



**CITY COUNCIL EXECUTIVE COMMITTEE MEETING
CITY COUNCIL CHAMBERS, THIRD FLOOR, CITY HALL,
#1 CITY HALL PLACE, PUEBLO, COLORADO 81003.**

**MONDAY, OCTOBER 6, 2025
5:30 PM**

Individuals Requiring Special Accommodations Should Notify the City's ADA Coordinator at (719) 553-2295 by Noon on the Friday Preceding the Meeting.

Executive Committee meetings are special meetings of the City Council and are informal Council meetings for the purpose of receiving information and discussion among Council Members; no official action is taken at such meetings. The public is invited to attend, but public comment is generally not received unless otherwise noted.

Agenda

CALL TO ORDER

PRESENTATIONS

- | | |
|--|---------|
| A. CITY UPDATES | 5:30 PM |
| Brian McCain, Chief of Staff | |
| 5 minute presentation | |
| B. EMPLOYEE HEALTH CLINIC UPDATE | 5:35 PM |
| Marisa Pacheco, Director of Human Resources | |
| Keith Jamtaas – Associate Account Principal | |
| Carly Dolsmeth – Associate Account Principal | |
| 30 minute presentation | |
| C. LESSONS LEARNED FROM THE GREAT RECESSION | 6:20 PM |
| Jerry Pacheco - Tactical Governance Group | |
| 15 minute presentation | |
| D. PEDCO CONTRACT | 6:45 PM |
| Mark Aliff, President | |
| 15 minute presentation | |
| E. CITY COUNCIL BOARD & COMMISSION UPDATE | 7:10 PM |
| City Council | |
| 15 minute presentation | |

ADJOURNMENT

Employee Health Clinic Update

City Council Update - October 6, 2025

AGENDA

- Project History
- Project funding
- Introduction to selected partner provider



- Next steps

PROJECT HISTORY

PROJECT HISTORY

- Part of a long-term cost-control strategy
- Drivers of Health Plan Cost
 1. Plan Design
 2. Plan Use
 3. Cost to deliver care
- In 2019 City moved to self-insured insurance program providing much more control over the plan
- Have already experienced wins – lower premium increases, building a healthy reserve

PROJECT HISTORY continued...

- Feasibility Review – plan performance, reserve analysis (HUB)
- Comprehensive RFP process
- Due diligence External - interviews, site visits, references
- Due diligence Internal – employee survey, Benefits Committee

Employee Survey

- **92%** of survey participants stated that would be likely to utilize on-site health center services.
- **84%** of survey participants stated that they would be most likely to use primary/urgent care services

PROJECT HISTORY continued...

- Provider selected -  crossover
- Site identified for clinic – Dittmer (1st Floor – minimal changes)
- Facility overview with selected provider
- Prior presentations to City Council
 - March 3, 2025
 - April 14, 2025
 - Today!

