Best Practices for Progressive Employers in Managing Benefits
Agenda

• Get to know Robert Petcove and why I’m here

• Create Your Agenda

• Get to it

• Key Take-Aways
Robert Petcove, Area VP

- 2nd Generation, Large Group Healthcare Consultant (30 Years)
- Business was acquired by:
  - First Union Bank in 2001, bought it back in 2005
  - Quadrupled in size in 8 years
  - Gallagher in 2013
- Expertise in:
  - Large, national employers
  - Self-funded strategies
  - Pharmacy
  - Benefits Administration, HCM
Create Your Agenda

- Funding Techniques & Options
- To Exchange or Not Exchange?
- Pharmacy benefits
- The Opioid Crisis – how can you help?
- How to best engage your employees
Funding Techniques & Options

• Data is Everything
  • ……and so are your partner’s resources

• To Self-Fund or not

• Take every advantage/risk that you can afford

• Offer Choice
To Exchange or Not Exchange

- What is an exchange?
- Will it save us money?
- Are you willing to have a defined contribution?
- Are you willing to have your enrollment handled by the platform?
- Can you achieve more by slicing the pie?
Pharmacy

• Shell game
• Acquisition city
• Define Transparency
• Contract determines everything
• Prepare to audit
Do we have an Opioid Crisis?

- What percentage of people released from the hospital will be prescribed an opioid? 98%
- If a diabetic costs approximately $6,000/year more than a typical member, how much more does someone using opioids? $15,000
- Which Demographic has the highest use, Male/Female and Age? Females, 40-59
- Leading cause of accidental death in the US: Unintentional overdose
- What percentage of people who used heroin in the past year misused opioids first? 75%
How to Engage

• Look deep inside
• Use materials that work for your population
• Utilize graphic artists services
Key Takeaways

- Understand:
  - what partner resources are most beneficial to your organization
  - how to maximize my organization’s benefit dollars
  - how to put your organization in the driver’s seat
  - how to become a “Destination Employer”