



Health Center Discussion

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Items for Discussion

- Background
- Overview of Employee Health Centers
- Charlotte County Results
- Health Center Models
- Financial Overview
- Discussion



The Landscape

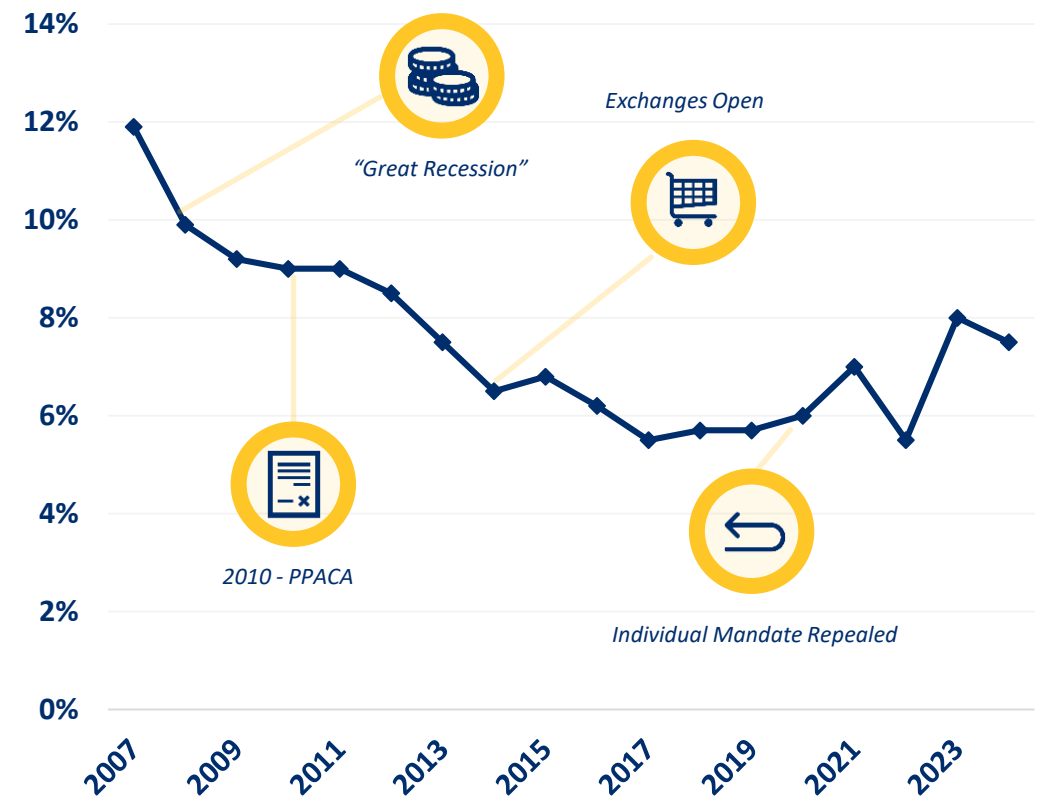


Medical costs continue to increase at rates significantly higher than Consumer Price Index
PwC projects 2025 national trend to increase to 8.0%



