

**INDIAN RIVER COUNTY  
MEMORANDUM**

TO: Jason Brown  
County Administrator

FROM: Suzanne Boyll *svb*  
Human Resources Director

DATE: May 4, 2021

SUBJECT: Review of Employer Clinic Survey and Next Steps

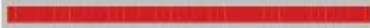
**BACKGROUND:**

The Board of County Commissioners directed staff to proceed with surveying our employees to determine interest in an employer sponsored clinic. Staff worked with our consultant Lockton Companies to develop survey questions. The survey instrument was provided to each of the Constitutional Offices for distribution to the workforce. A total of 608 responses were received and 241 individuals provided supplemental comments. Three hundred and fifty (350) respondents were from BOCC employees. The survey results are attached and highlighted below.

**Indian River Employer Clinic Interest Survey**

Which agency do you work for?	Response Percent	Response Total
Board of County Commissioners	58.92%	350
Sheriffs' Office	17%	101
Clerk of the Courts	11.11%	66
Property Appraiser	6.23%	37
Supervisor of Elections	0.67%	4
Tax Collector's Office	6.06%	36
Total # of respondents 608. Statistics based on 594 respondents; 0 filtered; 14 skipped.		

Where do you normally go for medical care for your minor illnesses?	Response Percent	Response Total
Primary Care Physician	57.19%	346
Virtual Visits (using a smart phone or video chat)	1.65%	10
Urgent Care Center	34.88%	211
Convenience Care Walk-In Clinic (such as at CVS or Walgreens)	6.12%	37
Emergency room	0.17%	1
Total # of respondents 608. Statistics based on 605 respondents; 0 filtered; 3 skipped.		

How likely are you to visit an Employer Clinic to treat your minor illnesses?		Response Percent	Response Total
Very likely		58.51%	354
Would consider		29.75%	180
Would not use an Employer Clinic		11.74%	71
Total # of respondents 608. Statistics based on 605 respondents; 0 filtered; 3 skipped.			
How likely are you to visit an Employer Clinic for health coaching/chronic condition management?		Response Percent	Response Total
Very likely		39.04%	237
Would consider		40.69%	247
Would not use an Employer Clinic		20.26%	123
Total # of respondents 608. Statistics based on 607 respondents; 0 filtered; 1 skipped.			
How likely are you to visit an Employer Clinic for biometric screenings? A biometric screening is a clinical screening that is done to measure certain health characteristics. The goal of a biometric screening is to give you a snapshot of your health and alert you to any possible health risks. Biometric screenings usually measure height, weight, body mass index (BMI), blood pressure, blood cholesterol, and blood sugar.		Response Percent	Response Total
Very likely		57.99%	352
Would consider		25.54%	155
Would not use an Employer clinic		16.47%	100
Total # of respondents 608. Statistics based on 607 respondents; 0 filtered; 1 skipped.			

The majority of respondents are supportive of an employer sponsored clinic. Some respondents have indicated they would never utilize an employer sponsored clinic. Respondents' comments indicate concerns related to cost, services provided, hours of operations, privacy and confidentiality, the type of provider that would staff the clinic, etc.

The complexities associated with establishing an Employer Clinic would require professional services of subject matter experts to assist the County in this project. Lockton Companies is well qualified to perform these services.

**FUNDING**

The initial cost of pursuing an employer sponsored clinic would be \$75,000 Professional Consulting Services Fee which would be paid from the Health Insurance Trust. The actual cost of establishing a clinic would be determined during this project based on the type of clinic that was implemented.

**RECOMMENDATION:**

Staff respectfully requests that if it is the consensus of the Board of County Commissioners to pursue further evaluation of an employer sponsored clinic, Lockton Companies be engaged to oversee this project as reflected in the attached proposal at a cost of \$75,000.

Attachment: Clinic Survey Results  
Lockton Clinic Proposal