

THE BOARD OF COUNTY COMMISSIONERS HELD AN INFORMAL REGULAR SESSION ON WEDNESDAY, DECEMBER 11, 2013, WITH COMMISSIONERS EDWIN H. HUMPHREY, ROBERT L. PROUD AND DAVID H. UIBLE IN ATTENDANCE.

ALSO IN ATTENDANCE WERE STEPHEN H. RABOLT, COUNTY ADMINISTRATOR, AND DEBORAH BRITTON, CLERMONT COUNTY COMMISSIONERS' OFFICE. ADDITIONAL ATTENDEES AT THE INFORMAL REGULAR SESSION ARE LISTED ON THE ATTACHED ATTENDANCE SHEET.

LET THE RECORD SHOW THAT THE DECEMBER 11, 2013 INFORMAL REGULAR SESSION WAS VIDEOTAPED AND IS AVAILABLE FOR PUBLIC INSPECTION MONDAY THROUGH FRIDAY BETWEEN THE HOURS OF 8:00 A.M. TO 4:30 P.M. LOCAL TIME. IN ADDITION, THE INFORMAL REGULAR SESSION IS AVAILABLE FOR PUBLIC VIEWING THROUGH THE COUNTY GOVERNMENT WEBSITE AT <http://www.clermontcountyohio.gov/videos-worksession.aspx>.

Informal Session began shortly after 10:45 a.m.

THE FOLLOWING ISSUES WERE PRESENTED FOR DISCUSSION:

1. Issue - Review of Onsite Clinic Request for Proposal - HORAN Associates, Inc...11-0826-003

Additional Attendees – Robert L. Sander, Human Resources Consultant, Clermont County, Judi Meyer, Vice President, HORAN Associates, Inc. and Steve Ashe, Account Manager, HORAN Associates, Inc.

Discussion – Ms. Meyer gave a PowerPoint presentation with regard to the onsite healthcare clinic overview. She further explained that options and execution vary by model and by employer. HORAN sent the Request for Proposal (RFP) out to five vendors: Activate Health, CareHere, Concentra (owned by Humana), Mercy and Novia Care to quote onsite clinic services, all vendors are located in the greater Cincinnati area. HORAN rated the vendors on several factors; years in business, services available, stand-alone versus shared clinic, with costs based upon a forty hour a week clinic.

Ms. Meyer noted that one item to take into careful consideration when looking at the proposals are the operation and administration costs. The operation and administration costs are staffing costs, administrative costs, equipment, furniture, marketing materials, etc. This is based on an existing building being outfitted with furniture to get the clinic up and running as well as ongoing and administrative costs.

Ms. Meyer asked all vendors to base their quotes on 600 employees and 375 spouses utilizing the services and only looked at the first year net costs including startup costs. Ms. Meyer noted that the only vendor that had no startup costs associated was Novia Care, due to methodology the costs varied greatly.

Commissioner Uible noted Concentra, seems to have the most experience predicts the least savings and the greatest expense. Ms. Meyer stated that Concentra does specialize in the large employer and singular onsite locations, where some of the other vendors have shared site clinic models where the services are at a shared site and used by several employers therefore the operation administration costs are shared by several smaller employers.

Commissioner Humphrey stated many employers require employees to do a biometric at the onsite clinic when initiating this type of service as part of a health and wellness program, such as an annual physical. Ms. Meyer agreed that an initial biometric physical is occasionally required by some employers, as well as several levels of incentives that could be offered to employees to participate. The initial incentive and startup participation is

generally where employers find the most engagement from employees upon implementation of the onsite clinics.

Commissioner Uible asked if some employers charge a nominal fee for onsite clinic visits. Ms. Meyer stated that most do not although it is an option the County can explore.

Ms. Meyer stated employers normally provide the top twenty to thirty generic or most commonly dispensed drugs at no cost as an employee benefit. These prescription drugs are usually for chronic disease management or antibiotics used to treat common infections as part of the health and wellness program.

Mercy Health already has eight open clinics in Clermont County as well as an Urgent Care and Occupational Health facilities; however they have not provided any information to HORAN as far as financial costs or savings offers for providing an onsite or near site clinic specifically for Clermont County employees.

Ms. Meyer reviewed the case studies provided by four of the vendors, see attached presentation; slides 13 through 18 for details.

Ms. Meyer stated that the Board may need to decide what the next step is by first deciding what type of clinic, and what type of services they would like to provide. Ms. Meyer then recommends conducting finalist meetings similar to the process that was used when selecting an insurance provider.

Ms. Meyer noted Mercy has locations in our area and would be happy to entertain a tiered network discount offer for Clermont County employees; however Mercy does not offer an onsite clinic type service or shared clinic service currently.

Commissioner Proud asked if there was a way to compare similar services with the four different vendors considering the diverse services, since the methodology and initial first year costs seem to be so varied.

Ms. Meyer recommended that Activate, Noviacare and Care Here seem to be the most similar and would be HORAN's selections on the three vendors to compare if the Board is interested in conducting interviews to try to compare services.

Commissioner Humphrey noted that we have several campuses and our offices are spread out, primarily in Batavia. Noting that Mercy Hospital is located in close proximity to all of our campuses and it may benefit us to look into negotiating with Mercy to see if they would be interested in partnering with us in housing our employee clinic. Ms. Meyer recommend due to the multiple campuses, having two clinics with each location having 20 hours per week may prove more beneficial.

Commissioner Uible stated he would like to continue talking to Mercy and see where we can expand on our relationship with them.

Commissioner Proud noted that the Board of Health does currently provide clinics on one of our campuses and he would like to see if we can incorporate our onsite clinic services for employees there as well.

All the Commissioners agree continued negotiations with Mercy would be ideal, since they are local and in close proximity to all our campuses and there would be reduced set up costs. Ms. Meyer noted that indeed 31.6% of our healthcare claims have come from Mercy providers so there may be advantages to pursuing further discussions with Mercy.

Conclusion/Follow-Up Action Needed –

Schedule further discussion with Mercy. Possibly set up interviews for January with the other three recommended vendors.

Adjournment

Informal Regular Session was adjourned.

**BOARD OF COUNTY COMMISSIONERS
CLERMONT COUNTY, OHIO**

Absent

EDWIN H. HUMPHREY, PRESIDENT

DAVID H. UIBLE, VICE PRESIDENT

ROBERT L. PROUD, MEMBER

STEPHEN H. RABOLT, COUNTY ADMINISTRATOR

1/15/14
DATE APPROVED