AGENDA
County Operations Committee
Tuesday, July 23, 2019
@ 1:00 PM
Peoria County Courthouse, Room 402

1. Call to Order

2. Approval of Minutes
   • June 25, 2019

3. Informational Items/Reports/Other Minutes/Updates
   • Workforce Report

4. Resolution
   • Approval of Vendor for Wellness Services

5. Executive Session
   • Labor Relations

6. Miscellaneous

7. Adjournment
MEMBERS PRESENT: Rachael Parker – Chairman; Jennifer Groves Allison, Kate Pastucha, Steven Rieker, Barry Robinson, William Watkins, Jr.

MEMBERS ABSENT:

OTHERS PRESENT: Scott Sorrel – County Administrator; Shauna Musselman – Assistant County Administrator; Larry Evans - State's Attorney's Office; Randy Brunner – Chief Financial Officer/Sheriff’s Office; Kim Hudson – Finance; Angela Loftus – Asst. Director of Human Resources; Brian Asbell, Doug Gaa – Sheriff’s Office; Monica Hendrickson – Health Department/EMA; Karen Raithel – Sustainability & Resource Conservation; Mark Little – Chief Information Officer; Bonnie Eeten, Bill Shock, Betsy Yarcho - Unland

Call to Order
Chairperson Parker called the meeting to order at 1:02 p.m.

Approval of Minutes
A motion to approve minutes of May 28, 2019 was made by Mr. Watkins and seconded by Ms. Pastucha. The motion to approve carried unanimously.

Discussion
• Workforce Report
Mr. Sorrel advised that the current report covers applicants, new hires and separations for May 2019 and a comparison of May 2018 and May 2019 figures. He also noted that the report details demographics of both female and male employees.

Committee Action
• Review of Executive Session Minutes
Mr. Evans recommended that all previously held executive session minutes continue to be held closed as the need for confidentiality still exists, and to destroy executive session audio recordings more than two years old, except those that relate to pending litigation. A motion to accept the recommendation of the State’s Attorney’s Office was made by Ms. Groves Allison and seconded by Mr. Robinson. The motion carried.

Resolutions
• Self-Insured Employee Health Plan Package
Ms. Musselman advised that three RFPs related to a self-insured model were issued, those being Pharmacy Benefit Manager (PBM), Third Party Administrator (TPA), Preferred Provider Organization (PPO). She stated that an RFP for a fully insured model was issued as well.

Ms. Musselman stated that the bids for a fully insured bid were price competitive with the current self-insured model. She advised that staff and health plan consultant Unland Companies, comprehensively analyzed the total savings of both models, and determined that it was still in the County’s best interest to remain self-insured. She also commented that staff recommends renewing contracts with current vendors within the self-insured model, those being Consociate (TPA), Unity Point Health (PPO), and MedTrak (PBM). She remarked that the three vendors submitted the most competitive proposals, and all provide quality customer service.
A motion to approve was made by Mr. Robinson and seconded by Ms. Groves Allison. The motion carried unanimously.

- **Health Plan Design Changes**
  A motion to approve was made by Mr. Watkins and seconded by Ms. Pastucha.

Ms. Musselman discussed the fiscal history of the Employee Health Fund, noting that strategic changes in the Health Plan in the early 2000’s enabled a significant rebuilding of fund reserves from a nearly $2 million deficit. She commented that an upward trend of revenues exceeding expenses began in 2004, with fund balance at a positive $12 million by 2009. She stated that the implementation of the ACA, loss of PPACA Grandfather status in 2013 and the impact of spend related to the Voluntary Retirement Incentive in in the same year resulted in a sharp increase in expenditures and a strategic spend down of reserves. She remarked that that trend is not sustainable, and Employee Health Plan design changes are necessary in order for the fund to be sustainable in the long-term.

Ms. Musselman advised that if no changes are made to the design of the Employee Health Plan, and based upon current medical and prescription cost trends, the Employee Health Fund will become insolvent by fall of 2022. Mr. Sorrel commented on two County Board policy decisions made to loan funds from the Employee Health Fund and emphasized a decision not to fund one or both of those projects from this fund would have resulted in only one additional year of solvency. Ms. Musselman advised that the plan changes as recommended would continue to keep the fund solvent to the fall of 2028. She stated that in 2022/2023 staff will re-evaluate the plans and review new models and best practices in order to maintain solvency.

