



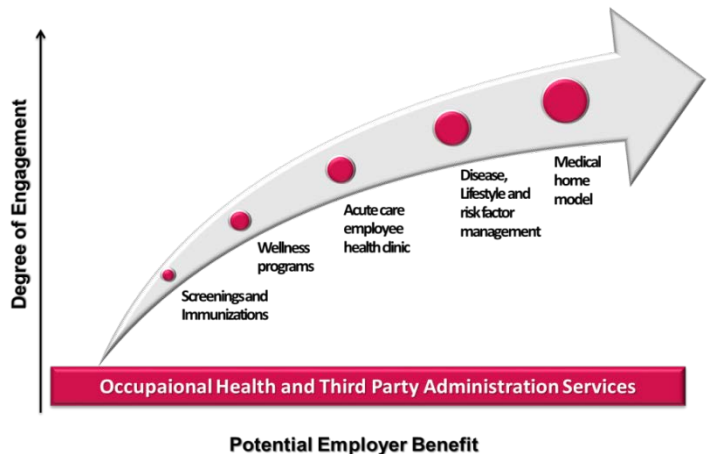
UNIVERSITY  
of COLORADO HEALTH

# Corporate Health and Wellness Services



# Executive Summary

University of Colorado Health (UCHealth) has a full set of services to provide employers with increased access to care. Our fully integrated services are designed to help employers reduce healthcare spending, and provide coordinated/accessible care for their employees and dependents.



## Occupational Health

When injured on the job, employees can be seen quickly at our walk-in clinics and urgent care centers. In addition to injury management, we offer a full range of diagnostic, occupational physical exams, preventative services and drug and alcohol screening.

## Employee health clinics

UCHealth can provide your employees and their dependents with increased access to care through employee health clinics. We can work with you to identify the optimal location for those services either at your work location or using one of our existing clinic locations. Clinic services can range from acute care to full medical home models.

## Third party administrative (TPA) services

UCHealth has significantly expanded third party administrative services through a dedicated division, UCHealth plan administrators. Designed to deliver the most patient-centered and cost effective benefit solutions for employers, UCHealth Plan Administrators offers integrated, self-funded benefit plans and services at the best rates.

## Health screenings

Our health screenings assist your employees in capturing key measures for normal and high risk levels of health. Examples include blood pressure, body composition and cholesterol screenings.

## Wellness programs

Help your employees to live well - your employees will have access to courses on nutrition, weight management, fitness and more. Promoting a culture of wellness will make your organization a healthier place to work.

## Lifestyle health

Empower your employees to take an active role in their health. We will work to identify those who would benefit from personalized health, nutrition or disease management counseling. Our team of experts will meet them in one-on-one sessions to create a plan to manage their own health and become healthier, happier, more productive members of your team.

# Health Screenings

**75%** of medical costs come from largely preventable diseases including cancer, hypertension, diabetes, and heart disease.

These chronic conditions are often not detected and diagnosed. For example, Cardiovascular disease takes the lives of nearly 600,000 people and costs about \$108.9 billion each year in the U.S., including the cost of healthcare services, medications, and lost productivity. The health screening allows employees to take control of their health in a proactive way.

Our health screenings including health risk assessment and biometric screenings capture key measures for normal and high risk levels of health. The HRA addresses health risk, heart disease risk, diabetes risk and stroke risk. The biometric screenings include blood pressure, body mass, waist circumference and a comprehensive lipid panel.



Comprehensive Lipid Panel



Blood Pressure



Body Mass Index



Waist Circumference

This health screening provides several benefits to the employee:

- Immediate risk identification and counseling (results within 5 minutes for a finger stick!)
- Convenience which increases participation
- A trip saved to their physician
- Face-to-face counseling and education on risk
- Early intervention and prevention of chronic conditions
- Referral to Lifestyle Health services based on needs
- Results electronically uploaded into Epic for viewing by healthcare providers

## Results and Testimonials

83% of adults screened by UHealth plan to make a positive change to their nutrition and 67% plan to increase their level of physical activity.

