



Greenspire Health Cost & Outcome Factors Directory - Summary

Purpose: Evolving set of validated factors effective in improving employer health care costs and member health outcomes

Complete Directory: Includes indicators, metrics, benchmarks, partner depth, impact experience, and implementation keys

Listed by: Category type, employer-employee impact, and network partnering firm and/or preferred vendor.

Impact Key: ● = significant ● =very significant ● = critical

Accountability: Greenspire Health Operations Division

A. Plan Administration (20)

Factor	EMPLOYER IMPACT	EMPLOYEE/ MEMBER IMPACT
1. Employer and Greenspire’s identification & agreement program gaps to plan in terms of cost, health outcomes, services & engagement	●	●
2. Plan compliance service fulfillment to current plan agreement terms by contracted parties	●	
3. Claims processing value: Cost, timeliness, compliance, & decision-making support	●	●
4. Broker relationship, services & fees	●	
5. Enrollee incentives, value & disincentives	●	●
6. Plan participation & workforce retention incentives, disincentives & focused communications	●	●
7. Wellness-prevention programs performance, ROI	●	●
8. Workman’s comp program cost & outcomes performance excellence	●	
9. All disability leave management performance	●	
10. Occupation health service, prevention & personal care integration	●	●
11. Dental care, visioning & unique benefits component design		●
12. Community-based collaboration leadership to impact common area health needs, access & cost	●	●
13. Stop loss coverage/reinsurance	●	
14. Specialized risk underwriting	●	
15. Reference “blue book” pricing program	●	●
16. Reduce & streamline Administrative time & service for health benefits	●	
17. Health risk assessment, biometric testing, second-opinion and care navigation value proposition	●	●
18. Endorsement & ROI of free-discounted health screenings-testing-therapies by disease state	●	●
19. Organization health-culture, environment ROI	●	●
20. Negotiated high claims discounts & employee “out-of-pocket” spend	●	●

B. Cost of Care Reduction (22)

Factor	EMPLOYER IMPACT	EMPLOYEE/MEMBER IMPACT
1. Enrollee predictive analytics alignment with individual coaching, self-management expected spend by need	●	●
2. Aggregated enrollee predictive analytics expected spend for results tracking, resource use, & budgeting	●	
3. Primary care value- cost & outcomes performance management	●	●
4. Urgent care value – cost & outcome ROI	●	●
5. Emergency services, care & value ROI	●	●
6. Chronic & preventative clinical behavioral care management ROI	●	●
7. Urgent care, ER, primary care utilization	●	
8. Pharmaceuticals cost, reconciliation & utilization	●	●
9. Pharmaceuticals counseling, use & compliance	●	●
10. Pharmaceuticals formularies & protocols performance management	●	
11. Individual health coaching for self-management behavior change, plan compliance & support	●	●
12. Addiction & Mental Health prediction & rehabilitation EAP + program	●	●
13. Point of care behavior management ROI	●	●
14. High cost/over utilization of health services by individual, provider or other	●	●
15. Telehealth care quality, access, cost & convenience ROI; including 24/7 primary care	●	●
16. Onsite clinic care value, cost & care ROI	●	
17. Behavioral health need, access & availability	●	●
18. Health risk predictive analytics for budgeting & metric tracking and dashboard	●	●
19. Workforce absence rate management ROI	●	●
20. Recruitment & retention cost management ROI	●	●
21. Workforce concierge “work/life” balance management services for ↑retention & commitment	●	●
22. Enrollee environment, economic & social impedance ROI	●	●

C. Physicians & Hospitals (10)

Factor	EMPLOYER IMPACT	EMPLOYEE/MEMBER IMPACT
1. Access, cost, quality & experience with local care		
2. Managed care contracting, discounting performance		
3. Direct contracting for imaging, labs, surgery, occ. health, urgent care, prevention & rehabilitation		
4. Population health planning and performance ROI		
5. Community prevention, care and networking collaboration value, cost & service ROI		
6. Primary care performance stratification & usage ROI		
7. Value-base ancillary prevention & care management ROI		
8. Value-based service agreement incentives for critical providers		
9. Employer direct hire of primary, ancillary and complimentary providers		
10. Provider network development & management		

D. Enrollee Engagement(12)

Factor	EMPLOYER IMPACT	EMPLOYEE/MEMBER IMPACT
1. Workforce turnover		
2. Recruitment & retention		
3. Industry talent bidding, including working uninsured, education & training programs		
4. Workforce productivity		
5. Workforce adoption to change		
6. Workforce satisfaction balance of life issues		
7. Internal innovation, performance improvement		
8. Workforce empowerment		
9. Leadership's engagement talent & skills in advancing a culture of high performance & choice		
10. Personal financial wellness services		
11. Personal life-skills development services		
12. Retiree covered benefits wellness, prevention management ROI		