two Latin words: *veritas* (truth) and *integritas* (integrity). TRUTH and INTEGRITY is more than just our business strategy, it is our promise.
- Company of Healthcare Professionals formed in 2004
- The only Public, “Not-for-Profit” B-Corp PBM
 - B-Corp Requirements:
 - *Must Champion a Societal Good – Healthcare as a Right*
 - *Must be open to B-Lab Certification, Audits and Public Access to Company Information*
 - Only Goal – Serve the needs of our Customers
 - Governed by a Board Comprised of
 - *Customers*
 - *Partners*
 - *Employees*
- Certified Member of MSDC
- Servicing 474 Clients; 14.4M lives (1Q2025)
 - Integrated Health Systems
 - Self-Insured Payors
 - State & County Entities (FQHCs, etc.)
 - Capitated Medical Groups

Certified



Corporation™

bcorporation.net



ANNIVERSARY



Ventegra

Differentiated Business Model

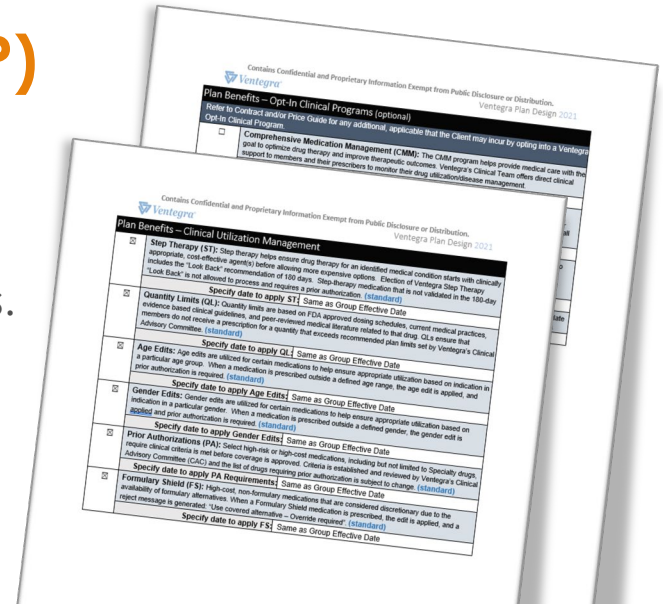
- Corporate Structure:
 - Public, “Not-for-Profit” B-Corp
- Pharmacy Network:
 - Ventegra Acquisition Cost Index (ACI) – Patented “cost-plus” Network
 - No Spread Pricing
- Rebates:
 - Recognized by Pharma as a “new Class of Trade”: Medical Benefit Manager (MBM)
 - Rebates disclosed at the NDC-level (Commercial, Medical Benefit, Part D, MM, Med Group)
- Plan Sponsors:
 - Focused on PMPM Performance & Utilization Management, Non-Exclusive, Provides 90 Day Exit
- Technology:
 - Proprietary Assets: ACI, CMM, 340B, Own Use
- Zero Conflicts of Interest:
 - Appropriate Utilization Decisions that Benefit the Plan Sponsor
- Transparency Delivered to your Desktop
 - Access to Financial Information and Audit Capabilities on your Desktop

Achieve Balance of Clinical and Cost Concerns

Ventegra's Clinical Programs (VCP)

improve patient care and deliver savings by:

- ✓ Focusing on your individual needs.
- ✓ Allowing you to take advantage of our discounts.
- ✓ Providing solid and reliable clinical information and strategic advice.
- ✓ Supporting educated clinical and business decisions that work best for you and those you serve.
- ✓ Reducing the use of high-cost, low-value medications.
- ✓ Making it easy to manage the cost of pharmaceuticals with our abundance of resources and dedicated team.