*“The screening was great and very eye-opening!” – PSD McGraw Elementary Teacher*

*“Being identified as high risk inspired me and my co-worker to be each other’s exercise buddies and hold each other accountable.” – TSD Carrie Martin Elementary Staff*

# Employee Health Clinics: The Services

## Acute Care Services and Hours:

UCHealth can manage and provide clinic services for employers at many of our existing clinics locations or at dedicated locations for those employers. These services include:

- Episodic/non-acute care
- Pharmacy
- Point of care testing lab and immunizations

Hours of operation can be set based on the needs of the employer to include extended evening and weekend hour with a 60 minute or less door-to-door performance expectation. In addition, UCHealth can staff the clinic throughout the year without interruption due to vacations, continuing education or illness.

Coordination with the individuals primary care physician is critical for effective treatment and follow-up. Treatment regimens will be communicated to the primary care physician within 24 hours. Additionally, all labs and study results will be sent to the primary care physician.

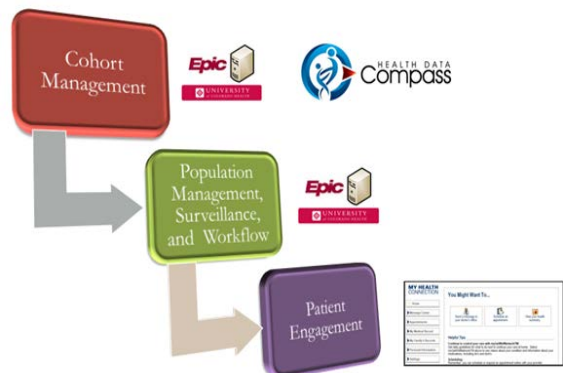
## Primary Care and Patient Centered Medical Home Services:

If the employee health clinic providers are established as primary care providers for the employer, our services can be expanded to include the following:

- Preventative exams and care
- Care plans for individuals with or at risk for chronic conditions
- Referral tracking and coordination with low cost, high quality providers/facilities through EPIC
- Strong focus on age/gender appropriate screenings
- Referrals to **Lifestyle Health** program for individuals with or at risk for a chronic condition
- Behavioral Health integration with crisis management services and short term counseling
- Population Management: focus on transitions of care management including discharge planning and medication reconciliation, Emergency Room follow-ups, closing “gaps” in care based on data
- Patient advisory panels and surveys

## EPIC

A Patient Centered Medical Home requires an electronic medical record with extraordinary capabilities. That’s why UCHealth has invested over \$150 million in state-of-the-art integrated technology, including an enterprise Electronic Health Record from EPIC.



# Employee Health Clinics: The Results

## Utilization

The employee health clinic in Fort Collins used by Poudre School District and Columbine has experienced strong utilization with employees and dependents relying on the quick and convenient care. Since opening in September of 2013, utilization has increased by 7% every month. In that same time period, PSD has experienced a 65% decrease in outside urgent care visits and a 22% decrease in primary care visits.

*\*\*Note: Summer months have lower utilization due to the school calendar*

## Return on Investment

Higher utilization of the employee health clinic leads to a better return on investment. UCHHealth commissioned an outside consultant to validate the ROI for Poudre School District. Using the average cost of marketplace healthcare compared to the fixed cost to operate the clinic, PSD has seen an **ROI of 1.37 to 1**.

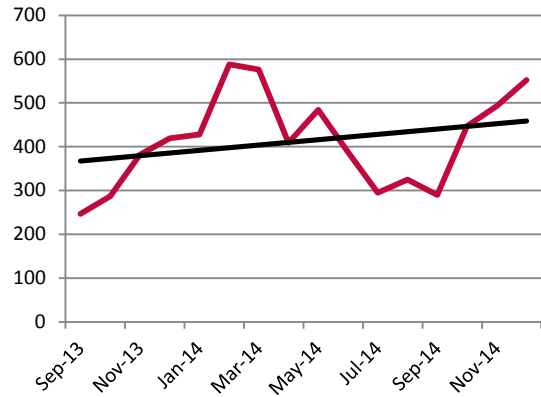
This calculation does not consider the additional value employers can expect with reduced absenteeism, and increased employee satisfaction.

