

## Announcing Changes to Prescription Copays and Supplies in 2017

In the Spring 2016 newsletter, the Joint Health Management Board (JHMB) detailed how it uses data to drive its decision making and reviews wellness trends to collectively reach agreements for the best way to structure the District's benefits plan in the best interests of its employees, retirees, and their families. One of the key strategic considerations for the JHMB in 2016 has been to slow the rise in prescription drug costs, which continues to outpace overall healthcare costs increases nationally.

EnvisionRxOptions and the District are always working together to find ways to provide better prescription coverage while managing the rising costs of prescription medications. Effective January 1, 2017, the copay tier structure and the amount of days for which Plan Option A and B participants can receive supplies will change.

### NEW: Copay Tier Structure

On January 1, 2017, there will be a new tier for specific generic medications that are covered with no copayment required. This new tier (tier 1) will cover generic medications that are used for treating hyperlipidemia, hypertension, diabetes, and depression - key disease categories upon which the JHMB is strategically focused to improve the overall health of the District's



population. **There will be a \$0 copay for 30-day and 90-day orders for this new tier.**

The 30-day copay amounts for all existing tiers (tiers 2, 3, and 4) will not change, however the copay amount for the 90-day retail and mail order supplies will increase. Please review the chart below for more details.

### 180-day Supplies Will No Longer Be Available

On January 1, 2017, members will still be able to obtain 30-day supplies, as well as 90-day supplies of medications at retail pharmacies. In addition, members will be able to fill 90-day supplies of medication at mail order.

However beginning January 1, 2017, 180-day supplies of medications will no longer be covered under the prescription benefit at retail pharmacies and mail order. Please contact your physician as a new prescription may be required

for shorter day supplies of medications.

*Always talk to your doctor before discontinuing or changing any medication. If you have medical questions please contact your health care provider. We encourage you to work with your physician to determine which medication options are best for you.*

### 2017 Benefits Enrollment

The District's 2017 Benefits Enrollment will take place between October 3 - December 2, 2016. In the coming weeks you'll receive information from EnvisionRxOptions regarding these changes and by early October you'll receive the annual enrollment packet from the District.

Until then, should you have additional questions about your prescription drug benefit, please contact the EnvisionRxOptions Customer Service Help Desk 24 hours a day/7 days a week at (800) 361-4542.

TIERS	30-DAY RETAIL COPAYMENT	90-DAY RETAIL AND MAIL ORDER COPAYMENT	30-DAY SPECIALTY MEDICATION COPAYMENT
<b>Tier 1 Generic:</b> Medications that are used for treating hyperlipidemia, hypertension, diabetes, and depression	\$0	\$0	\$10
<b>Tier 2 Generic:</b> All other categories of covered, generic medications.	\$10	\$20	
<b>Tier 3 Preferred Brand:</b> Preferred Brand Name medications	\$35	\$70	\$35
<b>Tier 4 Non-Preferred Brand:</b> Non preferred brand name medications	\$50	\$100	\$50

# Opiate Addiction is a Growing Health Concern

## Special Feature from Avante Health

*"When you look at the staggering statistics, in terms of lives lost, productivity impacted, costs to communities, but most importantly cost to families from this epidemic of opioid abuse, it has to be something that is right up there at the top of our radar screen." – President Barack Obama, 2016*

This statement by President Barack Obama is reflective of our national opiate addiction epidemic. Opiates are a class of drugs that include heroin, morphine, and its synthetic analogs: oxycodone, hydrocodone, codeine, fentanyl, and others. These chemicals interact with opioid receptors in the nervous system to produce pleasurable results and relieve pain. They also decrease respiratory drive and are mood depressants.

Drug overdose has been the leading cause of accidental death in the US, with 47,055 lethal overdoses in 2014. Although opiate addiction constitutes 10-20% of all addiction, death by opiate overdose comprises over 50% of lost lives. There is a close correlation between access and use. Sales of opiate medication increased by four times between 1999 and 2004, which was the same increase in both number of addicted individuals and overdose deaths. One of the most recent, high profile overdoses occurred in April when the singer, Prince, died of an accidental overdose of the opiate fentanyl.

