

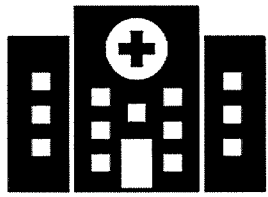
EMPLOYEE HEALTH CENTER: *COST SAVINGS, WELLNESS & MORALE*

Gordon Burger

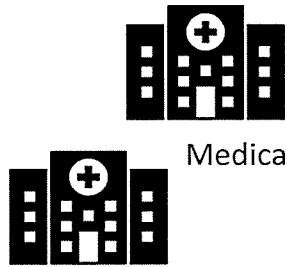
Charlotte County Director of Budget & Admin Services



CHARLOTTE COUNTY
FLORIDA



Hospital



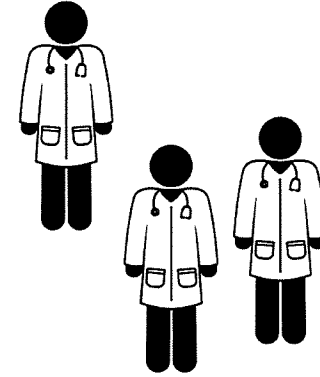
Medical Center



Rehab



Primary care



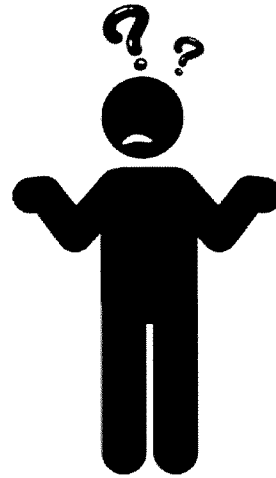
Specialists



Ambulance



Billing



Insurance

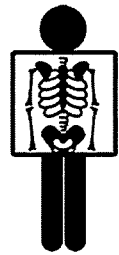
ppo
 hmo
 in-network
 coverage generic
 specialty co-pay brand
 premium moop



Prescriptions



Pharmacist



Ancillary Services



Employee Health Center



Employee Health Center

Employee Health Center

- 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
- Chronic disease identification and compliance
- 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
- EMPLOYEE MORALE!

Benefits to employees

- Cost savings
- Preservation of benefits
- Better health
- Convenience
- Confidence

Primary Care

- Estimated shortage of 43k Primary Care Doctors by 2030
- Patients with primary care providers as their main source of care (versus a specialist):
 - Lower five-year mortality rates
 - Cost less because they consume fewer diagnostic tests & procedures
 - Report greater satisfaction with their overall health
 - Have lower rates of emergency department use for non-urgent conditions