## Testimonials

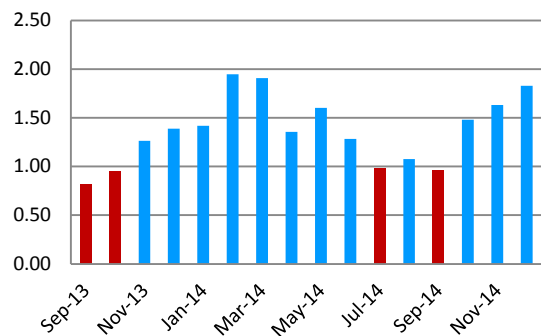
"I have used the employee health clinic. We were in and out in about 20 minutes; they gave us the medicine right there. I have used it both during the week and on the weekend. It was great." – PSD Employee

"I have used the employee health clinic once during the school year. I was able to be seen during an off period for me. I got my prescription and was able to return to work." – PSD Employee

### Monthly Utilization



### Monthly Return on Investment



# Occupational Health Services

Our experts are in to meet immediate and long-term needs of Colorado employers.

- **Accessible.** Patients can be seen quickly at walk-in clinics and urgent care centers.
- **Well-trained.** Our physicians are board-certified in preventive medicine, emergency medicine by the American Board of Preventive Medicine and the American Board of Emergency Medicine.
- **Collaborative.** Consultation and educational services are available locally and through a variety of outreach efforts.

## Occupational injury management

- Minor injury treatment (walk-in/urgent care)
- Treatment plans/case management
- Consults and expertise on toxic exposures, epidemiology
- Physical and occupational therapy
- Health psychology services and pain management

## Diagnostic services

- Pulmonary function testing
- Comprehensive blood testing
- EKG
- Audiograms

## Occupational physical exams

- Pre- and post-employment physicals
- DOT certification/recertification exams
- Respiratory evaluation
- Impairment ratings for set disabilities
- MMI evaluations
- Independent Medical Examinations
- Fit for duty exams

## Preventive services

- Job-specific ergonomic analysis
- Functional capacity evaluations
- TB skin testing
- Influenza and hepatitis immunizations
- Medical surveillance

## Drug and alcohol screening

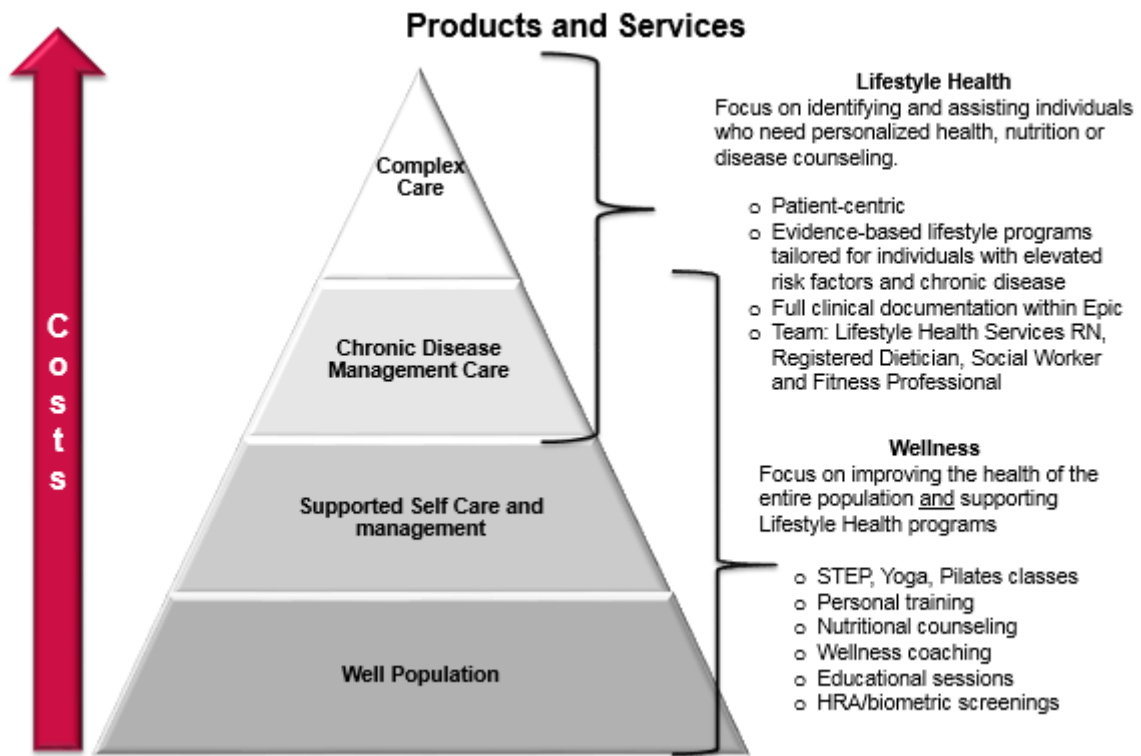
- Urine specimen collection
- DOT/Non-DOT testing
- Instant/on-site drug testing
- Evidential Breath Alcohol Testing
- Medical Review Officer
- Consortium/TPA services