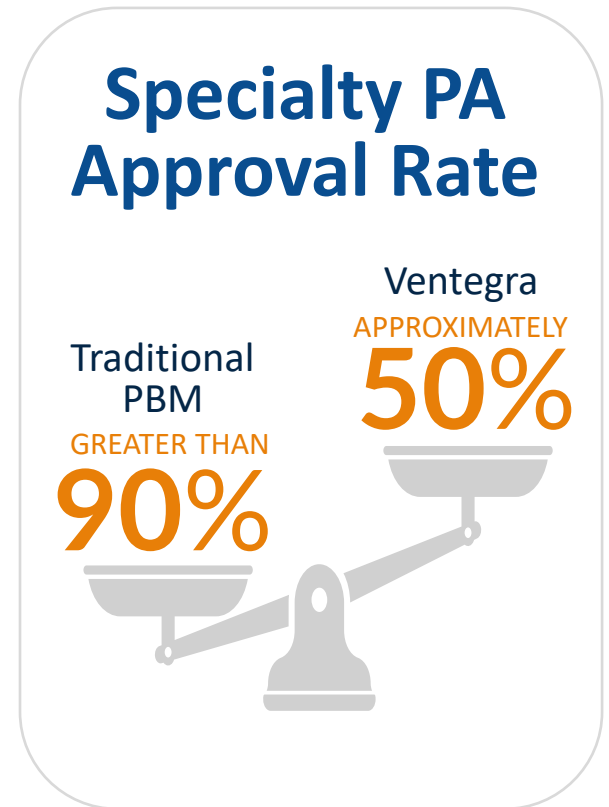


Ventegra's Plan Design Document and Client Implementations team supports program selection during implementation.

Clinical Review & Cost Management

Ventegra's Prior Authorization Program lowers your Specialty spend while sustaining an elite level of patient care for those you serve by verifying the medical necessity of the medications being prescribed.

- Outperforms traditional PBMs and **delivers lower Specialty spend for our clients.**
- Avoids perverse incentives, like rebate and coupon savings withholds; we center decision-making on our clients and those they serve.
- Requires appropriate chart notes, including any pertinent lab values, to support verifying medical necessity for all Specialty PAs.
- Maintains over 100 medication policies for Specialty products.



Utilization Management

- Step Therapy: Require use of preferred agent(s) before a more expensive (usually brand) med is allowed
- Prior Authorization: Review for medical necessity (i.e. meets appropriate clinical criteria for use)
- Quantity: limit certain medications to only amounts supported by FDA label or available research
- Age: restrict access to those within certain age ranges
- Gender: allow for only males or only females

