
To: NEOHUA

From: Jeffrey D. Zimon, Esq.; Zimon LLC

Date: April 24, 2019

Re: June CE - Information and Outline

Topic: Do's and Don'ts of Setting Up Your Prescription Plan For Maximum Cost Savings under ACA

Outline:

I. Identify Problems and Opportunities (10 Minutes)

A. Do Evaluate Employer Plan Costs, Pressures, Options

Description: Plan design structures and costs associated with them need to be evaluated to establish the root causes of potential cost issues and how to better manage them. This section is a general overview of strategies to investigate and analyze these types of problems.

II. Assess and Document Redesign of Pharmacy Benefit (10 Minutes)

A. Don't Forget the Basic ERISA/HIPAA Requirements

Description: As the analysis of problems and opportunities is conducted, the practitioner must remember the Fundamental Legal requirements. Plan document and Summary Plan Description requirements under ERISA Section 402 and 102 respectively, the Health Insurance Portability and Accountability Act of 1996 restrictions on the use and disclosure of Protected Health Information must be evaluated, along with proper structures and parameters to permit a good analysis and actions to advance from that analysis, while complying with the associated legal requirements.

III. Pharmacy Benefit Manager Agreement (15 Minutes)

A. Agreements that Work – Don't Ignore Essential Elements

Description: Pharmacy Benefit Manager Agreements have numerous terms and conditions and involve fee and fee disclosures. This discussion will involve a review of those important terms, the terms to be sure are contained in such an agreement and some of the pressure points and risk management approaches to such contracting.

IV. Cost Saving Strategies and ACA Compliance (15 Minutes)

Do Assess Self-Insured Opportunities and Options

Description: Self-insured plans, which will have more flexibility in terms of pharmacy benefits, must provide minimum value. What does that mean in the context of PBM contract, arrangements, and pharmacy benefit terms and conditions, scope and limitations. What can be done and how to manage and/or control cost and work to solve problems in a productive and legally compliant fashion.