*“Occupational medicine specialists promote safe and productive workplaces, healthier workers and stronger communities.”*

*– Dr. John Charbonneau, Medical Director*

# Lifestyle Health Services: The Program



Employees and dependents receive personalized health and wellness, nutrition and disease management counseling through the Lifestyle Health program. The program design is based on evidence-based guidelines created by the University of Washington, Group Health Cooperative, and Senior Services (Seattle, WA). The services are provided by a team composed of a lifestyle health nurse, registered dietician and fitness professional. Individuals work independently and in groups with the Lifestyle Health team to implement and sustain health behavior changes. Furthermore, Lifestyle Health services are meant to augment and enhance the primary care services by acting as a referral path for individuals that require expanded health services.



Primary Care Provider



Lifestyle Health Nurse



Behavioral Health Counseling



Supervised Exercise and Fitness

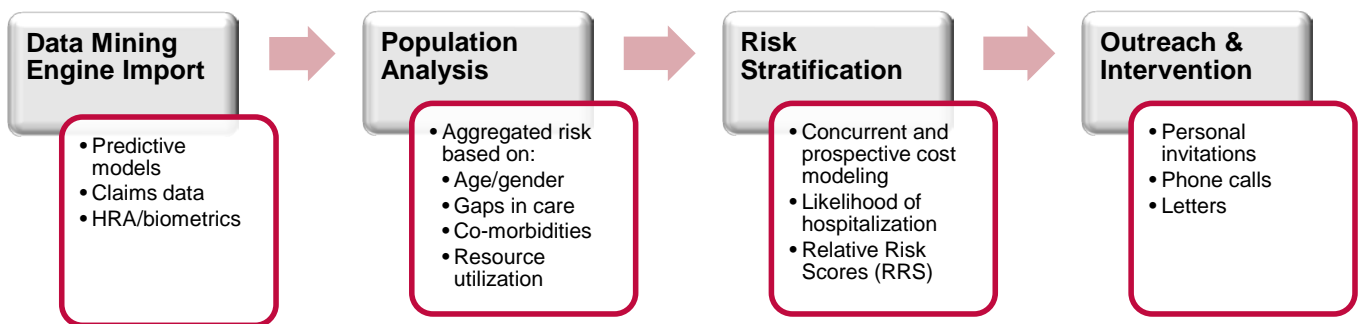


Nutritional Counseling

# Lifestyle Health Services: The Process

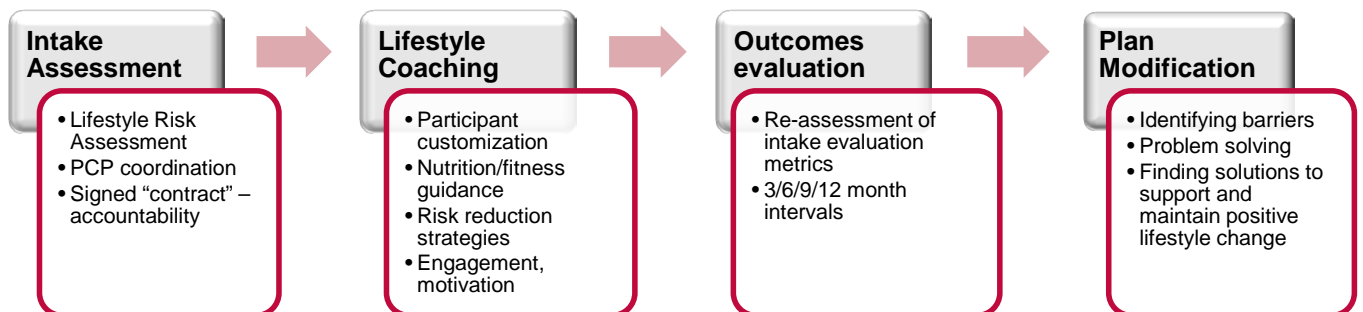
## Data Integration

At UHealth, we believe that an all-encompassing, data-driven healthcare strategy yields powerful outcomes, resulting in **improved health, reduced costs, and increased employee satisfaction and quality of life**. Our data mining and analysis techniques combine electronic medical record data, prescription drug, medical, dental, and vision claims data, and employer-sponsored health risk assessment and biometric screenings into a single risk profile for each employee.



## Patient Engagement

Armed with this information, our Lifestyle Health team is able to work with the individual and their PCP to develop a care plan. The process starts with a one-on-one assessment with the lifestyle health nurse. The lifestyle health nurse and the individual develop a plan specific to that individual with frequent follow-up meetings to maintain engagement and to identify any barriers to obtaining goals.

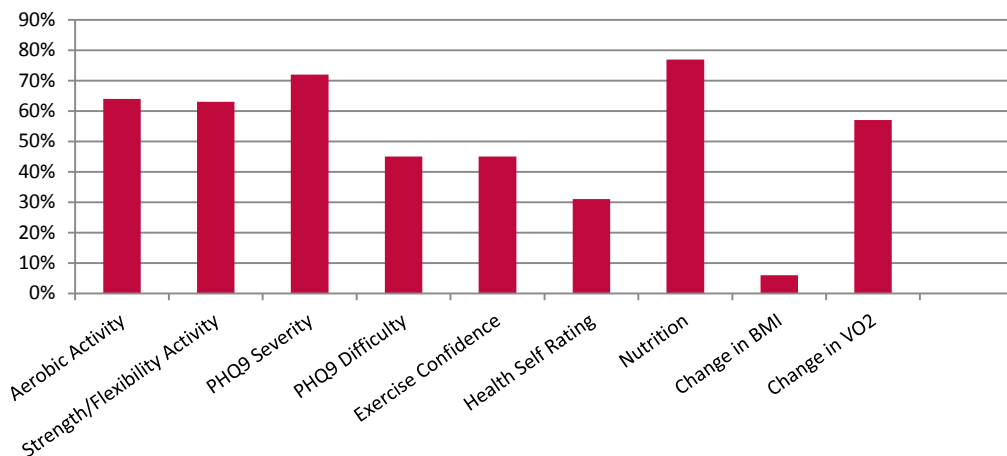