Employee Health Center

History

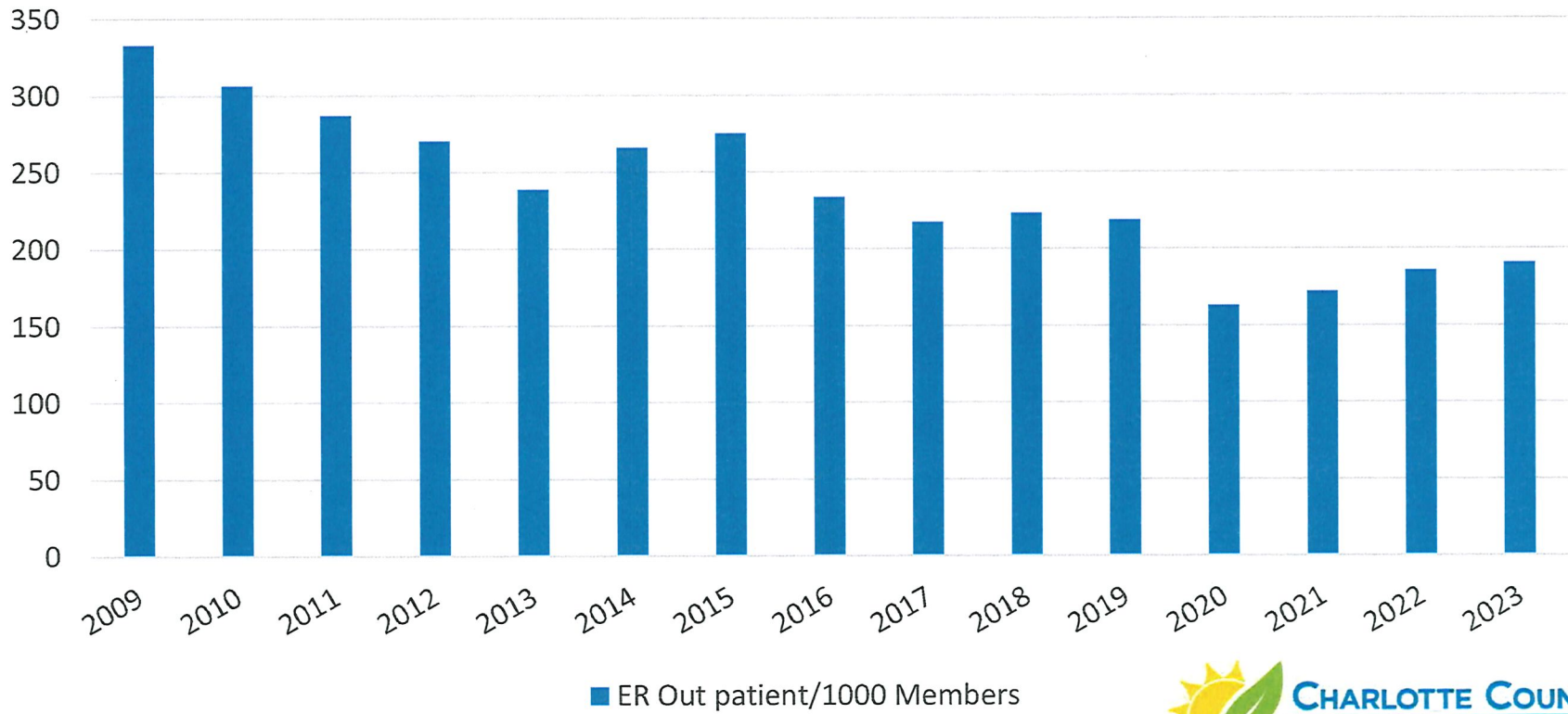
- This was conceived as a budgetary strategy. We opened the doors to the employee health center in April, 2009.
- Our goals were to:
 - Redirect primary care visits to the health center
 - Reduce Rx costs by prescribing drugs at a lower cost through the employee health center
