

MARION COUNTY EMPLOYEE CLINIC

HISTORY



In 2020 Marion County moved from being Fully Insured under Florida Blue to being Partially Self-Insured. Benefits of the change include:

- **Plan design** flexibility to meet Marion County coverage needs
- **Premium** control to better reflect Marion County actual costs of health care
- **Employee Wellness** focus allowing for pro-active programming.

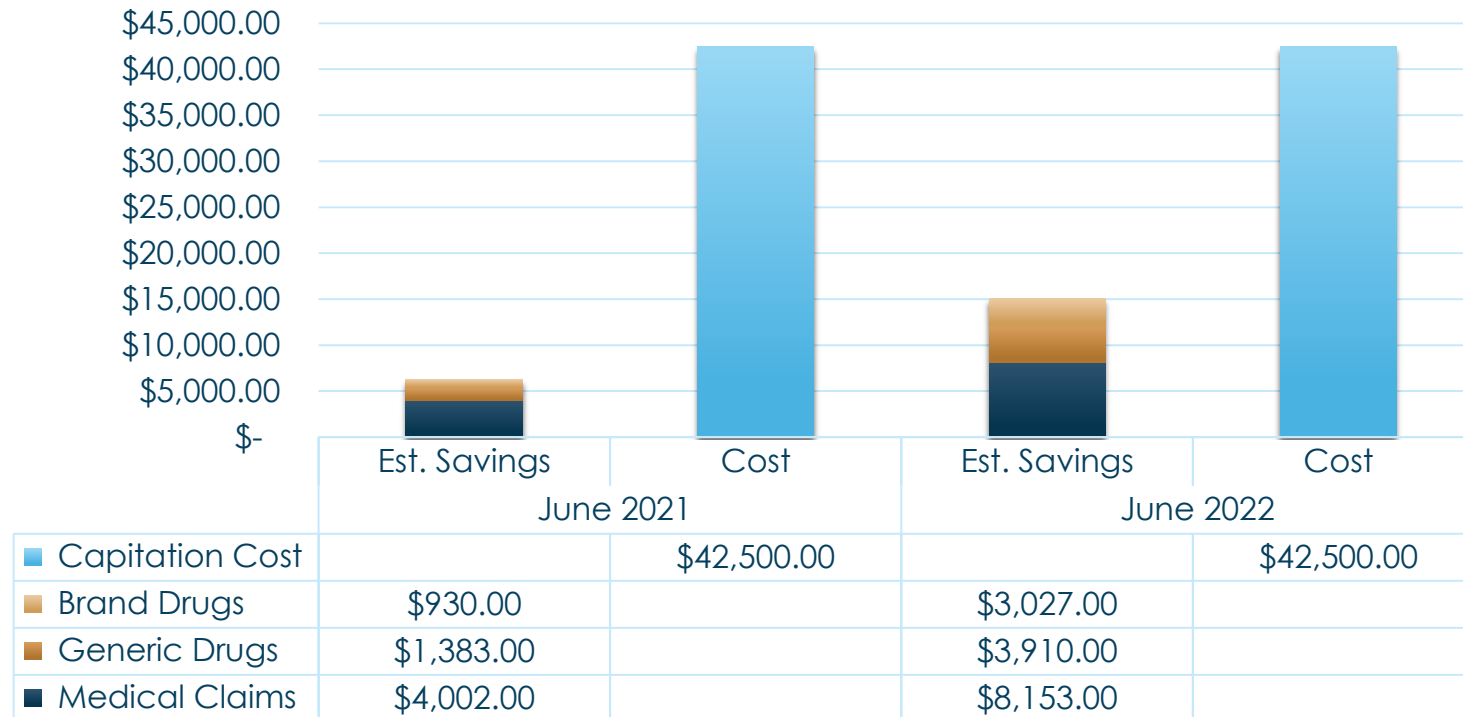
At the same time, Marion County entered into a 3 year agreement with the Heart of Florida, which ends September 30, 2023.

As a “near site clinic”, the original intent of the program included:

- Provided employee the look and feel of an internal employee health clinic without the start-up costs.
- Potential pharmacy savings
- Employee choice of multiple locations throughout the county.



Heart of Florida Estimated Savings vs. Capitation Cost



*For additional information please see the Heart of Florida June 2021 & June 2022 Review provided by Combined Insurance Services.

HEALTH PLAN MEMBER ENROLLMENT



Enrollment as of January 1, 2023

Enrollment	Members
Employees & Retirees	2590
Family Members	3162
Total Members	5752

WHAT ARE WE TRYING TO ACHIEVE?



Reduced claim costs and keeping premiums low!

- Avoid claims processed through Florida Blue
- Avoid unnecessary ER & Urgent Care visits
- Promote wellness through high quality, low cost prevention and treatment
- Increase employee satisfaction, moral, and ultimately increase retention
- Combine the Employee Clinic and Occupational Clinic to find further cost savings potential

EXPECTED ROI FROM INTERNAL CLINIC

A County controlled on-site Health Clinic can:

Help Ensure Convenient Access to High-Quality Care: By implementing our own Employee Clinic, Marion County will get to select providers, hours of operation, scheduling systems, and wait times. All of these pieces will have a huge impact on employee satisfaction and will go a long way in making employees, retirees, and dependents much more open to using the clinic.

Help Manage Healthcare Spend: Savings are derived in a number of ways: reduced absenteeism, improved retention, prevention of advanced disease stages, strategic referral patterns and better education to employees in understanding the healthcare system.

Empower Employees to Manage Chronic Conditions: A significant amount of healthcare spend can be attributed to chronic disease. In addition to managing episodic acute care, clinicians will be able to work with employees to manage diagnosed conditions and mitigate the long-term risk of developing complications.

Improve Productivity: A majority of employers that currently have employee clinics believe that their clinic has successfully reduced lost workdays. The hours employees spend in waiting rooms and doctor's offices, not only for themselves but for their children and dependents as well, adds up. Onsite clinics allow employees, as well as their dependents, to receive high-quality care quickly and conveniently throughout the regular workday.

Help Identify Illness Earlier: Removing the barriers employees cite to receiving care – time and convenience – allows for earlier detection and intervention of both chronic and significant healthcare issues.

Increase Employee Satisfaction: By offering an on-site clinic, employees would gain access to a convenient, low/no cost option for high-quality healthcare.

PRELIMINARY IMPLEMENTATION COST



Start Up Costs Estimation

COST PROPOSAL	Original RFP Quote	Inflation Est. 20%
SUPPLIES AND EQUIPMENT:	\$137,639	\$165,167
PRIMARY CARE STAFFING:	\$235,560	\$282,672
OCCUPATIONAL HEALTH STAFFING:	\$499,720	\$599,664
FACILITY OPERATIONAL:	\$390,539	\$468,647
WELLNESS PHA/BIOMETRIC:	\$92,516	\$111,019
WELLNESS PORTAL:	\$72,000	\$86,400
TOTAL:	\$1,427,974	\$1,713,569

**This is an estimate based on the prior RFP response from HealthStat*

Building Cost Estimation: \$250/sqft for Remodel \$400/sqft for New Building

NEXT STEPS



- Tour Lake County Clinic, Alachua County Clinic, and City of Ocala Clinic
- Finalize Request for Proposal (RFP)
- Submit RFP
 - Request will include employee clinic services, occupational health, pharmacy and medication management, and mental health services
 - Since the RFP from 2017 there have been significant changes in companies and providers, so we will likely see a better volume of responses and services offered.