

AEHC

Alabama Employer Health Consortium

2023

Annual REPORT

DRIVING CHANGE IN HEALTHCARE

PREPARED BY

ALABAMA EMPLOYER HEALTH CONSORTIUM

☎ 205-795-2025

🌐 www.alemloyerhealth.org

A Letter from the President & CEO

The Alabama Employer Health Consortium (AEHC) is an employer-led non-profit organization established in 2018.

Our board includes leading Alabama employers that are vital stakeholders in the purchasing of healthcare.

AEHC provides important resources to our private and public member employers to optimize the value of their healthcare dollars. Our goal is to shine a light on health benefit trends and the governmental activities that affect them. We promote quality and value for the benefit of our member companies, their employees, and the bottom line.

Impact



An improved system affects all Alabamians.

Dear Friends and Partners,

Welcome; we proudly present our inaugural annual report!

When Alabama Employer Health Consortium (AEHC) was established in 2018, our founding employers envisioned an organization that would not only serve as a platform for interaction and education but also as a catalyst for positive change for employer-sponsored healthcare across Alabama. As you explore the pages of this report, you'll witness the evolution of our efforts—from our initial focus on hospital quality and safety to our exploration of diverse purchasing approaches adopted by leading employers and innovators nationwide.

The challenges posed by the COVID-19 pandemic only underscored the importance of peer interaction. In response, AEHC heightened non-structured employer check-in meetings, providing a space for members to share insights and coping strategies during unprecedented times. Together, we navigated through the complexities of pandemic response, from lockdown policies to vaccination initiatives and the return to a new normal.

Our commitment to fostering engagement among our members and facilitating connections with peers has been a cornerstone of our journey. We're proud to collaborate with esteemed organizations such as the National Alliance of Healthcare Purchaser Coalitions, the Validation Institute, thINc, and The Leapfrog Group. Through these partnerships, AEHC members gain access to a wealth of knowledge, connect with like-minded employers, and contribute to a broader national conversation.

Our vision is to continue building a community of engaged purchasers dedicated to enhancing healthcare in Alabama. To make informed decisions, we recognize the significance of learning from peers who face similar challenges. For us, healthcare is more than a financial calculation; it symbolizes a commitment to a better, sustainable system that prioritizes the health of our employees and their families.

As you review our 2023 annual report, a curated collection of key milestones from our five-year journey, we invite you to share in our vision. As we continue on this journey, we extend our gratitude for your unwavering support and commitment over the past five years.

Sincerely,
Michael Howard
President & CEO



Five Years: Review

2018

The Alabama Employer Health Consortium (AEHC) was formed.
AEHC becomes Leapfrog Group Regional Leader for Alabama.

2019

Number of Alabama hospitals completing The Leapfrog Group Hospital Quality survey increased by more than 60%.

AEHC members visited Capitol Hill with coalitions from twelve other states.

Certified Health Value Professional Certification (CHVP) offered to members at no cost (*program through the Validation Institute*).

Held 2 educational events with national speakers and local experts, 4 employer roundtable meetings, and provided timely policy and educational resources to members across the state.

2020

AEHC hosted a policy event with US Senator Doug Jones.

Held regular employer check-ins and provided resources for employers during COVID-19.

AEHC Members engaged in a national survey providing benchmarking for COVID-19 responses with 230 other employers nationally.

AEHC Members participated in the EFI/RAND Hospital Price Transparency Project 3.0.

Membership continued to increase; added two more employers and a hospital.

Continued our role as a Leapfrog Group Regional Leader.

2021

AEHC Members participated in the EFI/RAND Hospital Price Transparency Project 4.0.

Alabama hospital participation in The Leapfrog Group survey on Hospital Quality reaches a high of 35 participants.

Five Years: Review

2021

AEHC Member, Phifer, Inc., won an award for health purchaser innovation from The National Alliance of Healthcare Purchaser Coalitions.

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- AEHC Members engaged in a national benchmarking survey with 180 other employers nationally.
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- AEHC engaged with US Congress Representative Terri Sewell's office regarding HSA plans and onsite employer clinics. Rep. Sewell would co-sponsor legislation in 2022 to address the conflict: H.R. 7487, the Employee Access to Worksite Health Services Act.
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- Provided members with regular policy updates during the 2021 Alabama Legislative Session.
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- Held 8 employer check-ins, provided complimentary access to 2 National Alliance conferences, and signed on to letters with coalitions from around the country to help sensibly regulate "surprise bills".
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- Continued our role as a Leapfrog Group Regional Leader.

2022

AEHC Members engaged in a national benchmarking survey with 180 other employers nationally.