# Lifestyle Health Services: The Results

The key to the Lifestyle Health programs success is engagement and personal accountability. Throughout the program, participants are given feedback on their progress through face to face meetings with the lifestyle health nurse and other team members. Information is collected at the beginning of the program, 3, 6 and 12 month intervals. Results from the Poudre School District cohort are excellent with significant improvements in mental health (PHQ9), physical activity, confidence, nutrition and fitness.

**Participant Improvements**



Improvements in the health of employees, have a positive impact on the overall cost of healthcare. Improvements over time with engaged employees and dependents leads to:

- Cost reduction of 10-15% for enrolled Lifestyle Health participants (In progress)
- 15-20% decrease in care gaps for enrolled Lifestyle Health participants
- 50%+ increase in Primary Care Provider utilization and engagement

## Testimonials

“This program is amazing and is changing my life. All of the people I have worked with are amazing, professional, and compassionate. They truly want to help me with positive changes in my life that will make me a healthy person, physically, mentally, and emotionally. I feel very grateful and fortunate to be able to participate in the program.” – *PSD Employee*

“I would say the biggest change for me has been the regular exercise. I started in March. I have been very dedicated to going to the gym and this summer I have been riding my bicycle. I have lost 20-25lbs.; my A1C has gone down from 6.5-5.9. At my last physical my physician told me to keep doing what I was doing.” – *PSD Employee*

“This is the first time in my life I exercised with snow on the ground! Changes are happening! I noticed that when I don't have time to work out I'm disappointed - a good sign that my thinking is changing!” – *Columbine Employee*

# Put our proven record of excellence to work for you!

From our pre-employment screenings and convenient clinics, to wellness services for employees and occupational medicine expertise, the UCHealth team is here to help address the needs of employers across the state.

