

**IMPORTANT ANNOUNCEMENT REGARDING
NEW PRESCRIPTION DRUG PLAN CO-PAYMENTS,
STEP THERAPY PROGRAM &
ZERO CO-PAYMENT PROGRAM**

The Labor/Management Committee is pleased to announce important health benefit changes in the Employee Medical Health Plan of Suffolk County (EMHP). In an ongoing effort to provide you with comprehensive and cost effective health benefits, and recognizing the need to control the ever increasing cost of providing quality health care, effective October 29, 2007, there will be new prescription drug plan co-payments, which, among other things, **lower the generic drug co-payment from \$10.00 to \$5.00 for generic drugs purchased at a retail pharmacy and through mail order. In addition, it maintains the \$10.00 generic drug co-payment for prescriptions written for greater than a 21-day supply for maintenance drugs filled at a maintenance pharmacy.** The co-payments for preferred and non-preferred drugs will increase as illustrated below. These changes allow for the EMHP to offer lower co-payments for generic drugs while still offering an alternative for the higher cost of brand name drugs. The following table contains the new co-payments effective October 29, 2007:

**NEW PRESCRIPTION DRUG PLAN CO-PAYMENTS
Effective October 29, 2007**

Supply Dispensed	Generic ¹	Preferred ²	Non-Preferred ³
Retail Pharmacy (21 day supply or less)	\$5	\$15	\$30
ESI Mail Order/Home Delivery (1 day to 90 day supply)	\$5	\$20	\$55
Maintenance Pharmacy (greater than a 21 day supply filled for maintenance drugs)	\$10	\$30	\$60

Please review the EMHP Booklet for complete details about the plan requirements.

¹The EMHP still follows the mandatory generic substitution requirement. For generic drugs, you will pay the applicable co-payment.

²You will pay the applicable co-payments for preferred brand name drugs obtained where no generic equivalent exists. If a generic equivalent exists, you will pay the applicable co-payment for the preferred brand name drugs **PLUS** the difference in cost between the preferred brand name and the generic drugs.

³ If a generic equivalent exists, you will pay the applicable co-payment for the non-preferred brand name drugs **PLUS** the difference in cost between the non-preferred brand name and the generic drugs.

Go to ESI's website at www.express-scripts.com to get a complete list of Retail and Maintenance Pharmacies. You can also use this website to order medications through Home Delivery. Contact ESI at 1-800-467-2006 if you have any questions.

NEW - THERAPEUTIC EQUIVALENT PROGRAM (STEP THERAPY) Effective November 15, 2007

What is Step Therapy?

Step Therapy is a program designed exclusively for people who have certain conditions such as, Acid Reflex/Heartburn, Arthritis, Asthma/Allergies, Depression, Eczema/Dermatitis, High Blood Pressure, High Cholesterol, Insomnia and other conditions that require medications to be taken regularly.

Step-Therapy medications are grouped into two categories:

- **Front-line drugs** – the first step – are generic drugs proven safe, effective and affordable. These drugs **must** be tried first because they can provide the same health benefit as more expensive drugs, but at a lower cost.
- **Back-up drugs** – the second and third step – are brand name drugs such as those you see advertised on TV. There are lower-cost brand name drugs (Step 2) and higher-cost brand name drugs (Step 3). The patient must try the Step 2 back-up drug before trying the Step-3 back-up drug.

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Back-up drugs typically cost more than front-line drugs.

What Drugs are Part of the Step Therapy Program?

The Step Therapy Program applies **ONLY** to certain prescription drugs and conditions like allergies/asthma, depression, high blood pressure, high cholesterol, pain/inflammation, skin disorders, sleep disorders and ulcers/acid reflex and is subject to change.

Please note the front-line drugs and back-up drugs are continually updated as new products and generic drugs become available. Therefore, we recommend that you periodically check the Express Scripts website, www.express-scripts.com, for the most current information or you can contact Express Scripts directly at 1-800-467-2006.

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Only your doctor can advise you about the drugs you take, so speak with your doctor about your medications. Give your doctor a copy of the attached *Step Therapy Drug List* and ask if the front-line drug is right for you.

Prescriptions for other medical conditions follow the rules and co-payments of EMHP's prescription drug plan.

To Whom Does Step Therapy Apply?

Step Therapy only affects **NEW** prescriptions or prescriptions that you have not filled in the previous 130 days. Using samples from the doctor does not count as taking a medication consistently.

If Step Therapy Applies to You, What Should You Do Now?

When your doctor prescribes a new medication for you, ask if a generic drug is right for you. It makes good sense to ask for these drugs first because, for most everyone, they work as well as brand-name drugs --- and they almost always cost less.

If you have already tried a front-line drug within the previous 130 days then your doctor can prescribe a back-up drug, but this will be at a higher cost to you. If your doctor decides a front-line drug is not medically appropriate for you, your doctor can request an override or "waiver" by calling Express Scripts at 1-800-417-8164 and completing the appropriate form.

Prior Authorization Override Process

If your doctor feels it is medically necessary for you to take the Back-up (Second Step) Drug without trying the Front-Line (First Step) Drug first, **your doctor** can call Express Scripts directly at 1-800-417-8164 to request a prior authorization override. Your doctor will be asked a series of questions concerning your condition. If the override is approved, you can fill the prescription for the Back-up Drug and pay the applicable co-payment.

Mandatory Generic/Non-Preferred Drug Waiver

You and your doctor can apply for a Mandatory Generic/Non-Preferred Drug Waiver to override the non-preferred drug co-payment if the back-up drug is not

a preferred medication. Please note, you would have had to try the generic drug **first** (front-line drug) prior to applying for a waiver. If the waiver is approved, you will pay the applicable preferred co-payment. You can obtain the waiver form by downloading it from the Express Scripts website at www.express-scripts.com or by calling ESI at 800-467-2006.

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How Can a List of Front-Line Drugs be Obtained?

Please note the front line drugs are continually updated as new products and generic drugs become available. Therefore, we recommend that you periodically check the Express Scripts website, www.express-scripts.com, for the most current information or you can contact Express Scripts directly at 1-800-467-2006.

Step Therapy helps you get an effective medication to treat your condition while keeping your costs as low as possible. The lowest-cost Step Therapy drugs also save money for your prescription-drug plan, and that helps ensure that your pharmacy benefit will be there for you and your family in the future.

\$ZERO CO-PAY PROGRAM

For a limited time only
Effective 11/15/07 – 5/14/08

If you are currently taking a targeted brand name drug the \$0 Co-Pay Program applies to you. For six months, beginning November 15, 2007, you can get certain generic prescription drugs for No (\$0) co-payment. This offer applies when you use a therapeutically equivalent, generic drug instead of the target brand-name drug, which Express Scripts' records show you are taking now. You will pay nothing for an appropriate generic between **November 15, 2007 and May 14, 2008**, for up to six fills*.

**Up to eight fills for a 21-day supply at a local participating pharmacy, or up to two fills for a 90-day supply through a local maintenance pharmacy or Express Scripts Home Delivery Program.*

After the six months, you will be responsible for the applicable co-payment for that particular drug.

If you qualify for this program, you will receive a communication directly from Express Scripts. **This is a voluntary program.**

Only you and your doctor can decide if a generic drug is right for you.