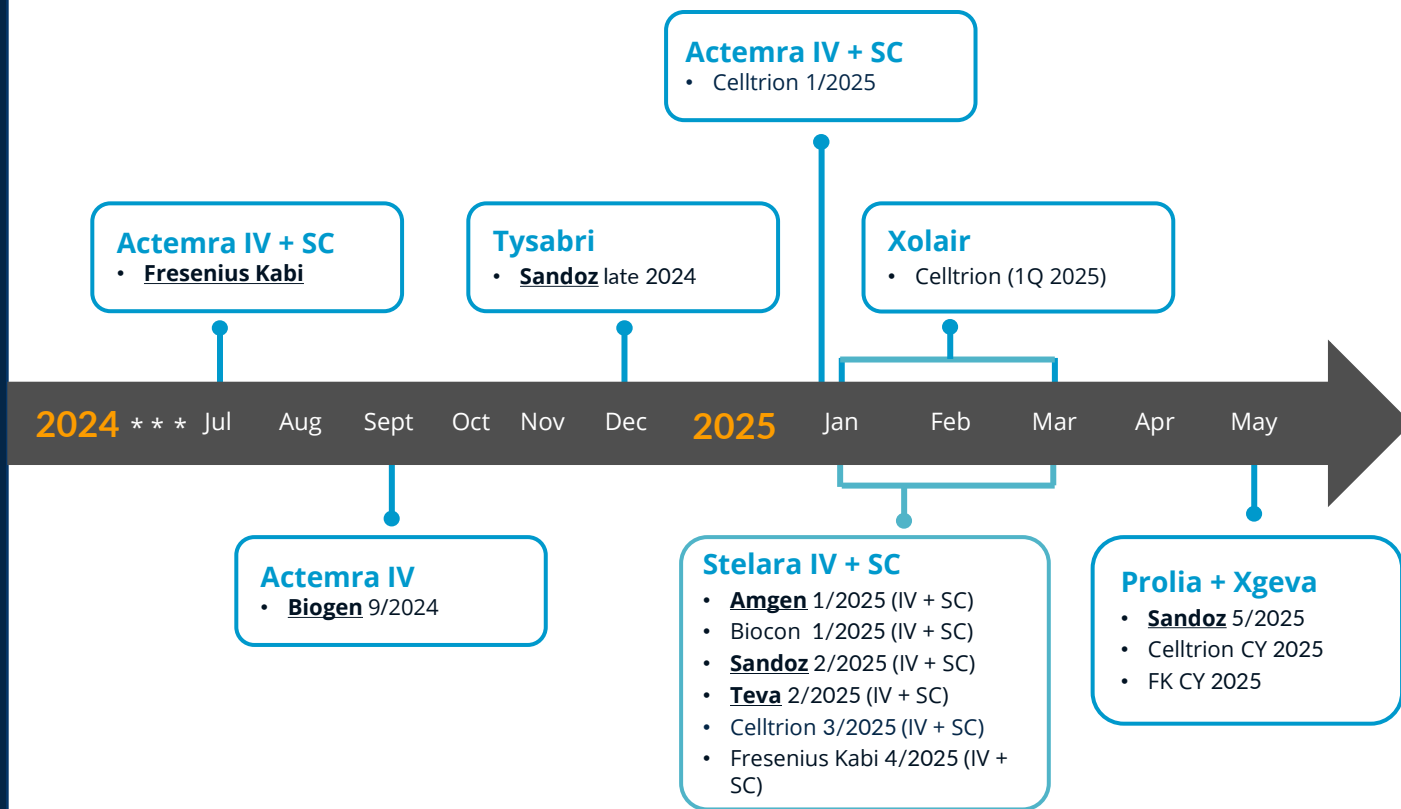
Biosimilars

Ventegra Formulary Approach to Biosimilars

- Biosimilars will be launched for several high-profile originator products during the next 15 months:
 - Stelara
 - Xolair
 - Tysabri
 - Prolia/Xgeva
 - Actemra
- Product selection criteria includes the following
 - Approved indications
 - Available dosage forms
 - Favorable pricing terms
 - Wide commercial availability
- Ventegra will add biosimilars for these originator products to formulary as soon as it is commercially practicable

Projected Biosimilar Pipeline*

Opportunities between 2024 and 2025



Originator Product

Manufacturer = FDA approved
Manufacturer = not FDA approved
Date = approximate launch date