For additional information, please contact:

**Jesse Gormley**

**Director of Corporate Health and Wellness Programs**

University of Colorado Health

970.624.4432

[jesse.gormley@uchealth.org](mailto:jesse.gormley@uchealth.org)

# A La Carte Pricing

The beauty of working with UHealth for your Occupational Health services is our ability to tailor our services to your needs. Each of the services offered is available individually or packaged, based on what works for you and your business.

<b>Occupational Health Services</b>																																	
<p><b>Physicals</b></p> <table border="0"> <tr> <td>OSHA Respirator Exam</td> <td style="text-align: right;">\$65</td> </tr> <tr> <td>OSHA Questionnaire and Review</td> <td style="text-align: right;">\$30</td> </tr> <tr> <td>Basic History and Physical</td> <td style="text-align: right;">\$100</td> </tr> <tr> <td>DOT Physical</td> <td style="text-align: right;">\$100</td> </tr> </table>	OSHA Respirator Exam	\$65	OSHA Questionnaire and Review	\$30	Basic History and Physical	\$100	DOT Physical	\$100	<p><b>Screening Tests</b></p> <table border="0"> <tr> <td>Audiogram</td> <td style="text-align: right;">\$35</td> </tr> <tr> <td>TB</td> <td style="text-align: right;">\$25</td> </tr> <tr> <td>Pulmonary Function Test</td> <td style="text-align: right;">\$50</td> </tr> <tr> <td>Titmus Eye Exam</td> <td style="text-align: right;">\$15</td> </tr> <tr> <td>Urine Dipstick</td> <td style="text-align: right;">\$10</td> </tr> <tr> <td>EKG w Interp.</td> <td style="text-align: right;">\$150</td> </tr> </table>	Audiogram	\$35	TB	\$25	Pulmonary Function Test	\$50	Titmus Eye Exam	\$15	Urine Dipstick	\$10	EKG w Interp.	\$150												
OSHA Respirator Exam	\$65																																
OSHA Questionnaire and Review	\$30																																
Basic History and Physical	\$100																																
DOT Physical	\$100																																
Audiogram	\$35																																
TB	\$25																																
Pulmonary Function Test	\$50																																
Titmus Eye Exam	\$15																																
Urine Dipstick	\$10																																
EKG w Interp.	\$150																																
<p><b>WorkSTEPS</b></p> <table border="0"> <tr> <td>Jos Site Analysis</td> <td style="text-align: right;">\$150/hour</td> </tr> <tr> <td>Post-Offer Pre-Employment Testing:</td> <td></td> </tr> <tr> <td>    Comprehensive Test</td> <td style="text-align: right;">\$145/test</td> </tr> <tr> <td>    w/ Carpal Tunnel</td> <td style="text-align: right;">\$195/test</td> </tr> <tr> <td>    Basic Back Evaluation</td> <td style="text-align: right;">\$75/test</td> </tr> <tr> <td>Post-Employment Testing:</td> <td></td> </tr> <tr> <td>    Fit For Duty Testing</td> <td style="text-align: right;">\$145/test</td> </tr> <tr> <td>    Physical Fitness &amp; Agility Test</td> <td style="text-align: right;">\$145/test</td> </tr> <tr> <td>    Carpal Tunnel Screening</td> <td style="text-align: right;">\$110/test</td> </tr> <tr> <td>    Functional Capacity Evaluations</td> <td style="text-align: right;">\$225/hour</td> </tr> </table>	Jos Site Analysis	\$150/hour	Post-Offer Pre-Employment Testing:		Comprehensive Test	\$145/test	w/ Carpal Tunnel	\$195/test	Basic Back Evaluation	\$75/test	Post-Employment Testing:		Fit For Duty Testing	\$145/test	Physical Fitness & Agility Test	\$145/test	Carpal Tunnel Screening	\$110/test	Functional Capacity Evaluations	\$225/hour	<p><b>Drug Testing</b></p> <table border="0"> <tr> <td>Breath Alcohol Test</td> <td style="text-align: right;">\$40 + \$30 COC Fee</td> </tr> <tr> <td>Drug Screen/Rapid Test</td> <td style="text-align: right;">\$33 + \$30 COC Fee</td> </tr> <tr> <td>DOT Drug Screen</td> <td style="text-align: right;">\$35 + \$30 COC Fee</td> </tr> <tr> <td>Hair Follicle Testing</td> <td style="text-align: right;">\$105 + \$30 COC Fee</td> </tr> <tr> <td>Additional Collection Observed Fee</td> <td style="text-align: right;">\$40</td> </tr> <tr> <td>Consortium Services/TPA – please call for pricing</td> <td></td> </tr> </table>	Breath Alcohol Test	\$40 + \$30 COC Fee	Drug Screen/Rapid Test	\$33 + \$30 COC Fee	DOT Drug Screen	\$35 + \$30 COC Fee	Hair Follicle Testing	\$105 + \$30 COC Fee	Additional Collection Observed Fee	\$40	Consortium Services/TPA – please call for pricing	
