



The slant...

Volume 21 Issue2

Summer 2009

Points of Interest

- New Board Members announced
- Award Recipients announced
- Join SALGBA April 18-21, 2010 in Indianapolis, IN for the 28th Annual Conference & Expo

**SALGBA 2009
LIFETIME
ACHIEVEMENT
AWARD
PRESENTED TO
JIM SARVER**

SALGBA has joined the world of Twitter. Join to follow what is going on with the premier organization for public sector benefits professionals!

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President's Letter...

By Rick French, Director of HR Services, City of Garland, TX

Not even rain, snow, 50 mph winds, or the scare of the H1N1 flu, could keep the intrepid members of the State and Local Government Benefits Association from attending the 27th Annual SALGBA Conference in Denver, Colorado, during the week of April 26, 2009.

Immediate feedback from the conference was extremely positive. From the keynote addresses to the break-out sessions, to networking opportunities, and the renewing of friendships, it was the consensus that the 2009 conference was one of the most educational and rewarding events ever.

I would like to thank Tina Scott, our Executive Director, and her staff for doing an excellent job of hosting another hugely successful event. The venue, the itinerary, the food, the hotel service, and all of the ancillary events were superb. Also, we would like to congratulate Tina on providing us with our newest member of the SALGBA family, as she delivered her beautiful newborn daughter, Lucie, just days following the conference. I am happy to report that Mom and daughter are both doing just fine. I would also like to recognize Debbie Juul's leadership as SALGBA President last year as her shoes will be hard to fill. Additionally, SALGBA is so fortunate to have had Roger Holland as an Associate Board Member for the last three years and we are deeply indebted to Roger for his personal and professional dedication to the organization. Thanks Debbie and Roger!!!

On a personal note, I would like to thank each and every SALGBA member for the opportunity to be your Association President for 2009-10. I am humbled by this opportunity and will do my best to lead the organization in the integrity and tradition of those leaders before me. I have the luxury of working with the finest Board of Directors and Officer Groups in our industry, and I pledge that we will all make ourselves available to assist any jurisdictional member anytime you call on us individually or collectively. So, please call on *your Board and Association staff* anytime we can be of service.

I want to give special recognition and thanks to each of our valued Sponsors, Exhibitors, and Associate Members. SALGBA is blessed to work with such loyal, professional, and world class partners. You are the lifeblood of the Association and words could never adequately express the Board's appreciation for all you do. Please know that you are greatly, greatly appreciated.

In my lifetime, I have never experienced more uncertain times than those we are facing today. In times of trouble, I do my best to partner with those in my personal and professional life that find themselves in similar circumstances. As you know, there is safety in numbers. With budgets and travel expenses being reduced or eliminated, it is more important than ever that our members and sponsors choose carefully where they will invest their time, effort, and dollars.

I am convinced that SALGBA provides the best cost/

benefit value in our industry. I urge you to continue supporting the association, and telling your colleagues and vendors about the cost/benefit of becoming a SALGBA member. You have my pledge that the 2010 Conference in Indianapolis will be one of the best ever. One great idea or program that you learn about in Indianapolis will no doubt cover your entire SALGBA costs tenfold or more. But it is really up to you --- isn't it? You get out of something what you put into it and **SALGBA NEEDS YOU**. I am asking that you join me and your Board of Directors in keeping SALGBA the best it can be both NOW and in the FUTURE.

So, it is full speed and on to Indy in 2010. In the meantime, do not hesitate to call the SALGBA Executive Office or me anytime we can be of assistance.

Enjoy your summer!!!

All the best,

Rick French
Director of HR Services
City of Garland, TX

2009-10 SALGBA
President



SALGBA Board welcomes three new members...

*The SALGBA Board is proud to
welcome three new members.*

*Rob Tester with the State of
South Carolina*

*Pam Stultz with Larimer
County, CO*

*Scott Gibbs with McGriff, Seibels
& Williams as Associate Member
Advisor*

SALGBA Committee Chairs

Member Services & Internal Communication:

Pam Stultz, Larimer County, CO
Scott Mixon, FBMC

Membership:

Rob Tester, State of South Carolina
Scott Gibbs, McGriff, Seibels & Williams

Continuing Education:

Cindy Downey, The BEST Health Plan

Budget:

Cindy Kirk, City of Bryan, TX

Constitution & By-Laws:

Dan Stewart, University of TX System
Hubert Lincecum, State of Louisiana

Nominating:

Debbie Juul, LACERA

Program:

Chuck Griffith, Bernalillo County, NM

Conference:

Pete Hans, Waukesha County, WI

2009-2010 SALGBA Board of Directors

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SALGBA General Business Meeting Minutes April 2009

The SALGBA General Business meeting was called to order by President, Debbie Juul with LACERA. The first order of business was to review the 2008 General Business Meeting Minutes. Hubert Lincecum, State of Louisiana made a motion to approve the minutes, there was no discussion. David Kester with Harris County, TX seconded the motion. A vote was taken and the motion to accept the 2008 General Business Meeting Minutes as presented was approved unanimously.

SALGBA Treasurer, Cindy Kirk with the City of Bryan, Texas presented the Annual Treasurer's Report. The report includes 2008 Fiscal Year closing figures which show cash balance of \$182,742 revenues of \$382,616 and expenditures of \$410,367. The Fiscal Year ending June 30, 2008 shows a net of \$-27,751 and a cash balance of \$149,167. The report also included available information for the fiscal year July 1, 2008 through June 30, 2009, which does not reflect what will be the ultimate cash balance as of June 30, 2009 once conference expenses are paid. Fiscal Year (beginning July 1, 2008) revenues to-date are \$97,673 and expenditures to-date are \$103,498 leaving a net, of \$-5,825 and a current cash balance of \$149,167. At the conclusion of the report, David Kester with Harris County, TX, made a motion to accept the Treasurer's Report and Scott Payne with the City of Denton, TX, seconded the motion. The vote passing the motion was unanimous.

Dan Stewart presented the 2009-2010 slate of officers. As President is Rick French with the City of Garland, TX; as President-Elect, Chuck Griffith with Bernalillo County, NM; and as Treasurer, Cindy Kirk with the City of Bryan, TX. In addition, Ms. Downey announced the newly elected Board Members, Rob Tester with the State of South Carolina and Pam Stultz with Larimer County.

Debbie Juul turns the SALGBA Presidency over to Rick French. Rick thanked Debbie for her hard work and dedication to SALGBA and presented her with a plaque. Rick also recognized Tina Scott and her staff for their work on making the 2009 conference a wonderful and successful meeting. In addition, Rick thanked Roger Holland for his service on the Board of Directors and announced the appointment of Scott Gibbs with McGriff, Seibels & Williams of Texas as the new associate member advisor who will be working with Scott Mixon with FBMC who is also an associate member advisor on the Board.

Door prize drawings then took place with the following winning gift cards for their participation in the exhibit hall bingo card game: Sandra James, Jennifer Flory, Pam Palmquist, Cindy Downey, LeeAnn Perkins, and Linda Groteweil.

A motion to adjourn was made by Krista Britt with Harris County, TX and seconded by Hubert Lincecum with the State of Louisiana. The motion passed unanimously.

SALGBA 28th Annual Conference

April 18-21, 2010

Hyatt Regency in Indianapolis, IN

Registration will open in November 2009

SALGBA 2009 LINN BAKER LIFETIME ACHIEVEMENT AWARD...James Sarver

Jim Sarver is Jim Sarver what more can one say. Jim has served in SALGBA in a number of capacities and has been one of SALGBA's most loyal supporters. Jim has also contributed significantly to the profession and comes with the recommendation and support of Linn Baker as a nominee this year.

