

**On-site Health Care Services
Estimated Return-on-Investment**

	Fee	Lost Time			Total Cost	Estimated Avoidance	
		Hours	Rate	Cost		Services	Cost
Office Visit	\$ 130.00	2	\$ 47.00	\$ 94.00	\$ 224.00	875	\$ 196,000.00
Clinic Visit	\$ 135.00	2	\$ 47.00	\$ 94.00	\$ 229.00	135	\$ 30,915.00
ER Visit	\$ 1,555.00	4	\$ 47.00	\$ 188.00	\$ 1,743.00	10	\$ 17,430.00
Spirometry/Respirator/Audiometric	\$ 11,000.00				\$ 11,000.00	-	\$ 11,000.00
Biometric Screening	\$ 54.00	-	-	-	\$ 54.00	125	\$ 6,750.00
Immunizations (Flu)*	\$ 20.00					500	\$ 10,000.00

* This \$20 represents the estimated cost to have a third party administer the shot

Total Estimated Savings \$ 272,095.00

Cost of Nurse \$ 250,000.00

Supplies \$ 10,000.00

Total Cost of Services 260,000.00

Other non-monetary benefits not included in the ROI calculation:

- health and wellness coaching; could result in better condition management
- increases in productivity resulting from decreased presenteeism
- increased utilization of preventive services
- improved employee morale and engagement
- impact on recruitment and retention efforts; turnover costs

	Total	Est. Avoidance
Estimates are based on 2009 services provided by the District nurse (5,300 services)		
Office Visits: 50% of health counseling, immunizations	1738	869
Clinic Visits: 25% of first aid; follow-up care visits	532	133
Biometric Screenings: 50% of health fair participants moved to nurse	244	122
Immunizations: 2019 participation in flu shots; incr. for COVID	350	500

Estimate for OSHA-required respirator evaluations/spirometry/audiometric based on 2019 actual spend (P.O. 8009407, 8009313)