

UFCW Unions & Participating Employers
Health and Welfare Fund

Consultants Report

December 2025

Dec. 17, 2025/Josh Timm/Nathan Mathews

Q1-Q3 2025 Managed Pharmacy Key Performance Indicators

Executive Summary

Q1-Q3 2025 compared to Q1-Q3 2024

The Plan Paid PMPM increased 3.6% over the previous period, primarily due to changes in drug mix.

Total Plan Paid: \$235.42 PMPM

Net Plan Paid¹ PMPM: \$172.20 PMPM

Specialty accounted for 37% of total drug spend

The average number of members decreased 6% to 1,181

The average number of members using the benefit decreased 2.5% to 741

Trend Drivers:

- **Drug Mix – (1.2%)**
- **Utilization - 4.6%**
- **Inflation – 0.3%**
- **Member Contribution – (0.1%)**

¹ Net of rebates. Rebates are estimated based on current claims; actual results may vary.
Data used in this report was provided by OptumRx (2025 iQPR).

Key Performance Indicators

Q1-Q3 2025 vs Q1-Q3 2024

Total Trend was 3.6%

- Specialty contribution to trend was -12.1%
- Non-specialty contribution to trend was 15.7%

Key Performance Indicators			
Description	Q1-Q3 2025	Q1-Q3 2024	% Change
Avg. Members per Month	1181	1256	-6.0%
Average Age	53.7	53	3.6%
Members Utilizing Benefit	741	760	-2.5%
Members Paid per Rx	\$18.00	\$16.67	8.0%
Total Plan Paid	\$2.50M	\$2.57M	-2.7%
Plan Paid PMPM	\$235.42	227.25	3.6%
Non-Specialty Cost PMPM	\$148.34	128.29	15.6%
Specialty Cost PMPM	\$87.08	\$99.10	-12.1%
Specialty Percent of Plan Cost	37.0%	43.60%	-15.1%
Generic Fill Rate	82.6%	84.3%	-2.1%
Retail 90 Rate	38.2%	40.2%	-4.9%

Top 5 Disease States by PMPM Cost

The Top 5 disease states accounted for \$158.76 PMPM (or 67.4%) of total Plan paid (\$235.42 PMPM)

Disease State	PMPM		Trend	Top Driver
	Q1-Q3 2025	Q1-Q3 2024		
DIABETES	\$ 57.54	\$ 53.18	8.2%	Utilization
ENDOCRINE / METABOLIC DISORDERS	\$ 41.32	\$ 34.81	18.7%	Drug Mix
INFLAMMATORY CONDITIONS	\$ 21.96	\$ 28.15	-22.0%	Drug Mix
HIV	\$ 21.70	\$ 21.99	-1.3%	
ONCOLOGY	\$ 16.24	\$ 22.75	-28.6%	Drug Mix
ALL OTHERS	\$ 76.66	\$ 66.37	15.5%	

- Diabetes accounted for 24.4% of total Plan paid;
 - Ozempic was the top drug
- Endocrine / Metabolic Disorders accounted for 15% of total Plan paid
 - Somavert was the top drug

Top 10 Drugs by Plan Cost PMPM

- Utilization for GLP-1s used to treat diabetes and weight loss continue to increase
 - Diabetes - Ozempic (#4 to #2) and Mounjaro (#12 to #7)
 - Weight Loss – Zepbound (#33 to #9) and Wegovy (#24 to #11)
- Inflammatory Conditions (Humira / Stelara) biosimilars were offered as the preferred product with a \$0 copay. The brand product was still on formulary as non-preferred.

Q1-Q3 2025	Q1-Q3 2024	Q1-Q3 2025							Q1-Q3 2024	
Rank	Previous Rank	Brand Name	Therapy Class	Utilizing Members	Total Rx's	Total Plan Paid	Plan Paid Per Rx	Plan Paid PMPM	Plan Paid PMPM	% Change
1	1	SOMAVERT	Growth Hormones	1	4	\$ 270,140	\$ 67,535	\$ 25.42	\$ 19.91	27.7%
2	4	OZEMPIC	GLP-1 Receptor Agonists	40	227	\$ 193,448	\$ 852	\$ 18.21	\$ 13.80	32.0%
3	7	LENALIDOMIDE	Oncology	1	10	\$ 171,297	\$ 17,130	\$ 16.12	\$ 9.76	65.2%
4	2	SIGNIFOR LAR	Endocrine Disorders	1	8	\$ 168,125	\$ 21,016	\$ 15.82	\$ 14.72	7.5%
5	3	BIKTARVY	HIV-Multiclass Combo	5	18	\$ 140,703	\$ 7,817	\$ 13.24	\$ 14.16	-6.5%
6	6	JARDIANCE	SGLT-2 Inhibitors & Combo	31	97	\$ 127,587	\$ 1,315	\$ 12.01	\$ 10.13	18.6%
7	12	MOUNJARO	GLP-1 Receptor Agonists	21	87	\$ 80,181	\$ 922	\$ 7.55	\$ 5.59	35.1%
8	18	DUPIXENT	Chronic Inflammatory Disease	3	19	\$ 69,505	\$ 3,658	\$ 6.40	\$ 3.13	104.5%
9	33	ZEPBOUND	GLP-1 Receptor Agonists	13	66	\$ 64,548	\$ 978	\$ 6.08	\$ 1.16	424.1%
10	8	MAYZENT	Multiple Sclerosis	1	2	\$ 61,452	\$ 30,726	\$ 5.78	\$ 7.92	-27.0%
11	24	WEGOVY	GLP-1 Receptor Agonists	7	46	\$ 52,644	\$ 1,144	\$ 4.95	\$ 1.91	159.2%
12	15	ELIQUIS	Oral Anticoagulants	21	53	\$ 48,621	\$ 917	\$ 4.58	\$ 5.05	-9.3%
13	16	SYM TUZA	HIV-Multiclass Combo	1	10	\$ 43,456	\$ 4,346	\$ 4.09	\$ 4.28	-4.4%
14	17	FARIGA	SGLT-2 Inhibitors & Combo	15	27	\$ 37,119	\$ 1,375	\$ 3.49	\$ 3.64	-4.1%
15	9	COSNTYX	Chronic Inflammatory Disease	1	5	\$ 37,099	\$ 7,420	\$ 3.49	\$ 6.56	-46.8%
16	22	TRELEGY ELLIPTA	Inhaled Asthma/COPD Combo	10	42	\$ 33,222	\$ 791	\$ 3.13	\$ 1.97	58.9%
17		BIMZELX	Chronic Inflammatory Disease	1	4	\$ 31,375	\$ 7,844	\$ 2.95	\$ -	
18	28	DOVATO	HIV-Multiclass Combo	2	6	\$ 30,556	\$ 5,093	\$ 2.88	\$ 1.75	64.6%
19	35	STELRA	Chronic Inflammatory Disease	1	2	\$ 28,135	\$ 14,067	\$ 2.65	\$ 1.12	136.6%
20	5	HUMIRA PEN	Chronic Inflammatory Disease	3	4	\$ 26,970	\$ 6,742	\$ 2.54	\$ 12.21	-79.2%
			Total	179	737	\$ 1,716,183	\$ 2,329	\$ 161.38	\$ 138.77	16.3%