*As of 9/9/2024

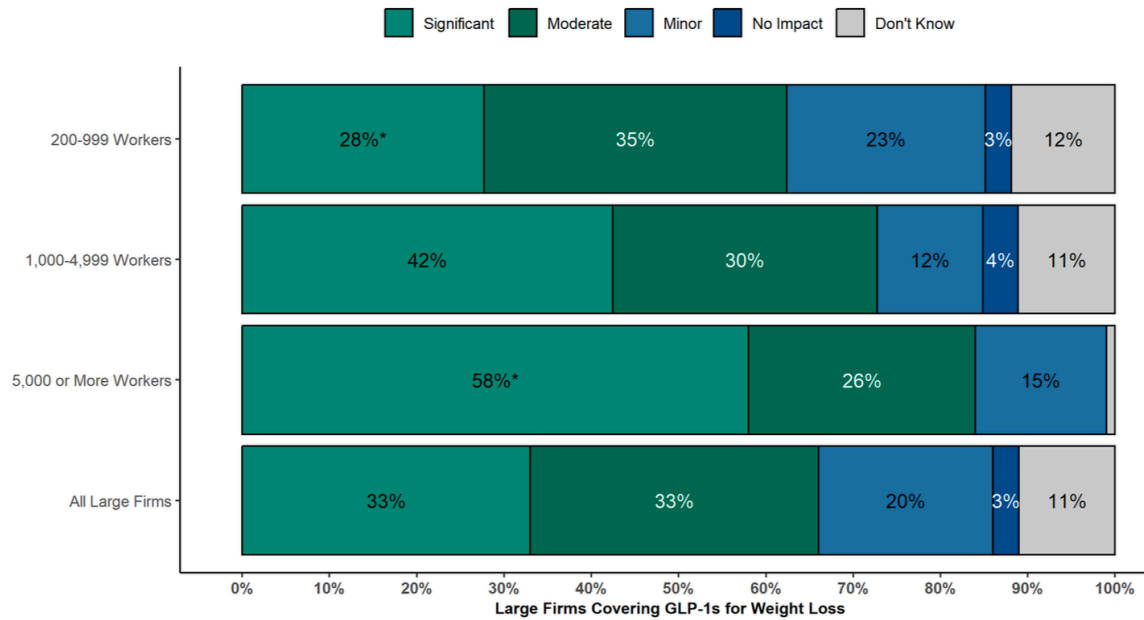
GLP-1 Medications

GLP-1 Medications

- Examples:
 - Ozempic, Wegovy, Mounjaro, Zepbound, Trulicity, Rybelsus
- FDA approved for
 - Type 2 Diabetes (Ozempic, Mounjaro, Trulicity, Rybelsus)
 - Weight Loss (Wegovy and Zepbound)
 - *Sleep Apnea*
- Most employers & TPA's exclude coverage for weight management

GLP-1 Medications

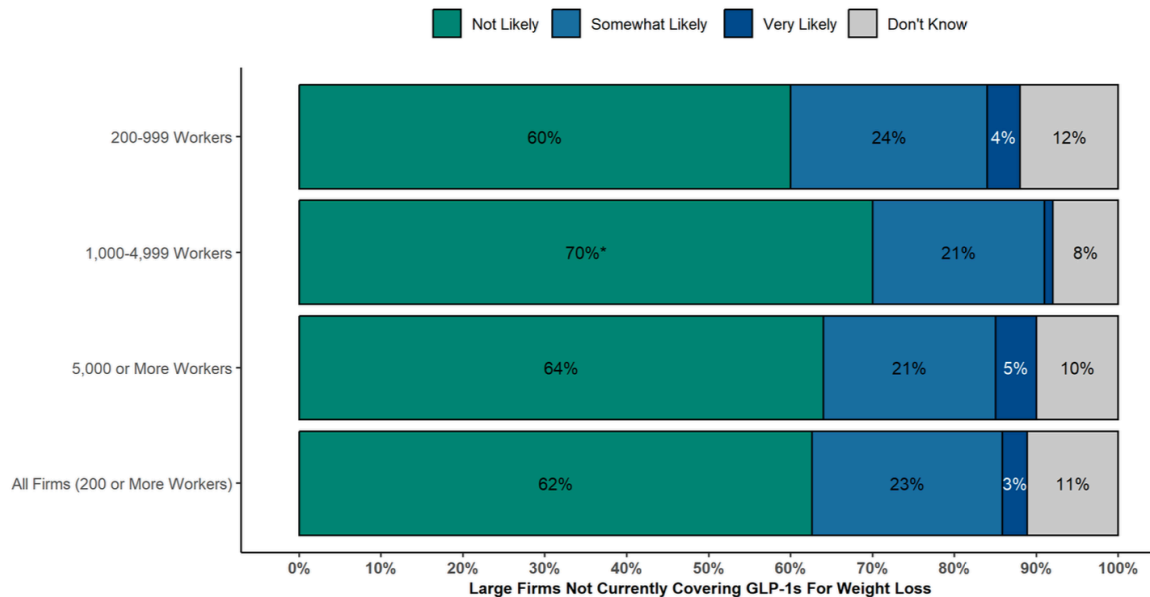
Figure H
Firms View on How Much Of An Impact GLP-1 Agonists Will Have on Prescription Drug Spending, by Firm Size, 2024



