

The Indian River County District School Board met on Tuesday, August 28, 2012, at 1:00 p.m. The workshop was held in the Teacher Education Center located at the J.A. Thompson Administrative Center, 1990 25th Street, Vero Beach, Florida. School Board Members attending were: Chairman Jeff Pegler, Vice Chairman Carol Johnson, and Board Members: Matthew McCain, Karen Disney-Brombach, and Claudia Jiménez. Dr. Frances J. Adams, Superintendent of Schools, and School Board Attorney Suzanne D'Agresta were also present.

### **Health Clinic for Employees Workshop**

- I. Called Workshop to Order – Chairman Pegler
- II. Purpose of the Workshop – Dr. Adams  
Dr. Adams stated that the purpose of the workshop was to review the process used to obtain requests for proposal for a third-party administrator to assist in establishing and managing a health and wellness clinic and to review the Committee's recommendation. She turned the workshop over to Ms. Roberts.
- III. Presentation – Ms. Roberts/Mr. Chuma/Mr. Hindman, Consultant  
Mr. Chuma explained the process for the RFP (requests for proposal). He stated that requests for proposals were sent to 37 companies. An advertisement was placed in the Vero Beach Press Journal on March 30, 2012. Mr. Chuma said that they received six responses. Interviews were held on August 8, 2012, and were recorded.

Ms. Roberts introduced Mr. Hindman, Consultant for Brown & Brown, who assisted staff throughout the process. Ms. Roberts explained how the District Selection Team formulated the questions for the interviews. The four companies interviewed were CareHere, Healthstat, h2u Health to You, and Concentra. The Committee included the assistance of a local, semi-retired Pediatrician. Ms. Roberts stated that the Committee recommended CareHere. She gave a presentation on the highlights of the proposed clinic services for employees, retirees, and their dependents that are covered under the District's health plan. Service highlights included a health assessment with blood work at no cost to the employee; physicals at no cost; non-narcotic, generic prescriptions only at no cost; first report of injury for job related incidents; primary physician option; a turnaround time of 3 minutes upon arrival at the clinic and 20 minutes for the time with the physician; and a financial savings for the District.

Mr. Hindman explained some savings in that the building located at the Transportation Compound was available and was centrally located. Payments for services would be done the same way through the District's health plan but at a lower cost. Mr. Hindman said that he was confident that there would be no adverse effect on Safe Harbor status. He said that at first there would be a spike in services because there would be a number of employees that would have their

first health assessment and follow-up services, if needed. Mr. Hindman said that over-the-long-run the District would avoid large claims due to preventative measures. He recommended a soft opening to get all of the health assessments done, then open up for appointments for colds, flu, etc. Mr. Hindman said that down the road (wait about one year) would be the time to bring in the workers' compensation events but never for severely-injured employees.

IV. Questions – Chairman Pegler

There was a long discussion on the experience other School Districts and Municipalities have had with their clinics. He stated that the amount budgeted for the initial startup was \$1.2 million. Mr. Hindman said that for the first year, he did not predict that the District would lose a dime. He said that there should actually be a savings and at no cost for the employee out-of-pocket. Mr. Hindman did not foresee a need for additional District staff. He said that for every dollar spent on a prescription, there would be a two-dollar savings as compared to traditional prescription service.

There was a discussion on community, employee, and physician perception and acceptance. They also discussed surveying the employees and having discussions with the community and local physicians. Ms. Roberts noted that the clinic would not include pediatrics as that is a whole different kind of medical care. It was noted that the District's Health Insurance Advisory Committee made up of representatives from both unions, retirees, and staff were in favor of the clinic and wanted to know what's taking so long. Mr. Hindman said that he did not expect an increase in premiums resulting from the use of the clinic. There was a discussion on the liability aspect of the proposed clinic.

Board Members agreed to hold a follow-up workshop on October 9, 2012, at 9 a.m. to review additional information. Dr. Adams stated that this was a wonderful opportunity for our employees. She agreed that they would like the communities support and the medical communities support.

V. ADJOURNMENT – Chairman Pegler

With no further discussion, the workshop adjourned at approximately 2:41 p.m.