### Use Among Adolescents and Women

Two particular populations heavily impacted by opiate use are adolescents and women. In 2014, 28,000 adolescents had used heroin in the previous year, mostly because prescription agents that they used early in their addiction were too expensive and harder to obtain. Most adolescents polled reported that their first access to these agents were from leftover or unused prescriptions of others.

Additionally, statistics have shown that women are more likely to suffer from chronic pain and be prescribed higher doses of opiates for longer periods of time. Several studies performed by the Centers for Disease Control indicate that women may develop addiction to opiates more rapidly than men. In addition to females overdosing with opiates increasing by 400% (compared to 237% for men during the same time period), overdose death rates have tripled for women from just 2010 to 2013.

### Recognition and Prevention

Identification of illicit opiate use is often difficult, since in the early stages opiate use usually accompanies a bona fide injury or pain management problem. However, chronic use can lead to tiredness, decreased productivity, diminished interest in previously enjoyed activities, and a change in behavior towards focusing on obtaining the drugs. Physical signs can consist of shortness of breath, dry mouth, constricted (small) pupils, disorientation, cycles of hyper alertness followed by suddenly nodding off, and wearing long sleeves in terribly hot weather.

It is often quite difficult to confront someone abusing these agents, in that so often they are convinced of the necessity of these drugs as

medication. It would not be uncommon for someone to self-justify the use of chronic opiate medication for back pain or migraine headaches, even when all recent literature indicates that long term use lowers one's pain threshold, thereby worsening the benefit of these agents even in the short term.



Prevention is best summed up by one word: access. Although the United States comprises 20% of the world's population, we consume 80% of all opiate medication produced. In 2015, 259 million prescriptions were written for opiates, which is more than enough to provide every adult person with a bottle of pills. Recent changes in FDA guidelines, passed by Congress on July 13, 2016 and forwarded to the White House for Presidential approval at press time will change prescribing habits of physicians and access to treatment for impaired persons. Newer and safer pain management options will be available before opiates can be used.

### Treatment

Finally, treatment options have been expanded and insurance companies are now recognizing that one of the best approaches towards treatment is rapid and early referral. Insurance companies and public programs may be able to provide access to group and individual therapy, medically-assisted replacement and craving suppression (such as methadone, suboxone, and Vivitrol), and residential treatment if necessary. These programs are supported by aftercare programs in an effort to decrease misuse, abuse, addiction, and stigma. In addition, Employee Assistance Programs (such as the District's Claremont EAP), are often able to provide on-going case management to assure that patients stay focused on recovery once primary treatment is complete.

The new century ushered in a group of medications intended to ease physical pain and suffering, and its second decade will end with rational pain management that does not lead to anguish and addiction.

### Resources and Support

If you need to seek mental health or substance abuse treatment, Avante Health is here to assist you. The first step in this process is to call and speak with one of our clinical staff. They will evaluate your needs and make the appropriate referrals. The number to call is (559) 261-9050.

Additionally, Employee Assistance Programs (EAPs) are often effective in motivating employees to seek help. EAP counselors routinely screen for substance use and are well-positioned to facilitate referrals to treatment programs. Claremont EAP provides you and your family members in the immediate household with free and confidential counseling sessions for issues such as addiction, depression, anxiety, stress and grief. Call Claremont EAP at (800) 834-3773 for a referral for counseling.

# WellPATH Activities

## To Help You Along Your Path to Better Health



### Rewarding Your Commitment Get Your Program Fees Reimbursed

The WellPATH Program continues to search for ways to support you along your path to better health. Starting this fall, if you commit to improving your overall wellbeing, we will commit to making it easier for you. Complete ALL of your Behavior Modification Coaching and/or Personal Training Program sessions and you may be eligible to have WellPATH **REIMBURSE YOUR PROGRAM FEES**. Review the program details below and contact a Pinnacle Training Systems Wellness Coach at (559) 515-3578 for more details about this special offer.

### Behavior Modification Coaching Limited to individuals who have two or more unfavorable biometric readings

This program will focus on sustainable nutrition and healthy lifestyle behaviors. Participants will learn the skills and tools they need to incorporate life-long changes to undesirable habits and how to adopt healthy behaviors that reduce their risk of chronic disease.