Ms. Musselman advised that staff recommended changes to the Standard Plan include increasing the in-network single deductible to $1,500.00 in 2020 and $2,000.00 in 2021, and increasing the in-network family deductible to $3,500.00 in 2020 and $6,000.00 in 2021. She commented that a six-county study by staff and Unland showed a median $1,500.00 in-network deductible cost. She advised that a two year $100.00 vision benefit is being revised to an annual $100.00 vision benefit. She also stated that under the current proposal, a prescription drug formulary would be utilized, changing the price slightly for prescription drugs to $10/$40/$60 co-pay. She stated that in addition, a new Specialty Tier of $75.00, or 20% up to $250.00, would be implemented.

Ms. Musselman advised that although recommended changes to the High Deductible Plan do not increase the amount of the current $2,000/$4,000 (single/family) deductible, the proposed changes include a shift in co-insurance from 70% employer/30% employee to 80% employer/20% employee, matching the co-insurance piece of the Standard Plan. She advised that a two year $100.00 vision benefit is being revised to an annual $100.00 vision benefit. She stated that the most significant change to the plan to the employee would be the co-pay structure for prescription drugs, which is currently the same as the Standard Plan. She stated that as it is staff’s desire to tie a Health Savings Account (HSA) to the High Deductible Plan as a means of incentivizing employees to move to that plan, the plan must be IRS qualified, i.e. prescription drug coverage is subject to a deductible and co-insurance (the employee pays full dollar for prescriptions until the deductible is met). After the deductible is met, the 80%/20% co-insurance comes into effect. She stated that funds set aside in the HSA could then assist in out-of-pocket expenses.

A motion to go into executive session to discuss Labor Relations was made by Mr. Robinson and seconded by Ms. Pastucha. The motion carried.

**EXECUTIVE SESSION**

Regular session resumed upon a motion by Mr. Watkins and second by Ms. Pastucha.
The motion to approve the resolution carried unanimously.

**Adjournment**
The meeting was adjourned by Chairperson Parker at 2:05 p.m.

*Recorded and Transcribed by: Jan Kleffman*
County Operations - Workforce Dashboard - July 2019

**Female Employees Race/Ethnicity**  
(as of 5/31/19)

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**Male Employees Race/Ethnicity**  
(as of 5/31/19)

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**Employee Separations**

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**Top Department Separations**

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BACKGROUND/DISCUSSION:
Currently the County’s Live Well Employee Wellness program is offered to all employees at the same benefit level, with the exception of those employee on the employee health plan who receive additional medical benefits under the plan. The current Live Well program includes discounted gym memberships based upon attendance, a points program for bonus awards, onsite biometric and lab clinics and various programs such as the City/County Walking Contest.

The current contract with United States Preventative Medicine (USPM) expires in March 2019. This contract provides an online wellness platform, point tracking system, educational tools, telephonic and video coaching and onsite lab services during the annual wellness clinic. This spring the County issued a request for proposals to enter into a new five-year contract for these services.

Staff received proposal from seven vendors. After a thorough review, staff is recommending that the Board approve a new five year contract with USPM. USPM’s proposal included performance indicators and providing the County with an onsite wellness coach at 30-40 hours per week that would be solely dedicated to data driven programming, health condition management, and increasing participation. The County has a vested interest in increasing the participation rates of employees, especially those on the employee health plan. From 2016-2018 wellness participants on the health plan saw a 10% decrease in claims costs. As we look to continue to reduce future claim costs the wellness component will be a major contributing factor with increased participation.

Staff recommends that the Board authorize the County Administrator to enter into negotiations for a five-year contract with USPM for wellness services.

COUNTY BOARD GOALS:

- HEALTHY VIBRANT COMMUNITIES
- FINANCIAL STABILITY

STAFF RECOMMENDATION:
Authorize the County Administrator to enter into negotiations for a five-year contract with USPM.

