



**Changes to DC Employee
Benefits Plan 2025 Plan Year
Changes effective 1/1/2025**

Plan Impact	Change	Reason For Consideration
1. Move members on prescriptions for Humira to Hadlima with Prescriptive	EBAC supports HR Recommendation Members currently prescribed Humira to move to biosimilar equivalent Hadlima	Estimate -\$939,651 (-89.9% on this drug) annually. A biosimilar drug, Hadlima, is now available to patients that are currently prescribed Humira. This new biosimilar is significantly less expense. Members are already moving to the new equivalent.
2. Remove Wellness staff from doc Clinic	EBAC supports HR Recommendation Do not refill the vacant position and move ongoing wellness support to existing doc Clinic staff. Continue existing wellness programs under doc Clinic staff.	Estimate -\$140,00 annually. Savings realized from reduced salary and benefits costs. Existing wellness programs and Personal Health Assessments (PHA) would be managed by doc Clinic staff.
3. Adopt standard drug formulary offered under current Pharmacy Benefits Manager (PBM) Prescriptive	EBAC supports HR Recommendation Move from current custom formulary established under our previous PBM Northwest Pharmacy Servies to the standardized formulary under Prescriptive.	Estimate -\$275,078 (-3.8%) annually. Prescriptive would manage all prescriptions under their standard formulary and provide applicable rebates accordingly.
4. Durable medical Equipment – Breast Pumps (Optional Change)	EBAC supports HR Recommendation Amending plan language under durable medical equipment to include breast pump rentals as a covered service	Estimate +\$9,000 annually. This is an optional change recommended by PacificSource as a best practice.
5. Plan language updates (Medical and Dental Documents Wide)	EBAC supports HR Recommendation Language to be added or changed throughout the plan documents to clarify the administration of benefits, simplify plan language, or to align with PacificSource core plan language.	These changes are clarification and clean-up of plan language. Not a change to the benefit or coverage. HR is reviewing language changes with Deschutes County Legal to ensure it does not result in a change to benefits.