 - Have a 70% utilization of available appointments
 - Demonstrate a Return on Investment.

Employee Health Center

History

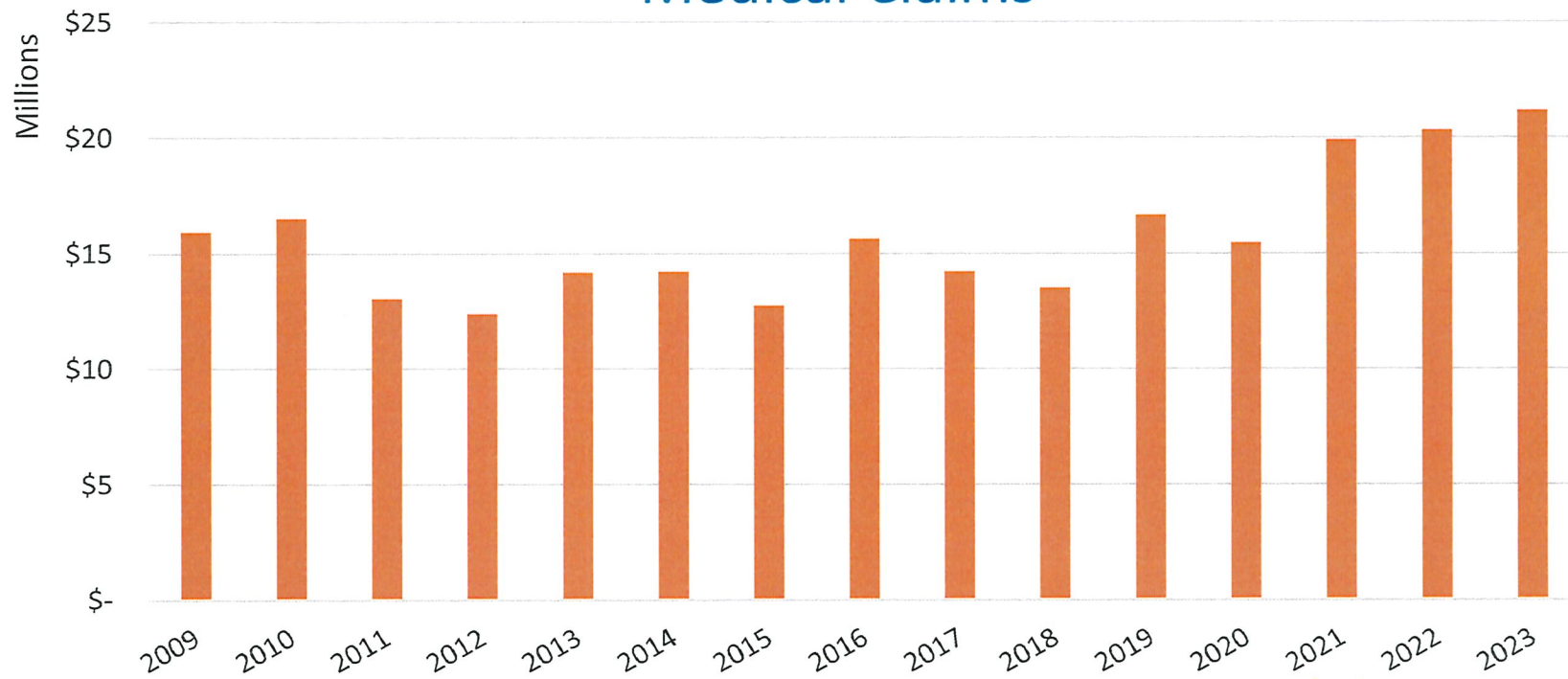
- Moved to self-funded model 2011
- Opened new facility 2012
- Started Wellness and incentive program 2013
- Add Charlotte County Sheriff's Office 2013
- Opened second site 2017
- Tele-visits 2020
- On-site pharmacy 2024