COMMITTEE ACTION:

PREPARED BY: Shauna Musselman
DEPARTMENT: County Administration
DATE: July 16, 2019
This office, on behalf of County Administration/HR, solicited proposals for Wellness Organization. The attached tabulation represents all proposals received. Additional bid document information may be required in selecting a bidder. This report does not evaluate specification compliance to the specifications in the RFP.

Please see attached bid tab
Official Certificate of Publication as Required by State Law and IPA By-Laws

Certificate of the Publisher

Gatehouse Media certifies that it is the publisher of the Peoria Journal Star. Peoria Journal Star a secular newspaper, has been continuously published daily for more than fifty (50) weeks prior to the first publication of the attached notice, is published in the City Peoria, County of Peoria, Township of Peoria, State of Illinois, is of general circulation throughout that county and surrounding area, and is a newspaper as defined by 715 ILCS 5/5.

A notice, a true copy of which is attached, was published 1 time in Peoria Journal Star. The publication of the notice was made in the newspaper, dated and published on March 8th, 2019. The notice was also placed on a statewide public notice website as required by 715 ILCS 5/2.1.

In witness, the Peoria Journal Star has signed this certificate by Gatehouse Media, its publisher, at Peoria, Illinois, on March 8th, 2019.

County of Peoria
Ad # 4667792

By: 

[Signature]
Ashley Anderson
Legal Notice Representative
Gatehouse Media
Publisher

(Note: Unless otherwise ordered, notarization of this document is not required.)
### ATTENDANCE RECORD

**PLEASE PRINT**

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<th>Name and Company Representing</th>
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<th>PPO</th>
<th>TPA</th>
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<td><a href="mailto:jselsky@humana.com">jselsky@humana.com</a></td>
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<td><a href="mailto:dhall@empowerhealthservices.com">dhall@empowerhealthservices.com</a></td>
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<td>Tony Frobenius</td>
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<td>Holly Geer</td>
<td><a href="mailto:holly.geer@emerginghealthcare.com">holly.geer@emerginghealthcare.com</a></td>
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Meeting: Employee Healthcare RFPs  
Date: March 20, 2014  
Time: 10:00 a.m.  
Place: Peoria County Courthouse RM 402
County of Peoria Signature Sheet

EXECUTION OF THIS FORM CERTIFIES UNDERSTANDING AND COMPLIANCE WITH THE TOTAL BID PACKAGE.

THIS FORM SHALL BE COMPLETED FOR THIS BID TO BE EVALUATED.

Please print or type:

THIS BID SUBMITTED BY:

Company Name: Blue Cross and Blue Shield of Illinois
Authorized Agent Name & Title: Brian Snell, Divisional Senior Vice President, IL Group Market
Contact Person: Jake Hunt
Company Address: 300 East Randolph Street
City, State Zip Code Chicago, Illinois 60601-5099
Daytime Telephone: (815) 639-1568
Daytime Fax: (815) 639-1708
Daytime E-Mail (if available): Jason_Hunt@bcbsil.com
EEO Certificate of Compliance Num.: 03284-1506-30

Addenda Received: No.1 No.2 No.3 No.4 No.5

Attach statement that firm has sexual harassment and drug-free workplace policies in place.

Attach statement of ability to meet the specified requirements of this invitation to bid.

Refer to the Exhibits section for copies of the requested information.


Signature of Authorized Agent

April 2, 2019

Date

Peoria County reserves the right to reject any and all bids, to waive technicalities and select the equipment/services best suited to the county.

DO NOT FAX OR EMAIL YOUR BIDS
County of Peoria Signature Sheet

EXECUTION OF THIS FORM CERTIFIES UNDERSTANDING AND COMPLIANCE WITH THE TOTAL BID PACKAGE.

THIS FORM SHALL BE COMPLETED FOR THIS BID TO BE EVALUATED.

Please print or type:

THIS BID SUBMITTED BY:

Company Name: Humana
Authorized Agent Name & Title: Jeffrey D. Reid, Senior Vice President
Contact Person: Jacqueline Erdman, Field Sales Executive
Company Address: 550 West Adams Street
City, State Zip Code: Chicago, Illinois 60661
Daytime Telephone: 815-222-9516
Daytime Fax: Not available
Daytime E-Mail (if available): ierdman@humana.com
EEO Certificate of Compliance Num.: 

Addenda Received: #1 (3/12/19) #3(3/27/19) #4(4/5/19) 

Attach statement that firm has sexual harassment and drug-free workplace policies in place.

