

CHATHAM COUNTY PURCHASING DEPARTMENT
ADDENDUM NO. 3 FOR PROPOSAL NO. 12-0064-1
EMPLOYEE HEALTH CLINIC FOR CHATHAM COUNTY

RESPONSE TO VENDOR QUESTIONS

PHARMACY

1. Should we include a pharmacy solution? (please select from the choices below)
 - a. Pre-packaged Pharmaceuticals
 - b. Delivery
 - c. Worksite Pharmacy

In Section III: Clinic Organization and Operations #18 (page 19) of the RFP, we ask bidders to describe their preferred approach to making prescription drugs available to clinic patients. Based upon your understanding of the Chatham County benefit plan and the number of eligible members, we encourage you to tell us which pharmacy solution is recommended.

2. How much money was spent on drugs for the last 12 month period for which data is available?
\$6,878,264
3. What % of the total spend was for drugs? **29.7%**
4. What % was for generic? **24.8% of benefits and 70.9% of scripts**
5. What was spent on specialty drugs like infusion therapy? **0.7% is the percentage of scripts and 14.8% of pharmacy benefits**
6. Is anyone currently receiving infusion therapy? **Will verify and address in future addendum**
7. What is the total number of scripts written? **\$77,668**
8. How many scripts were never filled? **N/A**
9. If the formulary is computerized, please provide the actual drugs prescribed and the number of scripts for each. **N/A**

DRUG SCREENING

10. Does Chatham have a Random Drug Screen program? If so, what is the average number of drug screens performed per year? **Yes, 200**

11. Will we be performing Post Offer examinations and/or drug screens for prospective employees? If so, approximately how many, and what are the components of the exam? **Yes, Details will follow in a separate addendum**

HEALTH REIMBURSEMENT ACCOUNT (HRA)

12. Do you offer a Health Reimbursement Account (HRA) as part of a high deductible health plan? If so, what is the total number of clinic-eligible employees on the HRA? **No**
13. Is there currently an HRA in place?
- a. If no, will there be an HRA implemented?
 - b. If yes, what HRA is used now and will there be changes to HRA administration?

Currently, enrolled employees have access to an annual health risk assessment that includes biometric screening. Chatham County partners with St. Joseph's/Candler Hospital System (SJ/C) to provide an online health risk assessment and biometric screenings for Chatham County employees and dependents. SJ/C provides a staffed mobile unit at various Chatham County locations for employees to complete biometric screenings.

As a part of the health screening process, Chatham County retained the clinical services of Ourlife, a health-care company that works to improve the quality of life for Chatham County employees while simultaneously reducing their health-care expenses. The proprietary SAVE Rx software provides applicable cost information that assists the employee and their attending physician with the best possible medications at the lowest possible cost. Chatham County employees receive a detailed, personal, and confidential SAVE Rx report that is reviewed onsite with an Ourlife Nurse Practitioner. The purpose of this review is so that CC employees fully understand each of the medications that are prescribed, and at that time, are made aware of the cost-saving alternatives at their disposal through the SAVE Rx report.

HEALTH SAVINGS ACCOUNT (HSA)

14. Do you offer a Health Savings Account (HSA) as part of a high deductible health plan? If so, what is the total number of clinic-eligible employees on the HSA? **No**

ELIGIBLE LIVES

15. The RFP states that only those Employees enrolled in either the PPO or HMO health plan will be able to use the health center. What is the total number of eligible lives?

There are currently 3,783 eligible lives enrolled in our PPO and HMO health plans. This total includes :

1400 employees

1072 spouses

658 (non-spouse) dependents ages 18+

653 retirees

- a. Will retirees be able to use the health center?
Yes,
- b. Will those enrolled in the HMO plan be able to use the health center?
Yes

16. How many employees are covered under DOT regulations? **60**

HEALTH COACHING

- 17. Should there be options to serve remote employees? **No**
- 18. Will coaching services be offered to employees only, or will dependents have access to the worksite health center?

Coaching services will be offered only to employees during year 1 of health center operation. Dependents will have access beginning year 2.

- 19. Will coaching services be extended to non-benefits eligible employees/dependents? **No**
- 20. Are there current onsite coaching services?

Yes, an Ourlife Nurse Practitioner reviews Health Risk Assessment results onsite with Chatham County employees. The Nurse Practitioner makes recommendations for lifestyle changes, as necessary. Additionally, the County has recently begun offering onsite dietitian counseling for employees. Employees meet weekly with an Ourlife dietitian for six weeks.

21. If yes, what is the current volume of participation (% of eligible population)

Approximately 70% of the eligible employee population participates in the Health Risk Assessment. Dietitian counseling recently began so that percentage is not available at this time.

22. If yes, is there an incentive for participation?

Employees receive a premium discount for completing the Health Risk Assessment Review with the Ourlife Nurse Practitioner.

Biweekly	Without HRA	With HRA
Employee	25.96	20.77
Employee + 1	107.70	86.16

Employee + Family	129.00	103.20
Monthly	Without HRA	With HRA
Employee	56.25	45.00
Employee + 1	233.35	186.68
Employee + Family	279.50	223.60

23. Are there existing telephonic coaching services?

Yes, our insurance carrier Blue Cross Blue Shield of Georgia offers telephonic coaching services.

24. If yes, will these services remain and integrate with onsite services? **Yes**

25. If yes, is there an incentive to participate in these services? **No**

26. If no, is there any expectation that telephonic coaching would augment onsite coaching services? **Yes**

27. What is the overall goal of offering coaching services to the population?

The overall goal is to provide disease management for individuals who have or are at high risk for chronic diseases, thereby reducing the chance of the disease becoming progressively worse.

Also, we expect the onsite clinic staff will be prepared to provide health improvement coaching to eligible members who have health behavior risks.

