



# WINNEBAGO COUNTY

— ILLINOIS —

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County Administration Building  
404 Elm Street  
Rockford, Illinois 61101

Purchasing Department  
Phone: 815-319-4380  
Fax: 815-319-4381

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## ADDENDUM FOUR

### ONSITE WELLNESS CLINIC SERVICES, OCCUPATIONAL HEALTH SERVICES AND WELLNESS PROGRAM MANAGEMENT REQUEST FOR PROPOSAL #25P-2418

1. What medications are currently being dispensed at the clinic? **See attached Exhibit D – Medication Listing**
  2. Can you provide a timeline for decision-making or next steps in the process after the RFP is submitted? **We will need to go through a review, evaluation and County Board approval process. It is highly likely we award all services or various aspects of these services with one or multiple companies depending on the RFP submissions received. We understand implementation will take time but we are also looking to maintain services, especially with our Occupational Health needs. Ideally, we are seeking approvals late September/early October however, contract negotiations and legal review all play a role in this process.**
  3. Can you provide your 2025 benefit guide or an overview of medical plan options? **See attached Exhibit E – Insurance Program Offerings**
  4. Is an HSA plan design offered? What percentage of employees are enrolled in it? **No HSA**
  5. What are your current protocols for closing gaps in care? How are you assessing gaps in care? **See physician – our priority is not referrals. This is not a substitution of primary care. This is prompt care services.**
  6. Describe your current patient navigation workflows when someone needs an in-market referral? **Referrals are provided when needed, we would not say this is a huge aspect of the services provided. Currently, referrals are likely based on the vendors access to UWHealth providers.**
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7. How are you determining low cost and high quality when making the referral? See above – we are open to suggestions and want to provide our employees with the best quality care.
  8. Please provide 12 – 36 months of medical and pharmaceutical paid claims data. Include any high-cost claimant adjustments. Requested with BCBS Data
  9. How many eligible employees have access to clinic today? We currently have 1,052 employees covered under our group insurance with a total of employees + dependents of 2,305.
  10. Do you offer behavioral health services in the current clinic or is it a current virtual benefit offering? We do not currently offer, but we would be interested.
  11. What is the projected contract start date? November 1, 2025
  12. Does Winnebago want to retain the current staff? All employees are UWHealth Employees. If possible, however Winnebago County does not employ the current staff.
  13. Are there non-compete agreements in place for any of the staff members? We are not familiar with this information, see above.
  14. What is the annual budget for the current health center? Budgetary information that currently exists are within Exhibits A and B.
  15. Why is Winnebago issuing an RFP for health center services at this time? As discussed at the pre-proposal meeting, our contract will be up September 30, 2025.
  16. Are there incentives for employees to utilize the clinic? Yes, no copay, reduced fees for labs, etc.
  17. Can you provide a list of occupational health services offered and current equipment utilized for occupational health exams/services? See RFP as well as attached exhibit with estimated services provided.
  18. Can you provide the current engagement rate for clinic services? A census was previously provided, please review Exhibits A - C
  19. Who is the current carrier for Winnebago and what type plans do you offer? Blue Cross Blue Shield – See attached Exhibit E – Insurance Program Offerings
  20. Could you provide a census with zip codes? We do not have this information.
  21. What are your goals for the primary care clinic, and can you provide cost reduction data? The clinic operation is simply prompt care requests, not primary care.
  22. You presently use the Epic EMR system, do you own it? Winnebago County does not own the equipment.
    - a. Is the new vendor required to use it? There is no software requirement, however we would like to use some type of EMR system. Occupational Health is a paper system.
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23. What is your daily & monthly volume for post offer physicals? See attached Exhibit C, previously provided with Addendum Three.
24. Who provides your health insurance? Blue Cross Blue Shield
- a. What type of plans do you have? i.e. PPO, high deductible – See attached Exhibit E
25. Who is your Work Comp provider? Gallagher
- a. What is your annual number of claims/year? N/A
- b. What job descriptions have the highest number of claims? N/A
- c. How many employees are on lost time? N/A
- d. Do you have a light duty or return to work program? Yes
26. Who from the Winnebago County team is involved in your present onsite clinic from a management and liaison perspective with your external provider?
- a. What are their job titles?
- Deb Crozier – Human Resources Director  
Tanya Harris – HR Coordinator (Occupational Health Contact)  
Open Position - Benefits Specialist  
Lafakeria Reuter – Chief of the Civil Bureau  
Hope Edwards – Purchasing Director
27. What are your present outcomes and goals for the future? To deliver quality care to our employees, while reducing the cost of our group insurance.