Humana has sexual harassment and drug-free workplace policies in place.

Attach statement of ability to meet the specified requirements of this invitation to bid.

Humana has the ability to meet the specified requirements of this invitation to bid.

Jeffrey D. Reid, Senior Vice President
Signature of Authorized Agent

April 16, 2019
Date

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DO NOT FAX OR EMAIL YOUR BIDS
County of Peoria Signature Sheet

EXECUTION OF THIS FORM CERTIFIES UNDERSTANDING AND COMPLIANCE WITH THE TOTAL BID PACKAGE.

THIS FORM SHALL BE COMPLETED FOR THIS BID TO BE EVALUATED.

Please print or type:

THIS BID SUBMITTED BY:

Company Name: UnityPoint Health - Optimum Health Solutions
Authorized Agent Name & Title: Robert A. Quin, Chief Financial Officer
Contact Person: Christine McMillin, Director PHO/Managed Care, Wellness
Company Address: 221 NE Glen Oak Avenue
City, State Zip Code: Peoria, IL 61636
Daytime Telephone: (309) 671-8359
Daytime Fax: (309) 999-5703
Daytime E-Mail (if available): Christine.McMillin@unitypoint.org
EEO Certificate of Compliance Num.: applied for

Addenda Received: [Signature of Authorized Agent]

Attach statement that firm has sexual harassment and drug-free workplace policies in place.

Attach statement of ability to meet the specified requirements of this invitation to bid.

Peoria County reserves the right to reject any and all bids, to waive technicalities and select the equipment/services best suited to the county.

DO NOT FAX OR EMAIL YOUR BIDS

4/18/19

Date
County of Peoria Signature Sheet

EXECUTION OF THIS FORM CERTIFIES UNDERSTANDING AND COMPLIANCE WITH THE TOTAL BID PACKAGE.

THIS FORM SHALL BE COMPLETED FOR THIS BID TO BE EVALUATED.

Please print or type:

THIS BID SUBMITTED BY:

Company Name: Aetna Life Insurance Company
Authorized Agent Name & Title: Kathryn A. Howard, Director of Business Development
Contact Person: 
Company Address: 151 Farmington Avenue
City, State Zip Code: Hartford CT 06156
Daytime Telephone: (800) 872-3862
Daytime Fax: (860) 273-3382
Daytime E-Mail (if available): HowardK3@aetna.com
EEO Certificate of Compliance Num.: PENDING

Addenda Received: PLEASE SEE BELOW***

Attach statement that firm has sexual harassment and drug-free workplace policies in place.

Attach statement of ability to meet the specified requirements of this invitation to bid.

RFP 01-01-19 Add #1 - 03/12/19 Add #1 - 03/27/19
RFP 01-02-19 Add #1 - 03/27/19
Add #2 - 03/13/19 Add #3 - 03/27/19
Add #4 - 04/05/19 Add #5 - 04/08/19
Add #1 - 03/27/19
Add #2 - 04/05/19

April 10 2019

Signature of Authorized Agent

Date

Peoria County reserves the right to reject any and all bids, to waive technicalities and select the equipment/services best suited to the county.

DO NOT FAX OR EMAIL YOUR BIDS
County of Peoria Signature Sheet

EXECUTION OF THIS FORM CERTIFIES UNDERSTANDING AND COMPLIANCE WITH THE TOTAL BID PACKAGE.

THIS FORM SHALL BE COMPLETED FOR THIS BID TO BE EVALUATED.

Please print or type:

THIS BID SUBMITTED BY:

Company Name: EMPower HEALTH SERVICES, LLC
Authorized Agent Name & Title: NATIONAL PROGRAM DIRECTOR
Contact Person: DAVID W. HALL
Company Address: 4205 WESTBROOK DR., AURORA, IL 60504
City, State Zip Code
Daytime Telephone: (630) 299.9349
Daytime Fax:
Daytime E-Mail (if available): DAVE @ EMPowerHEALTHSERVICES.COM
EEO Certificate of Compliance Num.: 

Addenda Received: _______ _______ _______ _______ _______

Attach statement that firm has sexual harassment and drug-free workplace policies in place.