Jos Site Analysis	\$150/hour																																
Post-Offer Pre-Employment Testing:																																	
Comprehensive Test	\$145/test																																
w/ Carpal Tunnel	\$195/test																																
Basic Back Evaluation	\$75/test																																
Post-Employment Testing:																																	
Fit For Duty Testing	\$145/test																																
Physical Fitness & Agility Test	\$145/test																																
Carpal Tunnel Screening	\$110/test																																
Functional Capacity Evaluations	\$225/hour																																
Breath Alcohol Test	\$40 + \$30 COC Fee																																
Drug Screen/Rapid Test	\$33 + \$30 COC Fee																																
DOT Drug Screen	\$35 + \$30 COC Fee																																
Hair Follicle Testing	\$105 + \$30 COC Fee																																
Additional Collection Observed Fee	\$40																																
Consortium Services/TPA – please call for pricing																																	
<p><b>Immunizations</b></p> <table border="0"> <tr> <td>Hepatitis B</td> <td style="text-align: right;">\$70.50 + \$25 injection fee</td> </tr> <tr> <td>TDAP (Adacel)</td> <td style="text-align: right;">\$43 + \$25 injection fee</td> </tr> <tr> <td>TDAP</td> <td style="text-align: right;">\$25 + \$25 injection fee</td> </tr> </table>	Hepatitis B	\$70.50 + \$25 injection fee	TDAP (Adacel)	\$43 + \$25 injection fee	TDAP	\$25 + \$25 injection fee	<p><b>Other Services</b></p> <table border="0"> <tr> <td>Fit For Duty</td> <td style="text-align: right;">\$230 1<sup>st</sup> hour, \$115 each additional</td> </tr> <tr> <td>Lift Test</td> <td style="text-align: right;">\$50</td> </tr> </table>	Fit For Duty	\$230 1 <sup>st</sup> hour, \$115 each additional	Lift Test	\$50																						
Hepatitis B	\$70.50 + \$25 injection fee																																
TDAP (Adacel)	\$43 + \$25 injection fee																																
TDAP	\$25 + \$25 injection fee																																
Fit For Duty	\$230 1 <sup>st</sup> hour, \$115 each additional																																
Lift Test	\$50																																
<p><b>Health Screenings:</b></p> <p>\$35 per person with options to come to work sites, include dependents, etc.</p>																																	
<p><b>Employee Health Clinics:</b></p> <p>Pricing for convenient clinics is based on a multitude of factors, but we look forward to sitting down with you to discuss options for you and your employees.</p>																																	
<p><b>Supervised Transition Exercise Program:</b></p> <p>Designed to address health and fitness goals with input and guidance for healthcare providers, our team at MedFit works with participants to ensure health goals are met in a safe, motivating environment. Participants meet with fitness professionals three times per week in a group setting. \$6/class or \$72/month or \$3/class or \$36/month for Poudre Valley Medical Fitness members.</p>																																	
<p><b>Lifestyle Health Services:</b></p> <p>Pricing for Lifestyle Health Services is based on a Per-Member-Per-Month rate.</p>																																	
<p><b>Onsite Fitness Classes:</b></p> <p>Pricing for onsite fitness classes is based on employer’s budget. Classes can be offered with employees paying the entire fee, partial fee, or the employer can pay the entire rate.</p>																																	