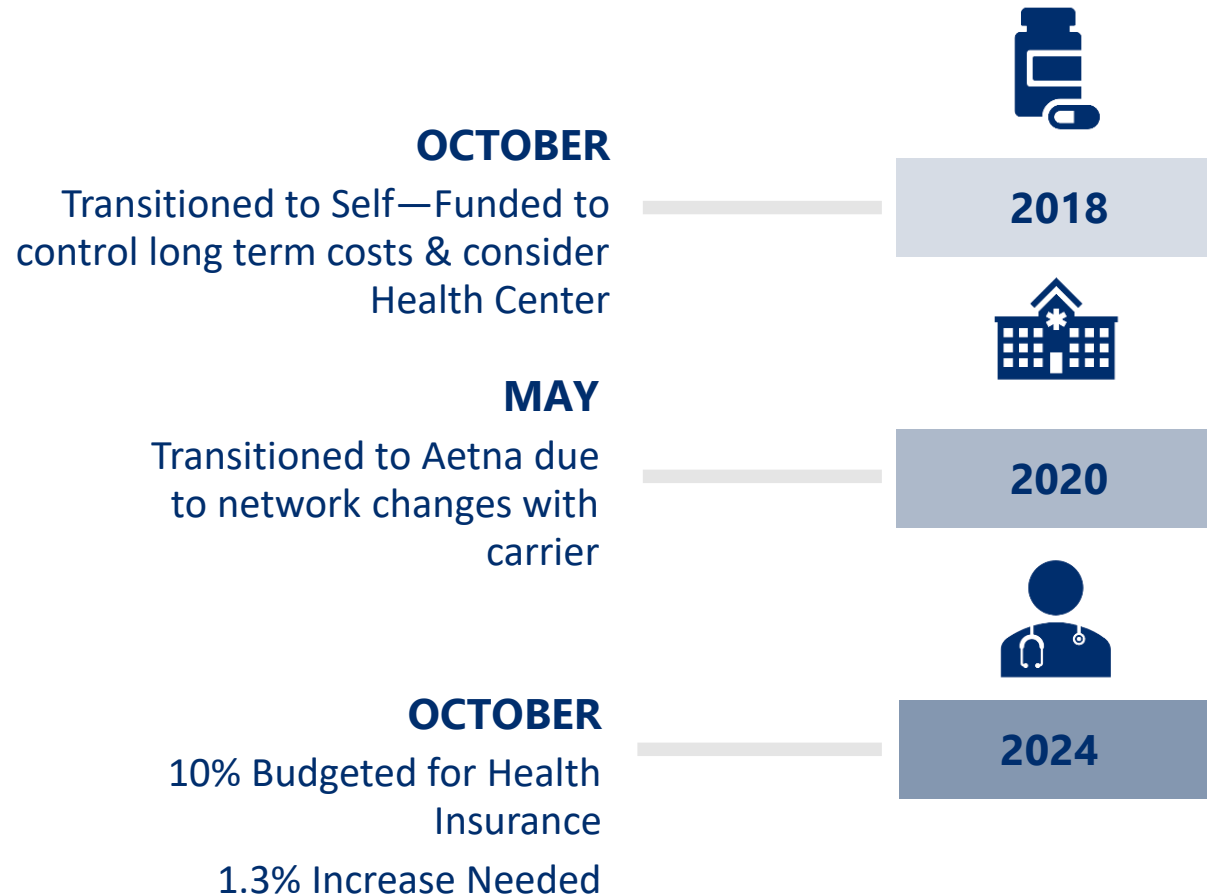
Florida trends are higher (3% on average) than national averages

PwC – Medical Trend



2023-2025 are Estimates. PwC annual Medical Cost Trend Report: Behind the Numbers 2024.

Background and Timeline



The City's self-funded plan ensures the City capitalizes on cost reductions achieved from an Employee Health Center



What is an Employee Health Center?

- Onsite/Nearsite medical facility that offers a combination of services that employees currently receive through:
 - Primary Care Doctor
 - Specialists
 - Urgent Care
 - Lab
 - Pharmacy
 - Imaging
- Most are operated by a 3rd Party administrator



Why Consider an Employee Health Center?