Attach statement of ability to meet the specified requirements of this invitation to bid.

Signature of Authorized Agent

Date

Peoria County reserves the right to reject any and all bids, to waive technicalities and select the equipment/services best suited to the county.

DO NOT FAX OR EMAIL YOUR BIDS
County of Peoria Signature Sheet

EXECUTION OF THIS FORM CERTIFIES UNDERSTANDING AND COMPLIANCE WITH THE TOTAL BID PACKAGE.

THIS FORM SHALL BE COMPLETED FOR THIS BID TO BE EVALUATED.

Please print or type:

THIS BID SUBMITTED BY:

Company Name: OSF Healthcare
Authorized Agent Name & Title: Chad Holloway, Director Employee Relations
Contact Person: Chad Holloway
Company Address: 800 NE Glen Oak Ave
City, State Zip Code: Peoria, IL 61603
Daytime Telephone: 309-308-9602
Daytime Fax: 309-517-5440
Daytime E-Mail (if available): chad.m.holloway@osfhealthcare.org
EEO Certificate of Compliance Num.: 02914-7650630
Addenda Received: 1 2 3 4 5

Attach statement that firm has sexual harassment and drug-free workplace policies in place.
* Attach statement of ability to meet the specified requirements of this invitation to bid.
* We are able to meet the specified requirements of this bid.

[Signature]
Signature of Authorized Agent

4/16/19
Date

Peoria County reserves the right to reject any and all bids, to waive technicalities and select the equipment/services best suited to the county.

DO NOT FAX OR EMAIL YOUR BIDS
County of Peoria Signature Sheet

EXECUTION OF THIS FORM CERTIFIES UNDERSTANDING AND COMPLIANCE WITH THE TOTAL BID PACKAGE.

THIS FORM SHALL BE COMPLETED FOR THIS BID TO BE EVALUATED.

Please print or type:

This Bid Submitted By:

Company Name: U.S. Preventive Medicine, Inc.
Authorized Agent Name & Title: Jim Evans, Chief Operating Officer
Contact Person: Jim Evans
Company Address: 12724 Gran Bay Pkwy Suite 150
City, State Zip Code: Jacksonville, FL 32258
Daytime Telephone: 904-562-6308
Daytime Fax:
Daytime E-Mail (if available): jevans2.uspm.com
EEO Certificate of Compliance Num.: 
Addenda Received: ______  ______  ______  ______

Attach statement that firm has sexual harassment and drug-free workplace policies in place.

Attach statement of ability to meet the specified requirements of this invitation to bid.

Signature of Authorized Agent

Date 4/16/19

Peoria County reserves the right to reject any and all bids, to waive technicalities and select the equipment/services best suited to the county.

DO NOT FAX OR EMAIL YOUR BIDS
TO THE HONORABLE COUNTY BOARD

COUNTY OF PEORIA, ILLINOIS

Your County Operations Committee does hereby recommend passage of the following Resolution:

RE: Approval of USPM for Wellness Services

RESOLUTION

WHEREAS, the County of Peoria provides employee health coverage through the self-insured Employee Health Plan; and

WHEREAS, the County of Peoria offers varying levels of wellness programming to employees regardless of health plan participation in an effort to reduce medical claims, absenteeism, and presenteeism; and

WHEREAS, increasing medical and prescription drug costs are driving the need to increase participation in wellness at all levels of the organization to promote a healthier workforce; and

WHEREAS, United States Preventative Medicine (USPM) has reduced claim costs by 10% from 2016-2018 in current program participants; and

NOW THEREFORE BE IT RESOLVED, by the County Board of Peoria County, that the County Administrator be authorized to enter into negotiations with USPM for a five-year contract for wellness services.

RESPECTFULLY SUBMITTED,
COUNTY OPERATIONS COMMITTEE

Reviewed:
Dated: