



509 W. 5th Street
Red Wing, MN 55066

To: Honorable Goodhue County Commissioners
From: Jessica Ahlbrecht, HR Manager
Date: April 28, 2025
Re: Biometric testing contract

Background:


As part of its wellness program, Goodhue County started offering biometric testing and health risk assessments in 2013. These offerings were made available to employees as well as spouses and retirees (if they participate in the County's health insurance). Biometric testing and health risk assessments help identify areas of concern that an employee may otherwise be unaware of. Early identification of health concerns can prompt an employee to seek treatment or make behavioral changes before the risk becomes greater or develops into a chronic condition.

Goodhue County employees have, as a result of biometric testing, discovered major health issues and sought out appropriate treatment. Early detection of these concerns benefited the employee's health and well-being. If not for this early intervention, the County could have experienced substantial expenses (high-cost claims) thus increasing the overall cost of health insurance.

The Employer Health Benefits: 2024 Annual Survey conducted by the Kaiser Family Foundation notes that "among large firms (more than 200 workers) offering health benefits in 2024, 56% offer workers the opportunity to complete a health risk assessment, 44% offer workers the opportunity to complete biometric screening, and 79% offer workers one or more wellness programs, such as programs to help them stop smoking or lose weight, or lifestyle and behavioral coaching."

Since 2013, the County has contracted with HealthCheck 360 to provide biometric screening and health risk assessments. While our current provider has been an excellent partner over the years, we felt it was important to evaluate options to ensure we are still getting the best value and quality for these services. The County initiated a RFP process in March to solicit proposals from other vendors and reviewed proposals from two finalists: HealthCheck 360 and OnSite Health Diagnostics.


A summary of the proposals and associated costs is provided below.

 intellicents®	HealthCheck 360	OnSite Health Diagnostics
Wellness Platform/Program Fees		
per month charge		\$4.00
estimated participants		140
estimated total		\$6,720
Screening Costs (venipuncture)		
per year charge	\$137	\$46
estimated participants	140	140
estimated total	\$19,180	\$6,440
Estimated Program Cost	\$19,180	\$13,160


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Note: The HealthCheck 360 testing includes cotinine (a metabolite of nicotine in the body) in their testing panel. OnSite Health Diagnostics panel does not include this test, but it could be added for an additional \$13 per person which amounts to \$1,820 based on 140 participants.

The County's biometric screening already includes added tests for qualifying participants (prostate specific antigen [PSA] or thyroid stimulating hormone [TSH]). Based on past participation,

 intellicents	HealthCheck 360	OnSite Health Diagnostics
Additional Testing Charges		
TSH (<i>estimated 105</i>)	\$395.00	\$180.00
PSA (<i>estimated 20</i>)	\$2,073.75	\$1,365.00
estimated additional charges	\$2,468.75	\$1,545.00

Additionally, providers can perform a hemoglobin A1C test. This test can identify prediabetes, diabetes and chronic kidney disease all of which can have a significant impact on the health of our employees and drive-up healthcare costs if undiagnosed or untreated.

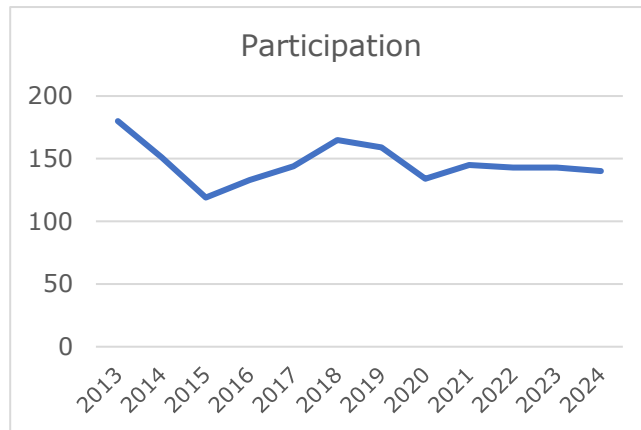
 intellicents	HealthCheck 360	OnSite Health Diagnostics
Hemoglobin A1C	\$2,695.00	\$1,680.00

For 2025, Goodhue County has budgeted \$28,000 for biometric testing and health risk assessments.

	HealthCheck 360	OnSite Health Diagnostics
Proposals		
estimated program cost	\$19,180.00	\$13,160.00
+ TSH, PSA testing charges	\$2,468.75	\$1,545.00
+ Hemoglobin A1C testing	\$2,695.00	\$1,680.00
estimated total	\$24,343.75	\$16,385.00
Budget impact		
2025 budgeted	\$28,000.00	\$28,000.00
- estimated total	\$24,343.75	\$16,385.00
difference	\$3,656.30	\$11,615.00

Participation:

Despite positive survey results relative to biometric testing (62% satisfied or very satisfied in 2023), participation has been flat over the past 4 years. We would like to see participation in this program increase as we believe it positively impacts employee's health and well-being.

**Incentives:**

Since its inception, the County has paid incentives to employees for biometric testing and health risk assessment participation and outcomes. The current incentive structure has been in place for the last 9 years and provides a \$50 incentive to employees for participation in the testing. An additional \$50 incentive may be provided based on outcomes. Payment for incentives has been through the compensated absences fund and the average cost is approximately \$11,000.

Since incentives have not been reviewed in some time and participation has been flat, it may be time to re-evaluate the incentive structure.

- A. Keep existing incentive structure based on participation and outcomes. *Estimated cost of \$11,000.*
- B. Increase participation incentive from \$50 to \$100 per employee and retain existing \$50 incentive based on outcome. *Estimated cost of \$20,000.*
- C. Provide \$100 incentive to employees for participation (eliminate incentive for outcome). *Estimated cost of \$14,000.*
- D. Provide \$150 incentive to employees for participation (eliminate incentive for outcome). *Estimated cost of \$21,000.*

Recommendations:

- 1. Accept the proposal from OnSite Health Diagnostics and enter into a one-year contract to perform biometric screening and health risk assessments for employees.
- 2. Continue offering TSH and PSA screening for eligible participants.
- 3. Add hemoglobin A1C testing for all participants.
- 4. Update the incentive structure and adopt option D.