Health Plan ER Visits



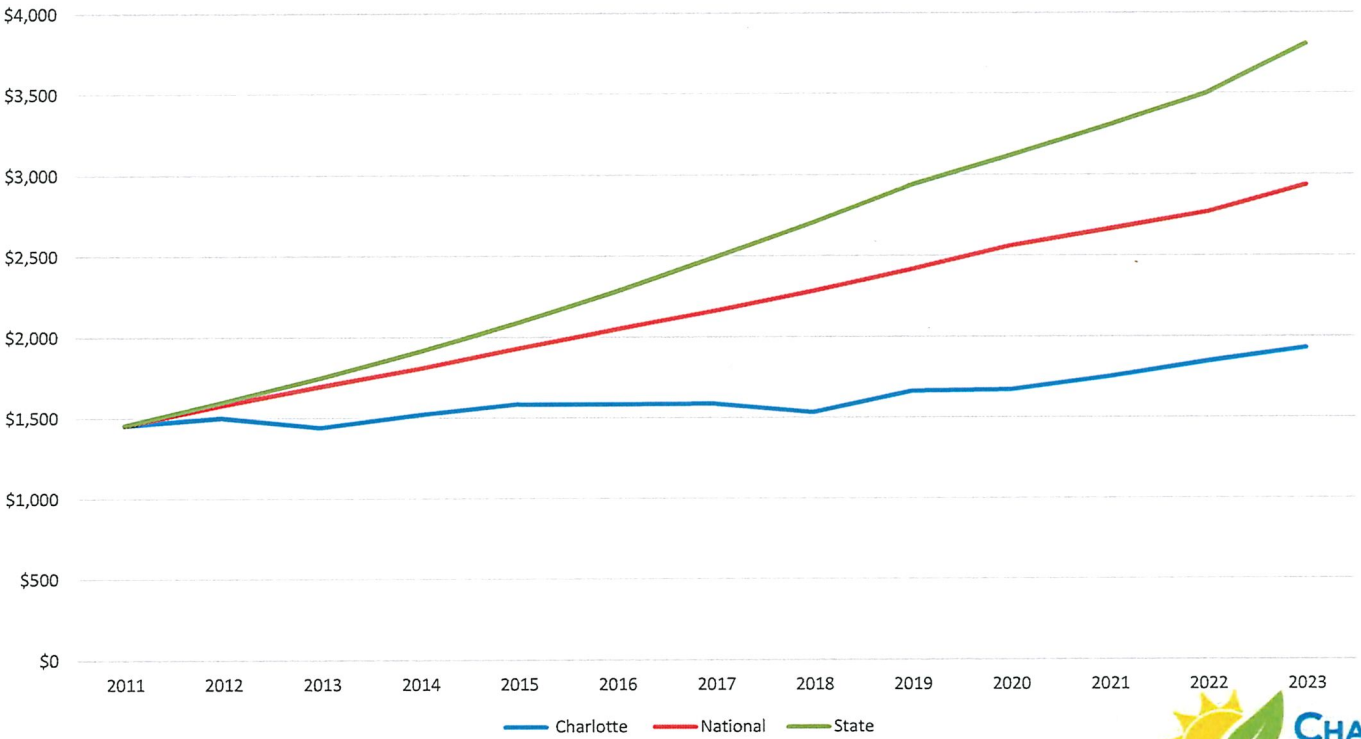
Health Plan Gross Medical Costs

Medical Claims



Projected Savings

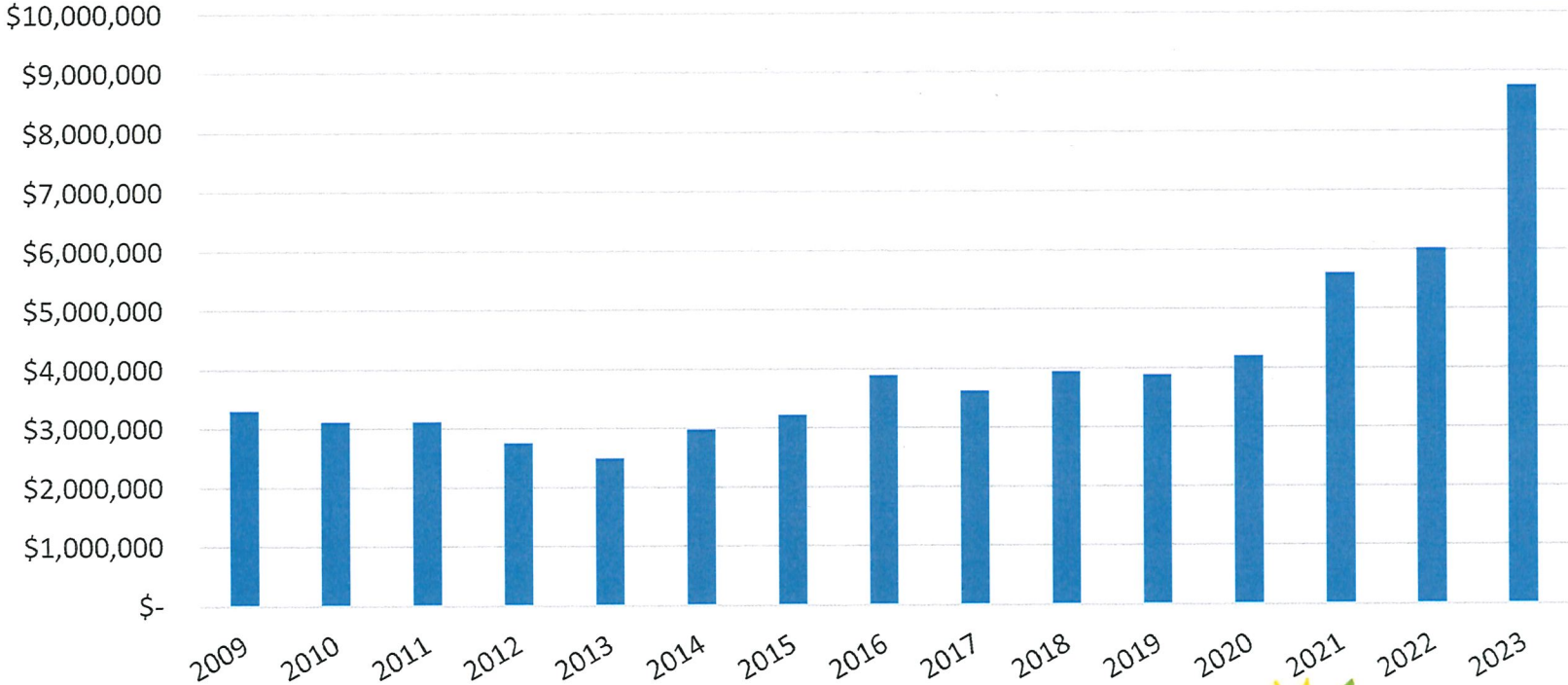
Cost per employee per month



\$233 million in savings when compared to Florida average.



Health Plan Employer Paid Rx Costs



On-site Pharmacy

- Currently operating as a dispensary with the physician serving as the dispenser.
- Migrating to function as a “closed pharmacy” governed by the Board of Pharmacy which separates the roles of prescribing and dispensing
- “Soft opening” - Spring 2024

On-site Pharmacy

- Expanded formulary – both generic and specialty drugs
- Intake process for electronic prescriptions to include those sent from outside providers
- Cost savings to County as usage shifted from Cigna to Health Center
- Cost savings to employees as more Rx available
- Cost savings in reduced provider time