



**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Department *Joy M. St. Germain*  
**COPY:** Government Performance and Finance Committee; Mark Lauzier  
**SUBJECT:** **Municipal Health Clinic**  
**DATE:** August 11, 2016

**SUMMARY:**

On August 17, 2016, the Human Resources Department will be presenting the findings and recommendation from the recently conducted feasibility study for a City sponsored municipal clinic.

**BACKGROUND:**

On April 1, 2015, the Human Resources department staff presented to the Government Performance and Finance Committee (GPFC) background information on the different health care service models available for future consideration by the City, including having an onsite or near-site municipal health clinic. This was in response to a Council Consideration Request (CCR) that came from the Committee of the Whole (COW). After this presentation, the GPFC acknowledged the benefits that can come from a City sponsored municipal clinic but requested that the Human Resources Department conduct a feasibility study to determine if this was an appropriate health care offering for the City to entertain for their employee population.

**ISSUE:**

Human Resources is following up with the Council Committee to report on the findings from the municipal clinic feasibility study that was conducted.

**ALTERNATIVES:**

This is an information briefing only. There are no alternatives presented at this time.

**FISCAL IMPACT:**

The feasibility study indicates this would be a significant cost to the City to implement. The primary drawback is the clinic model requires strong employee participation in order to realize value and cost savings, both in terms of financial savings and improved employee health. Strong participation would involve employees and their dependents receiving most of their medical care at the clinic versus with their current providers.

**RECOMMENDATION:**

The City of Tacoma recommends not continuing to pursue worksite health services based on the results of the feasibility study. This information has been shared with the Joint Labor Committee. It is the City's understanding, that the Joint Labor Committee is in agreement with the City's recommendation.

