

Manitowoc Public School District
Minutes of the Personnel Committee Meeting
Wednesday, April 15, 2015

Committee Chairperson Dave Nickels called the Personnel Committee meeting to order at 4:00 p.m. Committee members Keith Shaw and Barbara Herrmann were present (Dave Longmeyer was excused). In addition, Board President Linda Gratz, Board member Catherine Shallue, Superintendent Marcia Flaherty, and Director of Business Services Ken Mischler, were also present.

Employer Sponsored Clinics

Mr. Mischler introduced Mardi Burns and Kurt Rich with Associated Financial Group. Ms. Burns shared information that there are a few options to lowering health care cost such as raise employee contributions, reduce benefits, modify co-payments and deductibles; and focus on clinic strategy with prevention, health improvement, avoiding unnecessary care, better consumerism and education, and patient advocacy/guidance.

There is going demand for workplace clinics where employers can control costs, improve access to quality care and manage chronic conditions. Companies were asked what their main reasons were for establishing an onsite health center. The number one reason was to enhance worker productivity (62%) and second was to reduce cost (57%).

Ms. Burns explained that there are some short-term benefits such as lower average routine physical expense and savings on utilized services, but that the clinic strategy was more of a long-term solution. The clinic would focus on counseling to lower costs associated with disease states, educated members to become better healthcare consumers and thus overall health improvement decreases future medical services.

There are key components of a clinic strategy

- Organizational Commitment to Wellness and Disease Management
- Choose a Partner (the most common is to contract through a third party)
- Determine Physical Space / Structure
- Determine Population Who Has Access
- Negotiate Financial Elements
- Align Education Mechanisms
- Design Employee Incentives
- Satisfactory Access
- Education
- Reporting

Ms. Burns mentioned that there are some challenges such as start-up costs which can range of costs depending on scope (\$5,000 -\$500,000+)

- Preparing a site to see patients
- Lease agreements
- Contract development
- Inter-agency agreements

Ms. Burns mentioned that not all clinics succeed. Clinics can fail because of narrow vision, providing cheap care, having the wrong partners and lack of agreement on benchmarking and

gauging success. There will be a positive image in the community by having entities working together which results in saving taxpayer dollars.

Ms. Burns mentioned that Sheboygan Area School District has an employer sponsored clinic and has been very successful. Some of the measureable outcomes are include mid to low single digit increases in medical claims cost since 2012, a zero percent increase for 2015, and there is evidence of improved chronic condition compliance while reducing barriers to obtain quality healthcare. Discussion was held.

A motion was made to allow administration to move forward in getting a request for proposal (RFP) on an employer sponsored clinic by Committee member Barbara Herrmann and seconded by Keith Shaw. The motion passed.

A motion was made by Keith Shaw and seconded by Barbara Herrmann to adjourn. The meeting adjourned at 5:14 p.m.

Respectively submitted,
Ken Mischler
Acting Secretary