

COUNTY OF MONTGOMERY

PURCHASING DEPARTMENT
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Heather M. Hall, C.P.M., Procurement Manager

REQUEST FOR PROPOSAL, RFP # 17-13 ADDENDUM NUMBER 1

DATE: September 12, 2016
TITLE: Employee Wellness Clinic Program

I. The following questions have been asked and answers provided for everyone.

Questions:

1. If a provider is hired on either a PRN or full time basis during this RFP process, and as a result of the RFP, the decision is made to change management companies, will another change in providers be required, or could the new management company hire the clinic provider? What type of non-compete language does HealthStat have in place relative to their providers? We have a provider in place, but have invoked a "60 day cure or quit" clause in our contract for performance concerns and necessary improvements. The company hires the NP (or PAC) and they are the employee of said provider. While the RFP is open to anyone for submission, 3rd party broker arrangements aren't necessarily value-adding, and we would prefer to contract directly with the provider without the additional overhead (and middleman relationship) that a broker arrangement creates.
2. We understand the current clinic space includes a NP Office, waiting room and bathroom. Will the existing equipment and supplies needed to run a clinic remain in place, or if a change is made, will new equipment need to be ordered? There is a refrigerator and an examination table in the clinic which stays, the centrifuge belongs to the lab company.
3. Please describe current incentives (if any) for employees to utilize the clinic, and have there also been incentives in place to drive health improvements? Employees who participate in annual health risk assessments receive a discounted rate on medical insurance premiums to encourage participation and awareness of health and wellness. Currently, we only have about three employees that have opted not to participate in annual HRA's and instead opt to pay a higher premium.
4. Has Montgomery County offered in the past annual health risk assessments/biometric events for employees? This is requested under section III-G. Yes, see #3, above.
5. Please describe any and all wellness programs you currently offer? Are they tied to the onsite clinic in any way? We have offered a variety of wellness events (annual HRA, Weight Watchers at Work [now defunct], Breakfast club to encourage healthy breakfast meals, walking competitions [where we provided pedometers and prizes], and numerous lunch-and-learn sessions on yoga, healthy meal preparation, etc. While our first priority is making sure that onsite treatment for employees for acute symptoms is met, once that is running as expected, we would like to explore assorted programs (such as weight loss program, smoking cessation, exercise, competitions, and more) with the provider.
6. How long has the County been self-funded for healthcare? Since July 1, 2013
7. What has been the increase /trend over that time? Increases have been minimal [within a few percentage points over the last 10 years), so trends have remained relatively flat. The County has absorbed the small increases we have encountered and/or restructured plan design with carrier to keep employee costs relatively constant for the last 7 years while providing a value proposition for employees that meets or exceeds ACA guidelines.
8. What have been the total annual clinic costs since HealthStat first contracted with Montgomery County in 2007? Clinic cost projections and responses to this RFP should be submitted on a best- cost basis without consideration of historical costs with current provider.
9. What have been your average monthly/annual lab costs over that same time? Which lab vendor do you partner with? Current provider utilizes LabCorps, and fees/costs are paid through current provider at present.
10. What is the average community provider cost for visits in the Montgomery County area? Varies due to an assortment of Urgent Care/Med-Express/Pharmacy Minute-Clinics, in our regional market. We would encourage interested parties to research this themselves in order to ascertain costs independently to derive their own clinic cost estimates for the RFP.
11. What has been the clinic utilization in recent years (# of visits per hour)? Appointment times were originally 15 minutes/each, and was changed in recent years to 20 minutes/each to allow a few extra minutes of charting time.
12. What days/hours has the clinic been open, and have the number of hours consistently been 14 per week? Current days are Tuesday & Wednesday, but we are flexible and have been asked by several departments to consider Friday coverage, as that is when many Deputies and other staff are out of academy and have the opportunity to utilize the clinic. Hours are currently 14/week with 2 hours provided for charting, etc. Depending upon cost, and the feasibility of adding wellness programs through the clinic, we are open to evaluating additional hours in the future as budget allows...but for the scope of the current RFP, interested parties should anticipate 14 hours of clinic time and maximum of 2 hours charting. Clinicians should also clearly

understand that any overtime costs must be pre-approved, as Montgomery County will not be paying for unplanned overages as a result of provider inefficiency

13. The RFP due date is 9/30/16... what is the anticipated effective date for this change to take place? The re-evaluation period with the current provider is on or about October 11, 2016, after which time we anticipate being able to definitively evaluate if ending the current contract and going with a new provider is necessary and advantageous to Montgomery County to provide the expected level of quality care and service.
14. Is the County working with a Benefit Consultant/Broker related to the onsite clinic services and if so, who and what if any commissions/fee should be included? There has been a broker relationship with the current provider, but we are looking to contract directly to reduce commissions/fee costs that could instead be used for cost-containment and reallocated directly to high quality employee care & wellness programs on a cost-effective basis.

II. The RFP opening date and hour remains September 30, 2016 at 3:00 p.m.

III. ALL OTHER TERMS AND CONDITIONS REMAIN THE SAME.

ACKNOWLEDGE RECEIPT OF ADDENDUM # 1:

COMPANY/FIRM NAME AND ADDRESS:

_____ Zip Code _____

SUBMITTED BY:

NAME: _____
(print)
SIGNATURE: _____
TITLE: _____
DATE: _____

Toll Free Number: () _____ Telephone Number: () _____ Fax Number: () _____