
Employee Clinic & Worksite Wellness

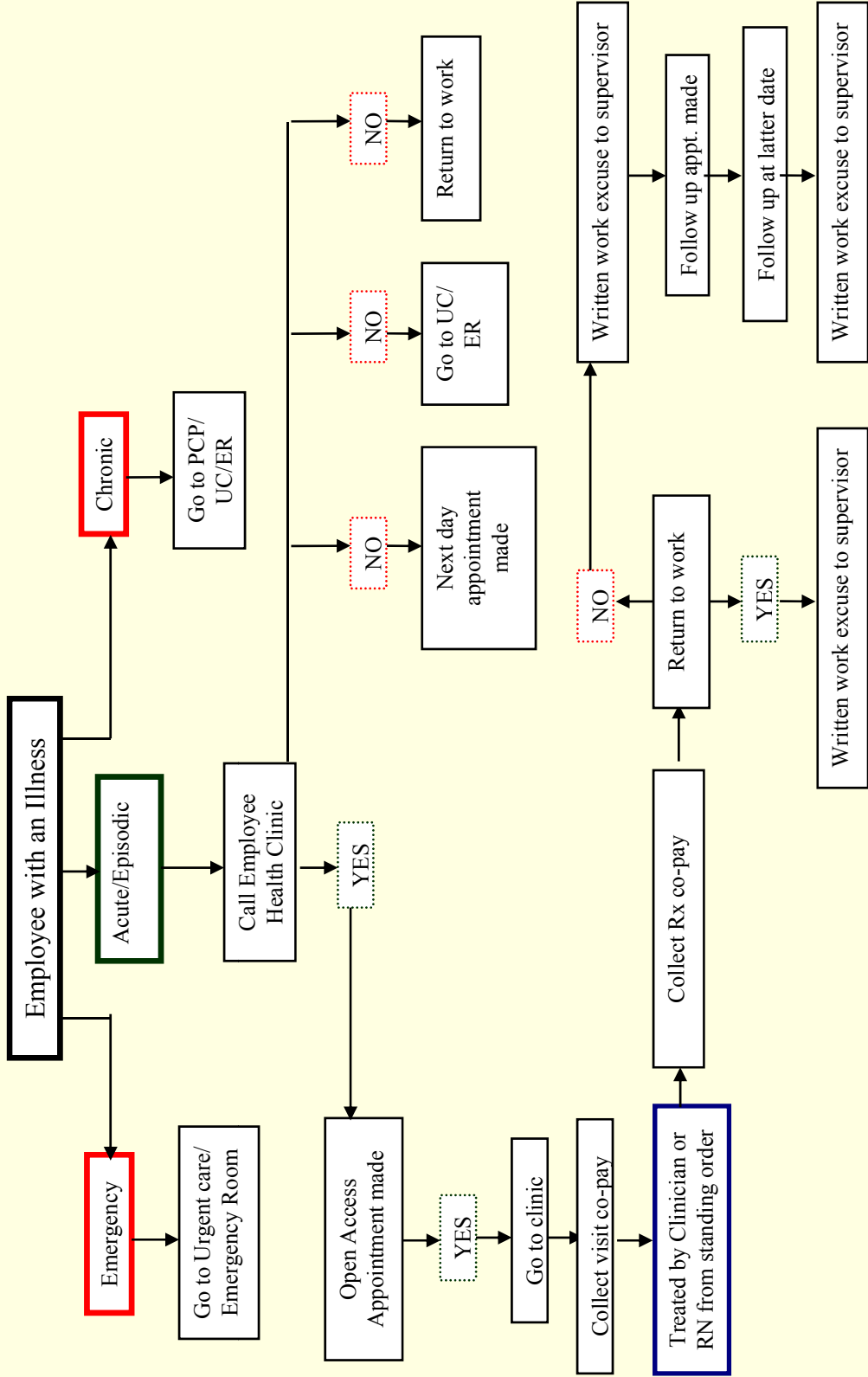
Regional Forum

June 5, 2008

Asheboro, NC

Employee & Family Health

Employee & Family Health



Employee & Family Health

- ▲ **Anticipated Benefit**
 - **County**
 - ✓ **No additional cost (wait until the end)**
 - ✓ **Added benefit for employees**
 - ✓ **More productive workforce**
 - ✓ **Healthier workforce**
 - ✓ **Improved morale**
 - ✓ **Potentially a limited level of health service for employees not covered by county insurance (probationary, temporary, etc.)**

Employee & Family Health

- ▲ **Anticipated Benefit**
 - **Supervisor**
 - ✓ Reduction in lost work time/decrease missed work when not medically necessary
 - ✓ Quick return to work when authorized
 - ✓ Improved productivity
 - ✓ Employee attendance at work that exposes others to illness

Employee & Family Health

- ▲ **Anticipated Benefit**
 - **Employee**
 - ✓ **Quick access**
 - ✓ **Save sick leave for when truly needed**
 - ✓ **Reduction of out of pocket co-pay**
 - ✓ **Quick recommendation on return to work and note confirming visit**

Employee & Family Health

- ▲ **Potential Disadvantages**
 - **Employer/Supervisor**
 - ✓ Potential overuse/misuse (visits that would never have received/sought care through existing system)
 - ✓ Liability for County/Health Department as a result of a bad health outcome
 - **Employee**
 - ✓ Acceptance/use of services due to concerns about confidentiality

Employee & Family Health

▲ Other Concerns

- **Additional costs (and no potential savings) in provision of service for employees not covered by county insurance plan**
- **Citizen concern that resources to provide care for the target population (low-income, uninsured, underinsured) are being diverted to provide services for county employees**
- **Overuse of service**
- **Importance of implementing any employee charge at outset rather than later**
- **Private sector concerns (Medical providers/ pharmacy's) about County assumption of these services**

Employee & Family Health

▲ Planning Services

- **Designed program based on the size of the county and scope of services desired**
- **Use an open access format**
- **Set fees and seek contracts when possible for routine activities or to offset the cost of operation (i.e. day care, law enforcement, school, and/or sports physicals)**
- **Immunizations (reallocate workload)**
- **Consider ancillary/support services [laboratory and pharmacy (limited formulary)]**

Employee & Family Health

- ▲ **Planning Services**
 - **Occupational Health Program (include workers compensation)**
 - **Disease Management initiatives beginning with those most expensive to County (like - diabetes, asthma, cardiovascular disease)**
 - **Expand current worksite Health Promotion/Prevention Initiatives to develop a healthier workforce (i.e. smoking cessation, exercise, weight loss/management, stress reduction)**

Employee & Family Health

▲ Cost for Services

Position:	Phys Ext 1.0 FTE	PH II 1.0 FTE	PA III 1.0 FTE	TOTAL
Annual Salary:	\$75,800.00	\$41,245.00	\$21,694.94	\$138,739.94
Insurance, Life	\$69.00	\$69.00	\$69.00	\$207.00
FICA	\$5,760.80	\$3,134.62	\$1,648.82	\$10,544.24
Insurance, Health	\$10,215.70	\$10,215.70	\$10,215.70	\$30,647.10
PCP Family cvg.				
Retirement	\$3,714.20	\$2,021.01	\$1,063.05	\$6,798.26
Insurance, Other	\$175.00	\$175.00	\$175.00	\$525.00
401K 2.0%	\$1,516.00	\$824.90	\$433.90	\$2,774.80
Longevity Bonus	\$25.00	\$25.00	\$25.00	\$75.00
Total	\$97,275.70	\$57,710.23	\$35,325.41	\$190,311.33
Cost/day	\$407.01	\$241.47	\$147.81	\$796.28

Employee & Family Health

▲ Cost for Services

Operating	Cost	Number	Avg. Cost Per Svcs.	Total
Labs	\$12,990.00	2,134	\$6.09	
Medications	\$22,430.00	4,200	\$5.34	
Supplies	\$14,300.00			
Total				\$49,720.00
Cost/day				\$208.03

Employee & Family Health

▲ Cost for Services

\$190,311.33	staff cost total
\$49,720.00	operating
\$240,031.33	total program cost
7	hrs
3	pts per hr
21	per day
239	wrk days
5019	visits annually
\$10.00	visit co-pay
\$50,190.00	visit co-pay collected
4,200	rx's
\$4.00	rx co-pay
\$16,800.00	rx co-pay collected
\$66,990.00	total co-pays
\$123,321.33	staff cost to county after co-pay
\$49,720.00	operating
\$47.82	avg. cost per visit
\$34.48	avg. cost per visit to county after co-pays
\$173,041.33	total cost to county

Employee & Family Health

▲ No Additional Cost

EHC COST COMPARISONS												
CPT	BCBS		Employee		Individual		Employee		Employee		Health Clinic	
	Allowed		Paid	Paid Total	Count	TOTAL	Health Clinic Cost	Paid	Count	Paid Total	TOTAL	
Office Visits												
99202	\$60.43		\$25.00	\$9,050.00	362	\$21,875.66	\$47.82	\$10.00	362	\$3,620.00	\$13,690.84	
99203	\$85.43		\$25.00	\$5,100.00	204	\$17,427.72	\$47.82	\$10.00	204	\$2,040.00	\$7,715.28	
99204	\$128.01		\$25.00	\$1,700.00	68	\$8,704.68	\$47.82	\$10.00	68	\$680.00	\$2,571.76	
99205	\$160.55		\$25.00	\$0.00	0	\$0.00	\$47.82	\$10.00	0	\$0.00	\$0.00	
99211	\$19.52		\$25.00	\$6,175.00	247	\$4,821.44	\$47.82	\$10.00	247	\$2,470.00	\$9,341.54	
99212	\$35.90		\$25.00	\$57,800.00	2312	\$83,000.80	\$47.82	\$10.00	2312	\$23,120.00	\$87,439.84	
99213	\$35.90		\$25.00	\$31,400.00	1256	\$45,090.40	\$47.82	\$10.00	1256	\$12,560.00	\$47,501.92	
99214	\$78.05		\$25.00	\$3,100.00	124	\$9,678.20	\$47.82	\$10.00	124	\$1,240.00	\$4,689.68	
99215	\$110.31		\$25.00	\$200.00	8	\$882.48	\$47.82	\$10.00	8	\$80.00	\$302.56	
9938X	\$108.00		\$25.00	\$4,950.00	198	\$21,384.00	\$47.82	\$10.00	198	\$1,980.00	\$7,488.36	
9939X	\$129.00		\$25.00	\$6,000.00	240	\$30,960.00	\$47.82	\$10.00	240	\$2,400.00	\$9,076.80	
Totals				\$125,475.00	5019	\$243,825.38			5019	\$50,190.00	\$189,818.58	

Employee & Family Health

- ▲ **Advisory Panel**
 - **Health Department Staff**
 - **Representatives of County Departments**
 - **Ex-officio - County Manager or Asst. County Manager, County Human Resources Director, Health Director**
- ▲ **Roles for the advisory committee include:**
 - **Communication/liaison with County Management**
 - **Review and evaluate data**
 - **Recommendations for continuation, adaptation, and/or expansion of service**

Employee & Family Health

- ▲ **Evaluation**
 - **Provider Productivity**
 - **Volume of Use of Service**
 - **Employee Satisfaction**
 - **Return On Investment/Cost Benefit**