

The following is from our health benefits expert at Allotta Farley.

2021 Rx Plan Formulary and Coverage of Preventive Medications

Another important change to the Rx benefit plan adopted by the University is the shift to a “restricted formulary” beginning with the 2021 calendar year. Ultimately, this means that some medications that were previously covered (in some cases for years) are no longer eligible. UT did not disclose the new Rx formulary at the time these changes were announced.

However, UT recently posted a “2021 Performance Formulary” to its website. This document lists covered medications, preferred alternatives, and excluded drugs. The 2021 Performance Formulary can be found at:

<https://www.utoledo.edu/depts/hr/benefits/docs/prescriptions/2021/CPRx-Performance-Formulary.pdf>

We also wanted to discuss the coverage of preventive services. Under the Affordable Care Act (“ACA”), non-grandfathered plans are required to cover preventive services, including certain medications. Many of these items are covered at 100%. It is our understanding that all UT health benefit plans are non-grandfathered.

Examples of prescriptions that are covered with \$0 co-payment include low dose aspirin products, generic tamoxifen and raloxifene, generic statins, generic prescription prep agents, and folic acid supplements. A list of preventive medications is located at the following link:

<https://www.utoledo.edu/depts/hr/benefits/docs/prescriptions/2021/CerpassRx-PrevMedList.pdf>.

Bear in mind that only medications that are defined as preventive under the ACA are eligible for 100% coverage.

Finally, the Blue Plan also provides lower co-payments for other preventive medications (i.e., preventive medications that fall outside of the ACA list). This is an important exception to the general rule we described in our last newsletter. The general rule is that a Blue Plan participant pays the full cost of a medication until the annual deductible is met. However, preventive medications are covered at the normal co-payment levels even before the deductible is met.

	<u>UTMC Pharmacy</u> <u>30 day supply</u>	<u>Retail</u> <u>14 day supply</u>
Tier 1 (Generic)	\$10	\$10
Tier 2 (Preferred Brand)	20% (\$60 max per Rx)	30% (\$120 max per Rx)
Tier 3 (Non-Preferred)	30% (\$120 max per Rx)	45%
	<u>90-day Supply</u>	
Tier 1 (Generic)	\$25	N/A
Tier 2 (Preferred)	20% (\$150 max per Rx)	N/A
Tier 3 (Non-Preferred)	30%	N/A

A copy of the Blue Plan Summary, which references these rules, can be found at: <https://www.utoledo.edu/depts/hr/benefits/docs/prescriptions/2021/UT-Consumer-Driven-Health-Plan-CDHP.pdf>. According to the Summary, the preventive medications which are available at the normal co-payment before reaching the Blue Plan deductible are listed at: <https://www.utoledo.edu/depts/hr/benefits/docs/prescriptions/2021/CerpassRx-PrevMedList.pdf>.

Drug costs are rising on a national level and these new changes shift more of that cost onto you. Therefore, it is important that you understand how these costs are assessed so that you can make the best decision possible when it comes to prescription drugs.