* Estimates are statistically different from estimate for all other firms not in the indicated category within each firm size ($p < .05$).
 NOTE: Firms with multiple plans were asked about their plan with the largest enrollment. Among firms with 200 or more workers that offer health benefits, 18% reported that their largest plan included coverage for any GLP-1 antagonists when used primarily for weight loss.
 SOURCE: KFF Employer Health Benefits Survey, 2024

GLP-1 Medications

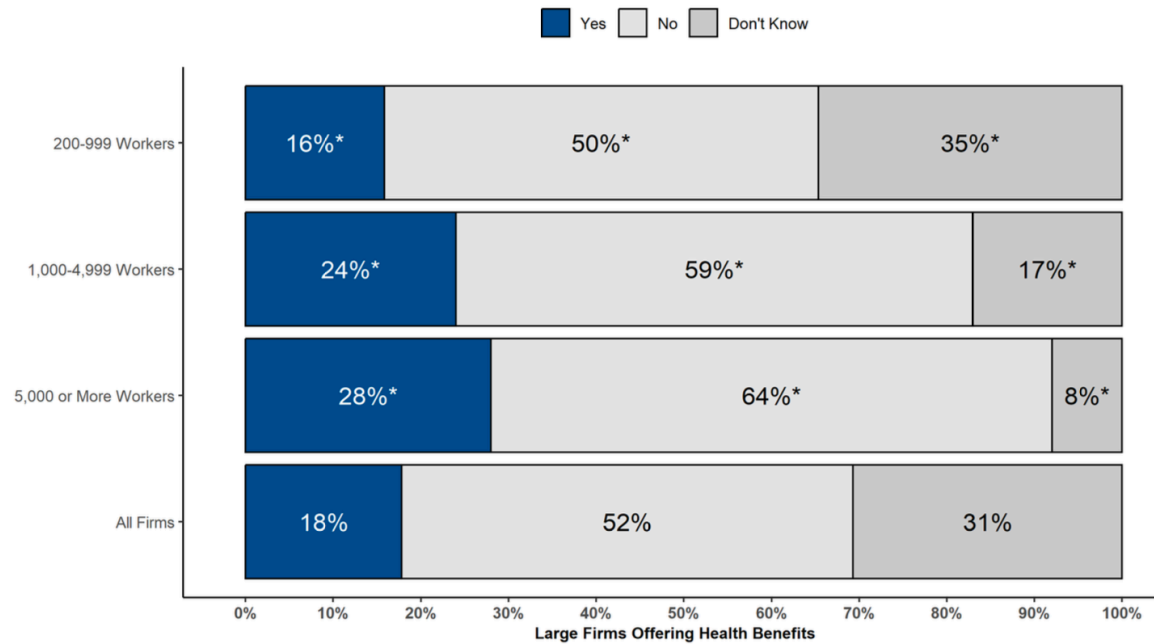
Figure 13.20
Among Firms Not Covering GLP-1 Angonists For Weight Loss, Firm Views on How Likely It Is Add Coverage In The Next 12 Months, by Firm Size, 2024



* Estimates are statistically different from estimate for all other firms not in the indicated category within each firm size ($p < .05$).
 NOTE: Firms with multiple plans were asked about their plan with the largest enrollment. Among firms with 200 or more workers that offer health benefits, 52% reported that their largest plan did not include coverage for any GLP-1 agonists when used primarily for weight loss. Firms which did not know, were not asked whether there were likely to add coverage.
 SOURCE: KFF Employer Health Benefits Survey, 2024