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- Provided members with regular policy updates during the 2022 Alabama Legislative Session.
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- Signed onto letter to ensure that important quality measures continue to be reported which resulted in CMS continuing to require hospitals to report certain avoidable, deadly mistakes.
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- Hosted educational session on Kaizen as a tool to approach healthcare issues, held an event on new hospital price transparency tools and Sage Transparency dashboard, and launched the annual AEHC Holiday Party.
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- Continued our role as a Leapfrog Group Regional Leader.
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- AEHC participated in National Alliance High Cost Claims Project, including local Roundtables.
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2023

February 2023

Winter AEHC Member Check-In

Michael Howard, Marsha Davis, Courtney Washington, and Cindy Giddens



April 2023

Lunch & Learn: What do you need to know about Pharmacy Benefits?

Speakers: George Hiller, Founder & Managing Member, Hiller Pharmacy Management Group; and Russell DuBose, VP Human Resources, Phifer, Inc.

Employers Focus on Improving Access to Quality Mental Health Care

AEHC Members participated in the comprehensive survey that led to this report.



May 2023

AEHC Employer Only Check-In

An employer roundtable discussion on pains, positives and successes for employee health and benefits.

2023

June 2023

Addressing Pharmacy Benefit Management Misalignment released

Developed to equip purchasers with skills to address conflicts in the PBM Industry. AEHC Board Chair Russell DuBose participated in the production of this playbook.

National Alliance Leadership Summits

AEHC staff and members learned from extraordinary national leaders how employers are mobilizing themselves as stakeholders in purchasing half the healthcare in the country!



LEFT: Michael Howard & Chris Glaub; ABOVE: Jimmie Botcher, Kat Cagle, & Russell DuBose

July 2023

South Alabama Employers & Hospital Innovation Event

Topic: How to impact the quality and cost of health care for employees.

Speakers: Scott Fenn, Sr VP Clinical Integration & Strategy, Infirmiry Health; Joann Nix, Sr VP Clinical Integration & Strategy, Infirmiry Health; Russell DuBose, HR Director, Phifer, Inc.; Michael Howard, President & CEO, AEHC

Employer Hospital Price Transparency Project

Several AEHC members contributed data to the Sage Transparency tool that compares hospital cost and quality.

2023

August 2023

AEHC Member Summer Mixer



ABOVE LEFT: Wendy Brownlee & Ashley Hawkins; ABOVE RIGHT: Laura Turner & Chuck Riley;

RIGHT: Brett Wisse, David Green, & Findley Green



September 2023

Primary Care: The Most Powerful Tool for Achieving Employee Health

Speakers: Donna West, Buffalo Rock, and Russell DuBose, Phifer, Inc.

November 2023

Sailing the Seas of Point Solutions

Speakers: Lee Lewis and Colin McLennan, Health Transformation Alliance
Employers learned strategic approaches for vendor partnerships.

National Alliance Annual Forum

AEHC staff, joined by AEHC employer members, attended this annual event to help lead transformation in healthcare.

How Employers Are Navigating Changing Waters in Healthcare

AEHC members came together to learn and commemorate the year. Spirits were ignited for the year ahead.

Educate

AEHC members regularly convene as peers to exchange best practices, explore innovative approaches, discuss plan design, and navigate new regulations. Members benefit from Peer-to-Peer Meetings, National Conferences, Special Projects, Workshops, Lunch & Learns, Webinars, and Brown Bag Sessions.

Educational sessions on Pharmacy Benefits, Primary Care, Price Transparency, and Hospital Innovation were held throughout Alabama in 2023.

Collective learning within the community adds significant membership value.

Improve

- AEHC Members engaged in a national benchmarking survey on mental health services with 180 other employers nationally.
- Continued our role as a Leapfrog Group Regional Leader.
- AEHC Members participated in the EFI/RAND Hospital Price Transparency Project 5.0.
- Held 6 online peer-to-peer meetings, and provided complimentary access to 2 National Alliance conferences.
- Provided members with regular policy updates during the 2023 Alabama Legislative Session.
- Joined forces with coalitions nationwide to advocate for reasonable regulations on PBM's, including their designation as a fiduciary so that they must work for their client, the plan sponsor.
- Continued efforts to change the tax code so HSA plans can offer onsite employer clinic services without charging a "market fee" that would discourage use.
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Monitor



AEHC joined with employers from around the country to educate U.S. lawmakers about the employer perspective on healthcare.

Engaged employers are critical to the process of improvement.



Michael Howard, Kat Cagle, and Russell DuBose on Capital Hill, November 2023

Leadership

Board of Directors



Russell Dubose, Chair
Phifer, Inc,
HR Director



Chris Glaub, Secretary
Regions Financial
VP of Corporate Benefits



Leslie Mawhorter, Treasurer
McWane, Inc.
Assistant VP of HR,
Compensation, & Benefits

“Engaging employers with healthcare, and each other.”

Staff Members



Michael Howard
President & CEO



Jimmie Bottcher
Director of
Member Engagement

**Educate.
Improve.
Monitor.**

AEHC

Alabama Employer Health Consortium