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Human Resources Department
100 N. Appleton Street
Appleton, WI 54911

MEMO

To: Alderperson Plank and Members of the Finance Committee
From: Sandy Behnke, Human Resources Director
Date: March 17, 2016

Re: Request to approve the City of Appleton entering into a three year contract with ThedaCare for healthcare services to be provided at the newly established employee health clinic contingent upon the subsequent approval of the facility location expenses (such as lease expenses) when a clinic location is determined.

The Theda Care Contract contains the following key elements:

*Services are provided to the City of Appleton by ThedaCare for On-Site Health Services Nurse Practitioner, Registered Nurse and Medical Assistant.

*Three year rate guarantee for staffing costs and annual renewal with increase up to Consumer Price Index or 3% whichever is less.

*Staffing Costs:

- *Nurse Practitioner \$80 per hour
- *Registered Nurse \$55 per hour
- *Medical Assistant \$30 per hour

*Start Up Costs: \$20,000-waived if the Agreement is not terminated prior to the end of the initial term. Because ThedaCare will be making an investment, if the agreement is terminated prior to the initial term, the City would be responsible for a prorated amount of the startup costs.

*Onsite Clinic ThedaCare Responsibilities:

- a. Provide a contact for the Client coordinator to work with throughout the agreement to assist with goals, objectives and to be a resource for ThedaCare programs.
- b. Provide Eligible Patients with acute care, primary care, occupational health care, and preventive care with a focus on patient health and wellness consistent in a timely, skillful, diligent, and professional manner.

- c. Familiarize itself with Client's facilities, workforce, and current health benefits and wellness programs.
- d. Advise and assist Client Eligible Patients on maximizing care options under the health benefits and wellness programs. If needed, provide referrals to additional health care providers and work with Eligible Patient and other health care professionals to navigate healthcare delivery system.
- e. Provide samples, templates, and timelines for marketing Clinic.
- f. Assist Client coordinator in facilitation of scheduling.
- g. Provide on-site, Nurse Practitioner/NP, Registered Nurse/RN, and Medical Assistant/MA.
- h. Assist in providing wellness services (i.e. smoking cessation) to promote Client's philosophy for Health & Wellness.
- i. Utilize and maintain ThedaCare's medical record (EPIC).
- j. Comply with HIPAA and confidentiality regulations and standards.
- k. Work with Medical Director to provide consistent medical services based on Client's philosophy.
- l. Work collaboratively with Client to provide schedules and services consistent with Client's philosophy.
- m. Participate in Client wellness committee meetings and health fairs, as appropriate.
- n. ThedaCare shall be responsible for providing accurate and timely bills in connection with providing on-site health services.
- o. Provide clinical startup medical equipment and supplies for clinic up to \$15,000.

Other ThedaCare Responsibilities:

- a. Provide quarterly reporting package with Return on Investment Summary to Client.
- b. Provide Management for clinic operations and programs.
- c. Provide Physician Medical over site of the clinic providers.
- d. Supervision and quality over site of clinical outcomes
- e. Costs for Provider continuing education, certifications, and liability insurance.
- f. EPIC Medical Record on site.
- g. Disease Management registry and outreach programs.
- h. Coronary Artery Calcium Score CT at no charge at ThedaCare's Appleton Cardiology.
- i. ThedaCare guarantees a return on investment of \$1 per \$1 invested in the clinic. Return on investment will be calculated after the first twelve months of the Clinic opening. Calculations will be made utilizing ThedaCare ROI reports which compare comparable office visits charges in a ThedaCare Physician's office to the provider costs of the onsite clinic.
- j. Ensure Client's programs comply with applicable law.

Other details related to the contract will be negotiated with the City's best interests in mind. Deputy City Attorney Behrens has been working with us on the review and negotiation of the contract agreement.

Mr. Greg Biese of Associated Financial Group and Ms. Pam Berth from ThedaCare will be presenting to the committee to discuss the clinic objectives, partnering, savings and investment related to the operation of the clinic.

We are very excited about entering into this partnership with ThedaCare. We believe this will be a very valuable benefit for our employees and will assist with recruitment and retention of City employees. We also believe that this partnership will allow us an opportunity to not only impact the cost of health care but to positively impact our employee's health and wellness. Initially, we anticipate offering the clinic benefit to employees, dependents over the age of two (2) and retirees who are on the City's medical plan.

We realize that part of the final estimated return on investment information can only be determined after a site selection has been made. We ask that you approve the contract with ThedaCare so that we may begin negotiation on a leased space for operation of the clinic. We will come back to the committee to request approval of those facilities related charges at a subsequent meeting.

If you have any questions regarding this request, please feel free to contact me directly at (920) 832-6426.

Staff recommends approval of the City of Appleton entering into a three year contract with ThedaCare for healthcare services to be provided at the newly established employee health clinic contingent upon the subsequent approval of the facility location expenses (such as lease expenses) when a clinic location is determined.