

Exhibit A: Preliminary Insourcing Cost Analysis

Item	Insource Cost	Outsource Cost	Variance	Explanation
Medical Personnel required 128.8 FTE plus pool/OT/Shift differential hours	\$ 15,182,860	\$ 15,032,422	\$ 150,438	128.8 FTE required by Consent Decree. Salaries based on Armor suggested 2018 rate which were market. Includes pension, healthcare, and Social Security
Additional medical department staff	\$ 847,238	\$ -	\$ 847,238	This cost is for 5 positions to staff the Medical Department, plus 2 HR business partners
Agreement with Medical staffing agency to cover clinical hours needed	\$ 605,896	\$ -	\$ 605,896	Based on actual cost for BHD 2016-2018, reduced due to number of Drs in staffing matrix for HOC/MCJ
3 Wellness Coordinators	\$ 354,942	\$ -	\$ 354,942	This function currently being performed by the Sheriff's staff, Wellpath staff would take over under contract
Admin/Operations-Claims Processing Staff	\$ 219,548	\$ -	\$ 219,548	Assumes 3 staff to process claims for HOC & MCJ
Possible sign-on bonuses for nurses	\$ 165,000	\$ -	\$ 165,000	BHD pays \$5,000 sign-on bonus for RNs, area hospitals paying \$6,000. This assumes \$5,000 sign on bonus
EMR System	\$ 41,400	\$ -	\$ 41,400	Estimate based on purchase of Core EMR from Armor. Can be purchased after contract ends for \$1.50 per inmate per month.
Administrative/Operations-Claims Processing System	\$ 1,646,000	\$ -	\$ 1,646,000	Based off amount BHD pays annually to maintain claims software and licenses as well as labor and customization. Does not include additional \$12,000/yr paid for "claims scrubbing" service
Specialty care (cap amount, excludes overages below)	\$ 800,000	\$ 800,000	\$ -	Cap for Specialty care in new contract, additional over cap amount shown below.
Insurance	County cost unknown at present	\$ 722,835	\$ (722,835)	Insurance estimate for outsource based on Armor 2019 projections, as best available
Unemployment Compensation	\$ 23,045	\$ -	\$ 23,045	UEC based upon 2018 budgeted for department with similar number of FTEs
Licensing and continuing education for medical staff	\$ 50,250	\$ -	\$ 50,250	Based on how BHD budgets for these items.
IT Support Crosscharge	\$ 182,000	\$ -	\$ 182,000	Estimated by IMSD at \$1,300 per staff member at 140 staff
IT hardware purchase/replacement	\$ 100,000	\$ -	\$ 100,000	Purchase of equipment for new staff
Medical/Dental Supplies	\$ 180,284	\$ 180,284	\$ -	2018 Estimate of Armor cost proposal
Corporate Profit	\$ -	\$ 1,212,920	\$ (1,212,920)	
Other Miscellaneous Costs*	\$ -	\$ 1,431,719	\$ (1,431,719)	
Contract Subtotals	\$ 20,398,463	\$ 19,380,180	\$ 1,018,283	
Pharmaceuticals	\$ 1,475,000	\$ 931,250	\$ 543,750	Based on actual cost for 2019. Using contract parameters for
Admin/Operations-Contract Monitor	\$ 373,188	\$ 373,188	\$ -	Contract Monitor amount from RFP
Specialty Care (overages)	\$ 985,000	\$ 492,500	\$ 492,500	Specialty care overages not included in contract
Grand Total	\$ 23,231,651	\$ 21,177,118	\$ 2,054,533	

*The Wellpath bid amount was \$19,380,180 in Year 1. The bid does not breakout costs by category. This analysis estimates costs by category based on various factors including Armor rates.