GLP-1 Medications

Figure 13.15
Percentage of Firms Whose Largest Plan Includes Coverage For GLP-1 Agonists When Used Primarily For Weight Loss, by Firm Size, 2024



* Estimates are statistically different from estimate for all other firms not in the indicated category within each firm size ($p < .05$).
 NOTE: Large Firms have 200 or more workers. Firms with multiple plans were asked about their plan with the largest enrollment.
 SOURCE: KFF Employer Health Benefits Survey, 2024

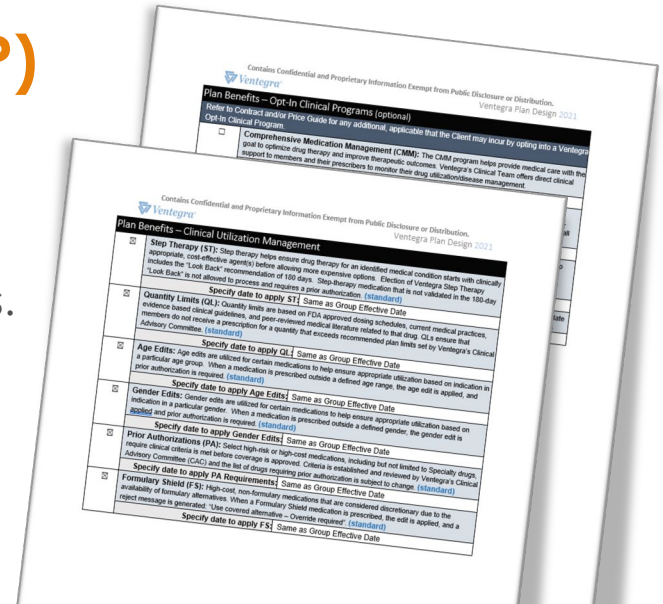
Prior Auth and Clinical Edits

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improve patient care and deliver savings by:

- ✓ Focusing on your individual needs.
- ✓ Allowing you to take advantage of our discounts.
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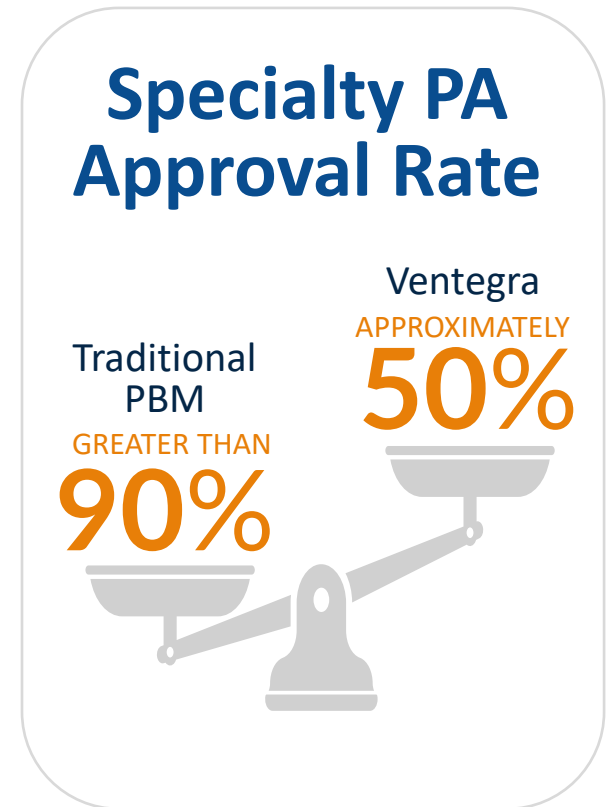


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- Prior Authorization: Review for medical necessity (i.e. meets appropriate clinical criteria for use)
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Questions?