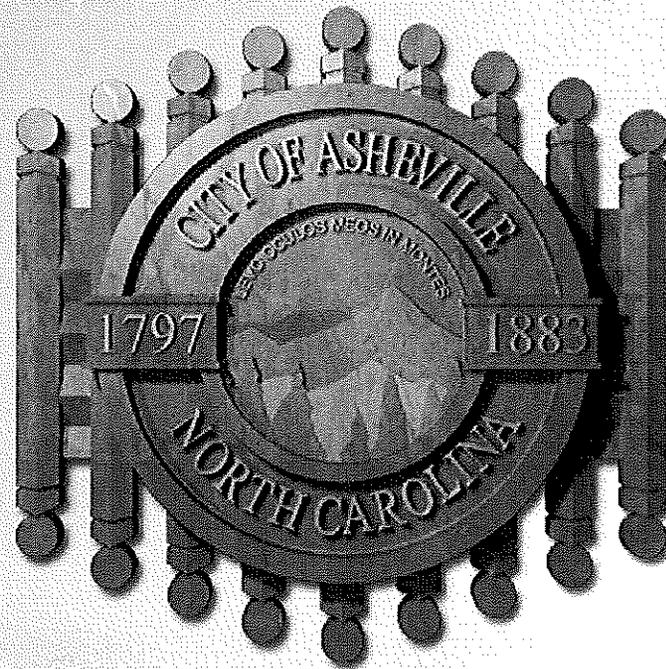


City
of Asheville
North Carolina

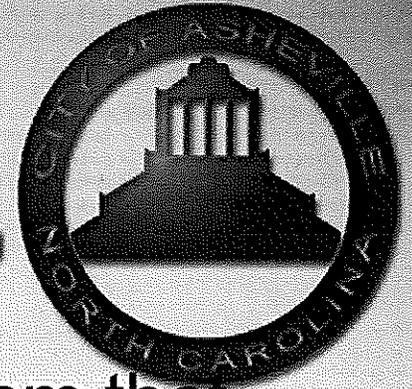


Healthcare Task Force Committee

Report of Findings and Recommendation



Task Force Defined Objective



Operate a sustainable Health Care Program that provides Access to Quality and Cost-effective, medical care to the City of Asheville's employees, retirees and dependents.

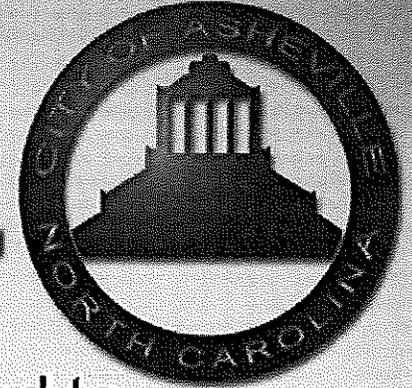
- *The Task Force's recommendation encompasses these three broad categories that, when combined, will improve the Health Care program of the City, provide for fiscally responsible spending and improve the health of the participants.*

Access



- Expansion of Employee Health Clinic
 - Expand on-site physician office time, expanded lab services and capabilities, provide Disease management intervention and improve health education
- Coordination of Care
 - Communication with primary care and specialist physicians in the community regarding the care provided in the clinic through the use of Electronic Health Records.
 - Coordination of Prescription Drug utilization between pharmacists, physicians and members

Quality



- **Affiliate with Health Care providers** committed to providing quality care, prevention and wellness care.
- **Reward prevention/wellness**
 - Implement a Wellness Program that provides education, incentives/rewards for health behavior and basic biometric testing
- **Preventive Care Services** – medical plans should include coverage for services recommended by the US Preventative Services Task Force
- **Education and Communication** on plan costs and saving information
 - Educate members on Advance Directives

Cost



- **Modify Plan Designs to reduce costs to be more consistent with other employers in NC**
 - Plan changes estimated to decrease claim costs 14%
- **Increase Employee and Retiree Contribution**
 - Utilize an alternate Contribution Strategy
- **Future Employee Retiree Health Insurance**
 - Further analysis is necessary on Retiree Health insurance options for future employees
- **Expansion of the Employee Health Clinic**
 - Estimated reduction in Medical Claim costs
- **Reserve Fund**
 - Rebuilding the Reserve Fund