SALGBA 2009 JURISDICTIONAL MEMBER OF THE YEAR...Grace Rogers

Grace Rogers has been a member of SALGBA for 10+ years and has served as either Chair or committee member of the Continuing Education Committee for many of those years. She has also served on the SALGBA board of directors and been a contributing and supportive member in various other capacities.

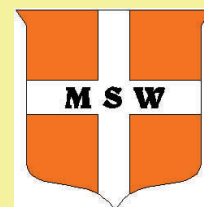
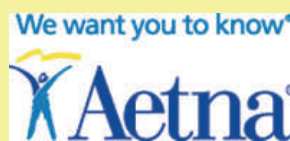
SALGBA 2009 Exemplary Efforts in Benefits Profession...Oklahoma Employees Benefits Council

OK Employee Benefits Council was recognized for their Health Mentoring Program. The OK EBC was invited to a special closed session along with only 4 other states to present their program to a commission of the Robert Wood Johnson Foundation based on a recommendation from the National Governors Association and the Commission to Build a Healthier America. The OK-EBC is a long time SALGBA member entity and supporter, speaking at conferences on a routine basis on timely and relevant topics.

SALGBA 2009 ASSOCIATE MEMBER OF THE YEAR...Carol Bailey

Carol Bailey has been a long time supporter and advocate of SALGBA by sponsoring, speaking, hosting functions, and being a contact when called upon for assistance by board members as well as fellow members. Carol has also brought partnership opportunities to the board to help move SALGBA forward.

2009 PLATINUM SPONSORS



Past Presidents Begin a Consulting Group

Submitted by Len Leto

Linn Baker, Lee Hauser, Jim Sarver and Len Leto have formed a consulting group. The group will specialize on helping public sector organizations handle the complexities of managing their benefit programs while providing cost effective, quality coverage for their employees and dependents.

Together the group has over 100 years of experience in the administration of large public sector employee benefit organizations. Len Leto speaking for the Group said, "In the course of our former careers we have already encountered and solved just about every issue and problem that could come up. We feel that we can help benefit managers with benefit design, provide cost containment ideas, health management and wellness initiatives, or just offer an overview of programs with constructive ideas for improvement. We have enormous experience developing and publishing Requests for Proposals (RFPs) and can help benefit managers design specifications that will achieve cost effective benefits and administration.

Our services are available for those projects that are selected through a competitive bid process and for projects that can be procured without bidding. We can provide our services without long term commitments and at lower costs than most other consultants.

Our principals have all had distinguished careers. For those who may be unfamiliar with us here is a summary of our backgrounds:

Linn Baker - Was the Executive Director of the State of Utah's Public Employees Health Program for 31 years. He was instrumental in developing the State's self-administered Health, Dental, Life, and Long-Term Disability programs. He implemented a statewide preferred provider network for public employees in 1985 and organized two self funded HMO networks offered to public employees in 1991. He is one of the founders and two time past president of the national State and Local Government Benefits Association (SALGBA). SALGBA's life time achievement award is named in his honor. He served on the National Advisory Committee for State Data Commissions, and on the Executive Committee of the National Academy of State Health Policy. He consulted for United Way of Utah and the Salt Lake Chamber of Commerce working on comprehensive health reform for the State of Utah. He was recently elected as the Chairman of the Board for the Utah Health Policy Project.

Lee Hauser- Served as Deputy Director of Administration for City of Indianapolis/Marion County Government from 1980 through 1988. From 1988 through 1993 was Vice President of Sales and Marketing for Blue Cross/Blue Shield and National Sales Director for Government Business for Accordia companies and Anthem Insurance Company. Lee is also a founding father of SALGBA and has served as President, Secretary and Treasurer in past years. Currently and for the past seventeen years is the Principal of Hauser and Associates Insurance Services, one of the top 25 enrollment companies in the country with 123 city governments, county governments and school districts, serving more government entities than any other agency nationally. Lee will be actively involved in hosting the SALGBA 2010 Conference in Indianapolis

Len Leto- Manager of Policy and Planning for the New Jersey State Health Benefits Program for 12 years until his retirement in July 2008. Prior to helping administer the New Jersey Program, Len had a long administrative career of twenty years with the New York City Health Benefits Program and served as the Director of the New York City Health Benefits Program from 1989 through 1995. New York City is the 2nd largest plan public sector health benefits plan in the country, while New Jersey is the 5th largest Plan. Over his career, he has over thirty years of experience in the administration of mega health benefits programs. He has also served on the Board of Directors for the State and Local Government Benefits Association and served as President from 2003 through 2004. He is currently serving as Chairperson to the Board of Directors of the New Jersey Health Care Quality Institute, a prestigious independent organization made up of health benefits stakeholders in New Jersey. He also has a Government Benefits Administrators certification.

James W. Sarver- Was the Director of the Office of Employee Benefits (OEB) Division for The University of Texas (U.T.) System until his recent retirement. OEB administers the Employee Group Insurance Program for 160,000 employees, retirees, and dependents. He joined U.T. System in 2000 after nearly 15 years as the Director of the Group Insurance Program at the Employees Retirement System of Texas. He previously served as CEO/President of a major Texas health insurer and has over 40 years of experience in insurance. He is a SALGBA Past President and holds the Certified Government Benefits Administrators certification."

In the next few weeks the Group will send more in-depth information to SALGBA members. Look for e-mails and follow up communications. For more information call Len Leto at 215-593-4720 or Linn Baker at 801-712-2456.

THANK YOU TO OUR 2009 SALGBA CONFERENCE Supporters!

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 UMR
 UnitedHealthcare
 URAC
 Walgreens Health Initiatives
 WellPoint

2009 CGBA Designations Awarded

The following individuals were recognized with the Certified Government Benefits Program Lifetime Certification:

Linn Baker

Grace Rogers

Missouri Consolidated Health Care Plan

The following individuals received re-certification in the CGBA program:

John Dalen

City County Insurance Services, OR

Rick French

City of Garland, TX

Len Leto

Scott Mixon

FBMC

Nicki Pfeider

Jefferson County Public Schools, KY

Baby Raley

City of Farmers Branch, TX

John Riddick

ASI

Carol Rucker-Plant

Holmes Murphy & Associates

Delia Valenzuela

City of Odessa, TX

Curtis Wilson

Richland County Recreation Commission, SC

The following individuals received CGBA certification:

Mark Saiz

City of Albuquerque, NM

Darlene Wieghat

Fort Bend County, TX

Fall Newsletter State of Things To Highlight the Pacific Region



Alaska



California



Hawaii



Oregon



Washington

Most Employers Underestimate Full Costs of Employee Health on Productivity

Large multi-employer study indicates that the costs of poor health are much greater for employers than medical and pharmaceutical spending alone

By: Ronald Loepke, MD, MPH and Michael Taitel, Ph. D., Alere Center for Health Intelligence

Poor health among workers is far costlier to U.S. employers than they realize, impacting their profitability and undercutting the nation's overall productivity, according to a study published in the *Journal of Occupational and Environmental Medicine* in April 2009. The multi-year study of 10 organizations utilized data from more than 150,000 workers and was coordinated by the American College of Occupational and Environmental Medicine, the Integrated Benefits Institute and Alere (www.alere.com). It indicates that employers that focus only on medical and pharmacy costs when creating employee health strategies may misidentify the health conditions that most impact the productivity of their employees and underestimate the impact of other important factors.

To fully gauge health-related productivity costs, researchers measured medical and pharmacy spending along with lost-productivity costs related to absenteeism and presenteeism and analyzed more than 1.1 million medical and pharmacy claims. The 10 corporations that participated ranged from an industrial chemical manufacturer and a computer manufacturer to telecommunications and technology companies. Key study findings include:

*Many employers underestimate the impact of presenteeism, which occurs when employees with health conditions are present at their jobs but are unable to perform at full capacity. The study concluded that impaired employee-performance typically creates a greater drain on a company's productivity than employee absence.

*When considering medical and drug costs alone, the study found that the top five conditions driving costs are cancer (other than skin cancer), back/neck pain, coronary heart disease, chronic pain, and high cholesterol. When health-related productivity costs were measured along with medical and pharmacy costs, the top five chronic health conditions driving overall health costs shifted significantly, to depression, obesity, arthritis, back/neck pain and anxiety.

- On average, every \$1 of medical and pharmacy costs is matched to \$2.3 of health-related productivity costs – and that figure is much greater for some conditions.
- Employees with multiple chronic health conditions, or co-morbidities, drive the largest effects on productivity loss.
- The impact of poor health on productivity impacts all levels of an organization.

Many employers miss an opportunity to improve productivity and their bottom-line results by failing to recognize and prioritize these health conditions when they develop integrated employee-health strategies and related intervention. In addition, there is a need to move beyond solutions that focus only on specific medical conditions and move toward the development of integrated personal health support strategies. Dealing with multiple health conditions and health risks by focusing on the whole person is especially important if American business is to remain competitive in the midst of a dire global economy.

There is a transformational opportunity for employers to look beyond healthcare benefits as a cost to be managed, and instead focus on the benefits of good health as an investment to be leveraged.

Considerations for Your Population

Determine the full cost of employee health by utilizing an assessment tool that incorporates measures of productivity

Develop employee wellness and health support programs that address stress-related cost drivers, including diet, exercise, and pain management

Search for health management programs that focus on the whole person approach, rather than on specific medical conditions

Communicate and incentivize existing programs to maximize employee enrollment and engagement

Loepke, R., Taitel, M., Haufle, V., Parry, T., Kessler, R.C. and Jinnett, K. (2009). Health and Productivity as a Business Strategy: A Multiemployer Study. *Journal of Occupational and Environmental Medicine*, 51(4):411-428. To obtain a free copy of the study, email erica.moreland@alere.com.

State and Local Government Benefits Association

...the premier organization for public sector benefits professionals

Membership Application

Entity _____

Address _____

City, State, Zip _____

Telephone _____ Fax _____

Name _____ Email _____

Position/Title _____

Website _____

Referral Source: Website SALGBA member Other _____

How did you hear about SALGBA? _____

What do you most hope to gain from your membership? _____

Membership Descriptions

Jurisdictional Member

A public sector entity actively engaged in administering an employee benefits program. Jurisdictional members may vote at the annual business meetings and are eligible to serve on the Board of Directors. The Secondary Member is a reduced fee for additional members from the same entity however there must be a Primary Member from the entity on file or applying.

Membership Type: **Primary Entity Member \$195** **Secondary Entity Member \$50**
 Local Government School/University State Entity Other: _____

Associate Member

A consultant organization, insurance company or other professional group that is a seller of employee benefits services, not a purchaser. Associate Members do not vote or serve on the Board, except in the nonvoting capacity of Associate Member Advisor. They are encouraged to serve on committees. The Secondary Member is a reduced fee for additional members from the same entity however there must be a Primary Member from the entity on file or applying.

Membership Type: **Primary Associate Member \$300** **Secondary Associate Member \$150**
 Company Type: Dental/Vision Health Insurance Pharmaceutical Company Software Management Consultant
 Other (Please explain) _____

Payment Information

The annual membership fee is due with this application. Payment may be made by check and payable to SALGBA, or by credit card. In order to pay by credit card please contact the SALGBA National Office at 888.623.8676 or visit www.salgba.com.

Please submit completed application with payment to:

SALGBA
 PO Box 220
 Big Hill, KY 40405
 Phone: 888-623-8676; Fax: 859-623-8694
salgba@salgba.com

NON-PROFIT EDUCATIONAL ORGANIZATION

Signature _____ Date _____

A Prescription for Better, Cost-Effective Employee Health and Productivity

By: Edward M. Feaver, Pharm.D., President, Prescription Solutions

In today's challenging economy, employers and plan sponsors are searching more diligently than ever for ways to continue to offer affordable, quality health care benefits to their employees. One way to derive greater value from a benefit plan is to leverage the pharmacy benefit component to not only save money for both parties, but to improve the employees' overall health and productivity in the process.

The key to effective pharmacy benefit management is to offer drugs that provide the best clinical value for the patient, promote delivery through the most cost-effective channels like mail service pharmacy, offer medication safety programs to avoid costly and potentially life-threatening adverse drug reactions, and manage the prescription drugs for conditions that are driving medical expenses—including chronic diseases such as diabetes, heart disease and high blood pressure. Creating targeted programs addressing these key areas will help to improve clinical outcomes, lower costs, and ultimately improve the health and well-being of all employees.

Here are the steps that any employer can take to reach such effective pharmacy benefit management goals:

1. Increase prescription drug affordability.

Generic drugs and the use of mail service for chronic medications are two big ways to realize significant cost savings. Employers who encourage the use of generics can save approximately nine percent (9%) in total drug costs for each five percent (5%) increase in generic dispensing. Employees will also save money, as most benefit designs apply a significantly lower member cost share for using generics. Mail service delivery also provides a solid strategy to lower costs, increase employee satisfaction and improve clinical outcomes. The best mail service pharmacies offer automated technology, informative educational materials and high-tech drug safety features.

2. Take advantage of drug safety programs.

Ensuring the safety of prescription drugs used by employees should be a key focus of any comprehensive pharmacy benefit program. For example, dangerous drug interactions (DDIs) are estimated to cause millions of dollars in health care costs and thousands of deaths each year. Limiting the use of inappropriate or unsafe drugs and guarding against potentially harmful drug combinations by working closely with physicians and patients plays an important role in improving safety and thereby reducing costs.

3. Benefit from clinical programs.

Clinical management of prescription drugs can help ensure members are taking their medications correctly so that they derive the maximum benefit from their drug regime, and also avoid adverse drug reactions (ADRs) and their associated complications, which can lead to costly ER visits and hospitalizations. Disease Therapy Management programs for those who are taking expensive and complex specialty pharmaceuticals are especially important, as potential side effects and the challenge of administering these medications can tempt patients to discontinue their drug therapy.

A Worthwhile Effort

Finding ways to reduce costs will remain a challenge for employers. However, by partnering with a knowledgeable, outcomes-focused pharmacy benefit management company that is committed to helping them reduce costs and improve outcomes, both the employer and employee will win through lower costs and improved health care and productivity.

About the author:

Edward M. Feaver, Pharm.D., is president of Prescription Solutions, an innovative pharmacy benefit management company managing the prescription drug benefit of commercial, Medicare and other governmental health plans, as well as those of employers and unions. A UnitedHealth Group company, Prescription Solutions serves members through a national network of 64,000 community pharmacies and state-of-the-art mail service pharmacies in Carlsbad, California, and Overland Park, Kansas. Dr. Feaver is leading the company's expansion by forging partnerships with health maintenance organizations, third party administrators, self-insured companies and union trusts. For more information visit www.prescriptionsolutions.com.

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***PLEASE BE SURE TO NOTE
THE NEW SALGBA PHONE
NUMBER & FAX NUMBER
FOR FUTURE
CORRESPONDENCE***

*Don't forget to mark your calendars
for the 2010 SALGBA Annual
Conference April 18-21 in
Indianapolis, IN at the Hyatt
Regency*

SALGBA UPDATES

- ***2010 Sponsor/Exhibitor Prospectus will be released soon.***
- ***2010 Call for Presentations has been released and is available at www.salgba.com.***
- ***2010 Conference Registration will open in November.***
- ***The SALGBA website has an RFP depository available for members to download samples for other members to reference. Simply login to your SALGBA account and click the RFP link for directions.***
- ***SALGBA's Executive Director, Tina Scott welcomed the newest edition to her family, Lucie Gray Bowling on May 18th.***