28. Do you presently provide respirator protection testing? Yes
29. Are your goals in using massage therapy for OSHA recordables or other? We do not currently utilize for OSHA Recordables
- a. What is the present volume per day? N/A
30. Who is eligible to use the clinic? We currently have 1,052 employees covered under our group insurance with a total of employees + dependents of 2,305. Only employees with the insurance can use the Wellness Center for medical services.
31. Do you offer incentives for minority owned businesses? Please include within your qualifications section in your RFP response. There are no specific Minority Owned Business Incentives for this request.
32. What is your present annual budget for this clinic and service provider? Budgetary information that currently exists are within Exhibits A and B.
33. What are present expenditures vs budget? Budgetary information that currently exists are within Exhibits A and B.
34. Do employees and family members have to be on a group health plan to access clinic services? Yes
35. Equipment and furnishings -do you want an estimate of inventory start-up costs? All fixtures and equipment need to be provided by the vendor. Please reference more specifics on page 23 of the RFP.
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36. Does your onsite clinic need to provide women's health services such as routine gynecologic examinations (pap smear, venereal disease testing etc.)? **No, that is not currently offered.**
37. Will pediatric immunizations need to be sourced through state funded programs? **We believe this is currently funded through the group insurance.**
38. What is your current clinic volume per month? This will help us answer the RFP questions about staffing needs. **This was previously provided in Addendum Three, See attached Exhibit C.**
39. Are there multiple shifts that the clinic needs to be accessible? First vs second shift workers. **No, that is not necessary. Current clinic hours are the following: Monday – Friday 8:00 am – 5:00 pm.**
40. Could Winnebago County provide the current staffing model and hours per week for each position. **RN – Part Time / CMA & NP work full-time**
41. Are there any additional services you are not offering that you would like to add in the future? **If it makes sense, but we are currently just prioritizing existing services within the clinic and occupational health needs.**
42. In the charts provided, we noticed there is an RN listed, but no RN in the staffing model. Are the RN visits provided by the MA or is the NP providing this service? **The current RN is part-time and has only existed for the past year. We are open to various staffing models that fit the costs.**
43. Is there an opportunity to interview or evaluate the current clinic staff to assess potential retention, and will the current vendor share employment terms to facilitate continuity? **We cannot facilitate this request but agree with the continuity benefits that may exist.**
44. Given that Epic is used for Wellness records and Occupational Health records are paper-based, would the County be open to migrating both functions to a single digital platform for improved integration and analytics? **Yes, we are open to this scenario.**
45. Could you provide a full inventory of medical equipment owned by the County vs. that of the current provider, especially any equipment expected to be transferred to the new vendor? **All equipment is owned by the existing provider, UWHealth. Winnebago County owns the building and handles all maintenance and utilities. We can facilitate correspondence about requesting to purchase the existing equipment but that would be for both vendors to discuss.**
46. What are the County's key performance indicators (KPIs) or benchmarks for success over the next 1-3 years, and how do you currently measure ROI from the clinic? **We would love to see better results for this in the future. Currently we do not have great historical information that helps us evaluate the services appropriately.**
47. Can you provide the current list of the 10–12 basic medications dispensed onsite, and is there interest in expanding the formulary? **See attached Exhibit D**
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48. You mentioned phased implementation and multi-vendor awards as options. Could you clarify whether you are prioritizing medical, wellness, or occupational health components in phase one? **All areas are a priority, however occupational health is likely are biggest concern. We are also working through alternative solutions to fit our needs and work through contract negotiations and implementation with new vendor(s).**
49. The RFP notes openness to innovation. Is the County interested in expanded services such as behavioral health, chronic condition management, or telehealth in future years? **Yes, we are interested please include expanded services options within your proposal response.**
50. What level of integration or collaboration is expected between the awarded vendor, Blue Cross Blue Shield, and Gallagher (your broker), especially for data sharing, care navigation, and outcomes reporting? **Winnebago County would support collaboration efforts in regards to these requests as needed.**

Various Statistical Informational will be attached as exhibits.

- Exhibit A – Wellness Clinic Stats & Cost
- Exhibit B – Occupational Health Stats & Cost
- Exhibit C – Wellness Clinic Usage & Utilization Reports
- Exhibit D – Medication Listing
- Exhibit E – Insurance Program Offerings

**END OF ADDENDUM FOUR**

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