During the initial consultation, participants work with the Pinnacle Training Systems Behavior Modification Coaches to establish their customized wellness goals. Thereafter, participants have 8, 30-min. sessions (in-person or by phone) to address barriers and achievements to meeting their goals. The coaching program also consists of 8 educational webinars, a nutritional workbook, nutritional analysis, and body composition tracking.

### Personal Training Program Limited to individuals who have two or more unfavorable biometric readings

This program will provide accountability to individuals having a hard time committing to a regular exercise program. Sessions will focus on teaching individuals proper techniques and exercise regimes that can be mimicked at home or another facility.

During initial consultation, participants work with Pinnacle Training Systems to determine goals and current level of fitness, assessment of strengths and weaknesses, body composition tracking, as well as the design of a custom workout based on principles of exercise science.

For more information about these programs and other WellPATH offerings, visit [www.JHMBHealthConnect.com/wellpath](http://www.JHMBHealthConnect.com/wellpath).

### Group Fitness Classes

August 29 - November 18, 2016

The WellPATH Program is proud to offer on-site group fitness classes led by Pinnacle Training Systems certified instructors. All fitness levels and skills are welcome - **especially beginners**. The cost is just **\$2.50 per class** and you can pay by cash, check, or money order at your first class. This session we're offering:

- 20x3 Circuit Training
- Butts & Guts
- Body Works Plus Abs
- Gentle Yoga
- Zumba
- *And More!*

Visit [www.JHMBHealthConnect.com/group-fitness-classes](http://www.JHMBHealthConnect.com/group-fitness-classes) to view our list of classes, register, and find out about our "Refer a Friend" program.

*Group fitness classes are open to active employees, spouses, domestic partners, dependent children age 18+, early retirees, and medicare-eligible retirees covered under the District's health benefit plan.*

### FREE Flu Shot Clinics Oct - Dec 2016

Last year, over 1,400 people received their flu shots through the District's free clinics. This October through December, the WellPATH program is partnering again with Kaiser Permanente to offer **FREE** Flu Shot Clinics at sites throughout the District.



The vaccine is free and available for employees with district medical insurance, covered spouses, domestic partners, dependents age 18+, early retirees, and Medicare-eligible retirees. All recipients must present district-issued medical ID card.

For more information and to request a flu shot clinic for your site, visit: [www.JHMBHealthConnect.com/free-flu-shots](http://www.JHMBHealthConnect.com/free-flu-shots).

Fresno Unified School District

## Benefits and Risk Management

Fresno Unified School District

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This is HealthConnect, a publication from your FUSD Joint Health Management Board (JHMB).  
For more information, visit the HealthConnect website at [www.JHMBHealthConnect.com](http://www.JHMBHealthConnect.com).  
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# HealthConnect

## Telehealth - Quality Care at Your Fingertips

### Delta PlushCare

#### PPO Plan Options A & B

The PlushCare network of telehealth physicians is available to all PPO medical plan participants and covered family members for **just \$5 per appointment** - *no deductible applies when using PlushCare!* Using Delta PlushCare is simple and convenient: you call or video chat with a doctor; he or she will diagnose your health issue and provide recommended treatments based on your symptoms, and if appropriate, the doctor can write a prescription and have it sent immediately to the pharmacy of your choice.

Telehealth is convenient for diagnosing and treating many non-acute medical conditions. PlushCare provides you with on-demand access to U.S. Board certified physicians via secure video or by phone. Their physicians provide the same level of care as in-person visits, including electronic prescriptions to your pharmacy in seconds. Appointments are available 24 hours a day, 7 days a week. Visit [www.JHMBHealthConnect.com/telehealth-at-your-fingertips](http://www.JHMBHealthConnect.com/telehealth-at-your-fingertips) for details on how to use this service.



### Kaiser Permanente

#### Plan Option C

As a Plan Option C participant, Kaiser Permanente provides you with a myriad of ways to meet with your physician or schedule an appointment. If you are pressed for time and/or prefer to meet with your physician via video, you can schedule an appointment in minutes by phone or using your mobile phone or computer. Kaiser recommends that participants download the KP Preventive Care app for the most convenient experience in scheduling appointments and conducting video visits. However, you can also visit their website at [kp.org/mydoctor/videovisits](http://kp.org/mydoctor/videovisits) for more details on how to use their telehealth services.