Onsite Health Centers have helped to:

- Lower medical and pharmaceutical health care inflation (trend)
- Address the shortage of physicians specializing in primary care and internal medicine
- Increase Presenteeism with employees (time savings)
- Increase time and engagement with medical providers
 - Focus on preventive medicine
 - Chronic Illness management
- Enhance recruiting and retention
- Enhance wellness programs



Benefits to the City

Goal is to shift costs from medical plan to the onsite health center by:

- Engaging employees and their dependents
- Consistently focusing on prevention
- Changing employee attitudes toward healthcare (healthcare vs. sickcare)
- Identifying potentially catastrophic issues as early as possible
- Medical trend reduction
- Reduce claims, Emergency Room and lab costs in the short term
- Reduce high dollar claims in the long term
- Reduce Worker's Comp and Occupational Health Claims
- Operated by 3rd Party for the City



Benefits to Employees

- No cost to employees and dependents on the health plan
- Convenience
 - Incentives to utilize Health Center (e.g. no use of sick time)
 - Minimal wait times
 - Labs, pharmacy, and some imaging on-site
- Focus on preventative healthcare
- Cost savings generated by clinics leads to lower increase in medical plan costs
- Preservation of healthcare benefits
- Confidential – no information is shared with employer



Florida Gov't Entities with Health Centers

- City of Oviedo
- City of Lakeland
- City of Stuart
- Martin County Sheriff
- Martin County BOCC
- City of Port St Lucie
- City of West Palm Beach
- St Lucie County BOCC
- St Lucie Sheriff
- St Lucie Fire
- St Lucie Tax Collector
- City of Hollywood
- Charlotte County BOCC
- City of Clearwater
- Palm Beach County Sheriff
- City of Boynton Beach
- City of Cape Coral
- Pasco Schools
- Pasco County
- Pasco Tax Collector
- Pasco Sheriff
- City of Delray Beach
- City of Coral Springs

Sample listing, not representative of entities in the State



Case Study – Charlotte County

Gordon Burger

**Charlotte County Director of Budget and
Admin Services**

**Presentation to Florida Association of
Counties 2024**



Recommendations

- Gehring Group and Staff recommend starting an Employee Health Center will help the City to:
 - ✓ Reduce Health Costs over the long term
 - ✓ Reduce Worker's Compensation costs
 - ✓ Improve recruiting and retention
- Partner with Charlotte County and My Health Onsite for clinic services through interlocal agreement
- Open location in North Port



Clinic Models



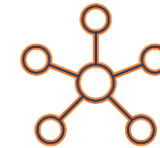
DEDICATED ONSITE/NEAR-SITE

Center open only to employees and dependents of an organization.



SHARED ONSITE/NEAR-SITE

Shared center open only to members from employers with a reciprocal agreement.



NETWORK SHARED- SITE MODEL

Connected centers in an enlarged local area, open to multiple employers.



VIRTUAL PRIMARY CARE

Acute and primary care delivered via a combination of virtual and onsite services.



Why Partner with Charlotte County

- Proven track record of success
- Access to services that would not be attainable for the City alone, including access to:
 - 3 health center locations (2 operating now)
 - Full retail pharmacy
 - Occupational and Worker's Comp services/equipment
 - X-ray and Imaging network
- Cost sharing model would limit City's cost to their facility and their employees expenses



Estimated Staffing and Site Needs

- Desired space with 2,200-2,600 square feet
- Open 40 hours per week
- Staffing
 - 1 Doctor
 - 1 Nurse
 - 1 Medical Assistant
 - 1 Patient Service Coordinator
 - Part time Nurse educator (access through shared sites)
- Onsite pharmacy dispensing, access to full pharmacy
- Onsite laboratory services



Estimated Expenditures (1st Year)

Items	Notes	Estimated Cost
Staffing	Includes taxes, wages, benefits, software access, licensing	\$802,000
Administration	MyHealth Onsite	\$193,000
Pass Through Costs	Estimated Supplies, labs, prescriptions (final costs based on actual usage)	\$242,000
Facility		TBD
Total		\$1,237,000



MyHealth Onsite will track utilization by all 3 entities and allocate costs accordingly for usage between sites/entities.



What Would the Next Steps Be?

- Draft an interlocal agreement with Charlotte County
- Contract with My Health Onsite
- Conduct a property search
 - Leased Facility (initial)
 - City Properties (future)
- Complete Build Out
- Begin employee communications
- Open location (October 2025 goal)





DISCUSSION