28. Are you currently providing outreach to high risk individuals? If so, please describe the current method?

Chatham County offers the St. Joseph's/Candler Diabetes Management Program to employees and spouses. This is a year long program and participation is voluntary, but strongly recommended.

Program information:

- **Individualized, comprehensive diabetes education, follow-up and support that meets national standards (provided at the Diabetes Management Center at Candler Hospital)**
- **Education provided by registered nurses and licensed dietitians who are Certified Diabetes Educators (CDEs)**
- **Home glucose monitoring equipment and supplies (meter, strips, lancets)**
- **Lab work to monitor diabetes control**
- **Annual foot exam by a physician (Podiatrist)**
- **Annual dilated retinal eye exam by a physician (Ophthalmologist)**
- **Quarterly visits with your CDE Case Manager in the Diabetes Management Center to help employee be successful in incorporating diabetes care into their daily life.**
- **Smoking cessation programs as needed**

29. Other than BCBS of GA, please list your health management vendors and the programs/solutions they provide to the County.

- **St. Joseph's/Candler Health System (Diabetes Management Program)**
- **Chatham County retained the clinical services of Ourlife, a health-care company that works to improve the quality of life for Chatham County employees while simultaneously reducing their health-care expenses. The proprietary SAVE Rx software provides applicable cost information that assist the employee and their attending physician the best possible medications at the lowest possible cost. Chatham County employees receive a detailed, personal, and confidential SAVE Rx report that is reviewed onsite with an Ourlife Nurse Practitioner. The purpose of this review is so that CC employees fully understand each of the medications that are prescribed, and at that time are made aware of the cost-saving alternatives at their disposal through the SAVE Rx report.**

WELLNESS PROGRAMS

30. Please define the incentives tied to your wellness programs. Include amount and activity required to earn the incentive.

- **\$15.00 monthly subsidy for attending a fitness center for a minimum of 8 times per month**
- **\$60.00 reimbursement for attending at least 14 sessions of Weight Watchers at Work over the course of 17 consecutive weeks**
- **Tobacco use surcharge of \$20.00 per pay period for employees who use tobacco. The surcharge can be avoided if an employee participates in the American Cancer Society's Fresh Start Program. Fresh Start is a 4-week group-based tobacco cessation counseling program, designed to help participants stop smoking by providing essential information, skills for coping with cravings & group support.**

31. Who is eligible for current wellness services and who will be eligible for participation in wellness programs provided by the new vendor?

Current

Monthly subsidy for attending fitness center: Employees, retirees

Weight Watchers at Work Reimbursement: Employees

Tobacco Use Surcharge: Employees

Diabetes Management: Employees and spouses

Dietitian Counseling: Employees

When the health center opens, employees who are covered by the health plan will be eligible for wellness programs provided by the vendor. By year two, dependents and retirees will also be eligible for the vendor’s wellness programs.

32. What is the participation level in the current wellness programs?

Approximately 15% of our employees participate in current wellness programs.

33. What is the participation level with your HRAs?

Approximately 70% of our employees participate in the Health Risk Assessments (HRAs).

WORKER’S COMPENSATION/ABSENTEEISM

34. Do you allow transitional/modified duty for injured employees, if so, what is the number of modified days per year?

Transitional/modified duty for injured employees is allowed under Chatham County’s Worker’s Compensation Plan. The number of modified days per year varies.

35. To calculate anticipated productivity and absenteeism savings, what is the average hourly wage for employees? **\$20.06**

36. The RFP states worksite injury/illness/triage – will the onsite health clinic vendor be the treating provider for work related injuries? **Yes**

Average number of days lost per Lost Time Accident YTD 2012	23
Average number of days lost per Lost Time Accident in Y2011	45
Total number of injuries YTD 2012	103
Total number of injuries in Y2011	153
Total number of OSHA Recordable injuries YTD 2012	97
Total number of OSHA Recordable injuries in Y2011	146
Workers Compensation Data over last two years	(see attached)
Return to Work Data (number of total cases for last two years)	77
OSHA Data (number of tests by type over the last two years)	N/A

DOT data (number of physicals, drug screens and breath alcohol tests over last two yrs)

2011

2012

DRUG TESTS - 282

DRUG TESTS - 254

BAT - 58

BAT - 65

PHY - 6

PHY - 8

PERIODIC EXAMINATION

37. Is there any other Medical Surveillance or periodic examination required for your employees? If so, approximately how many, and what are the components of the exam(s)? **No**

ELECTRONIC MEDICAL RECORD (EMR) SYSTEM

38. What is the current EMR system used by the hospital system?

Chatham County employees, retirees, and dependents can access both Memorial Health University Medical Center and St. Joseph's/Candler Hospital System. Memorial Health currently uses McKesson in-house and is transitioning to EPIC in the MD practices. St. Joseph's/Candler uses EClinical Works (EcW).

GENERAL CLINIC QUESTIONS

39. Do you have an estimated date of when you would like to open the clinic? **Summer 2013**
40. Is it your preference that the clinic be open to non-enrolled employees on a cash pay basis? **No**
41. Is your goal to encourage employees to consider the onsite provider as their primary care physician?

We encourage our employees to have a primary care physician so the onsite provider will be an option.

42. What incentives do you offer for clinic usage?

There will be no cost or a minimal cost to use the clinic

43. If applicable, will you offer 3rd party billing?

The County will not offer 3rd party billing

RFP CLARIFICATION

44. On page 12 requests that attachments be submitted electronically via email. Is it acceptable to include them on our CD submissions instead? If not, please provide the size limitations of your email system so we do not exceed file size.

Please provide all required documentation with your hard copies and on your CD's. No E-mail submittals are required.