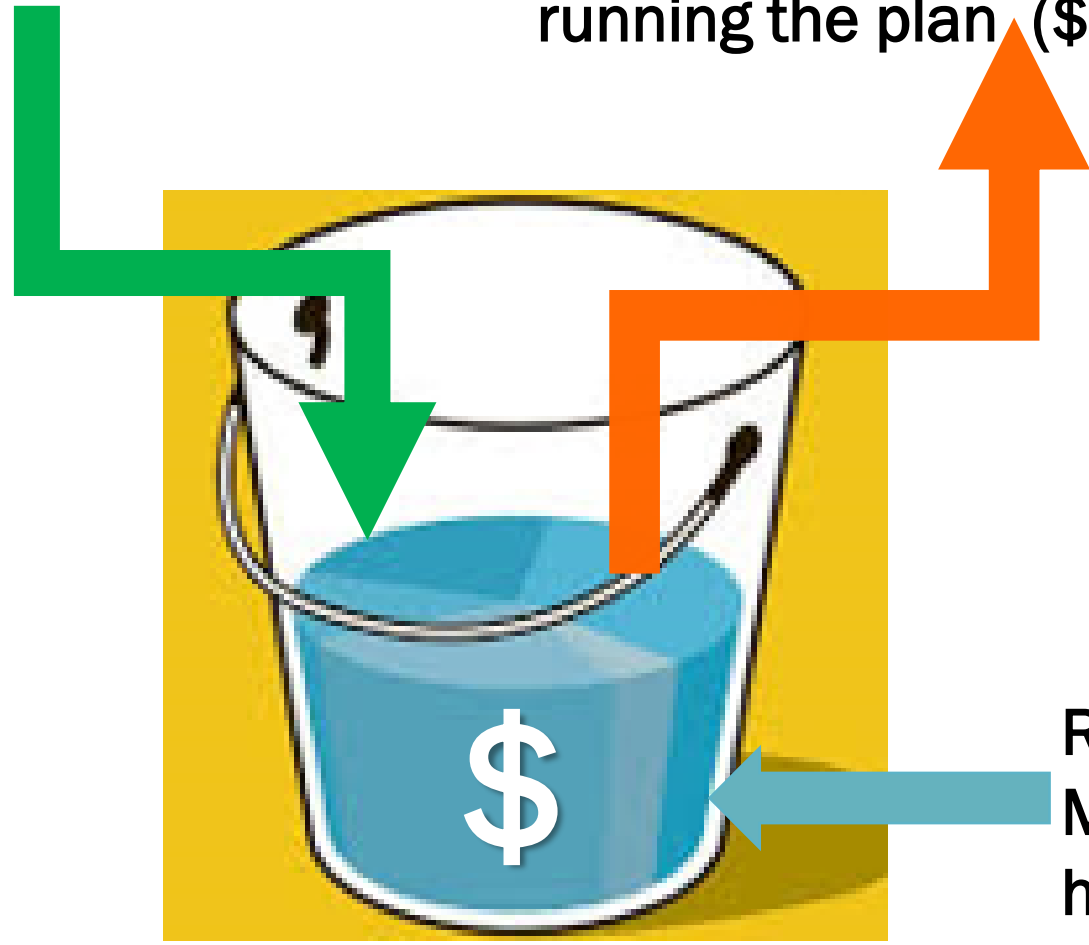


PROJECT FUNDING

Benefit Premiums
paid into fund each
month (Employer
and Employee)

Approximately
\$14.5M per year

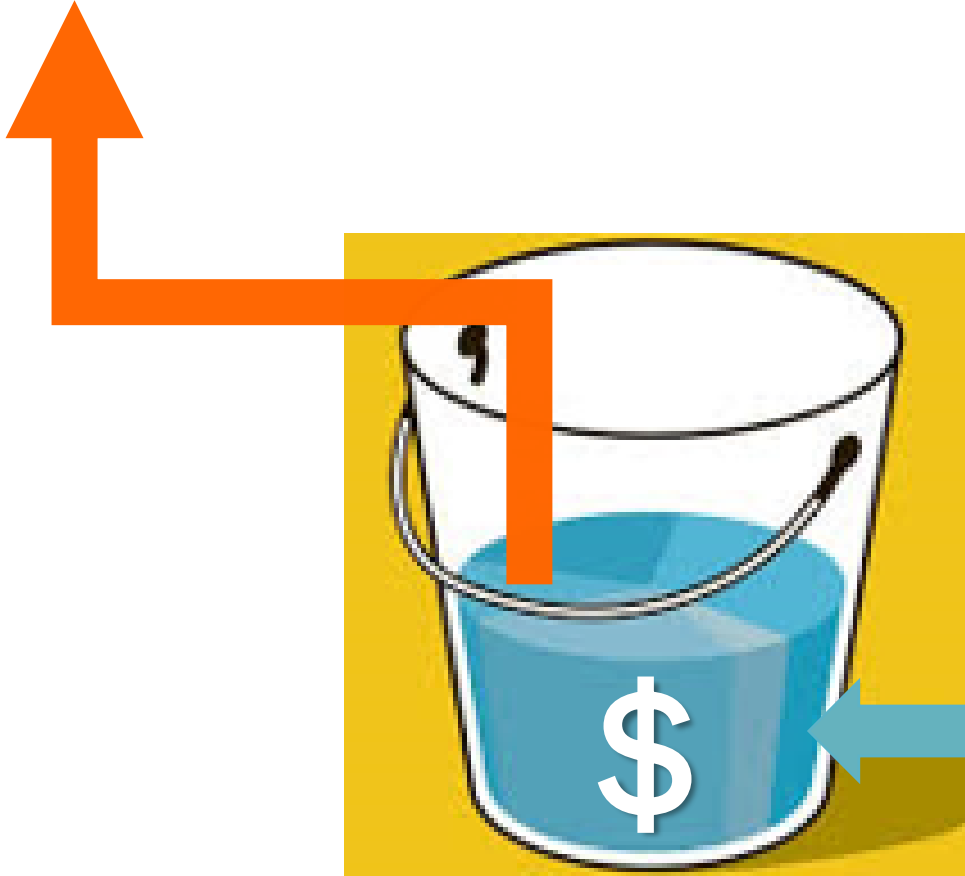
Pay Claims,
TPA costs, stop loss
insurance, associated with
running the plan (\$13.8M)



Health Insurance Fund

RESERVES – \$6.5M
Must be used for
healthcare related costs
only

Clinic Services
2026
\$906,553



Health Insurance Fund



RESERVES



How will this save the City money?

- Primary and urgent care services at Clinic will not be charged to the City's plans = Lower Claims Costs = Reduction in Plan Costs
- Direct access to Primary Care = Improved Health Outcomes = Less Medical Spend
- Convenient access to care = Increased Productivity / Reduced Lost Time
- Investing in Employee Wellbeing = Increase in Employee Retention



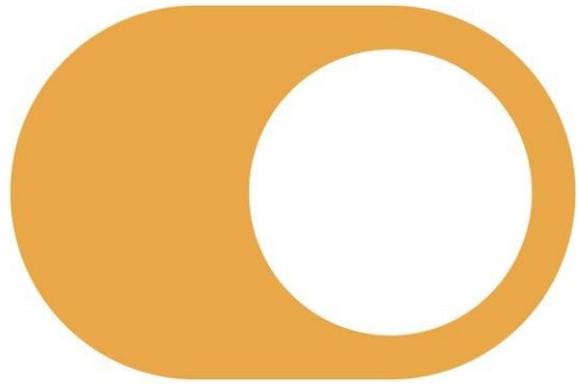
How will this save the City money?

- Post Offer Employment Physicals - \$40,000
- Drug Screening - \$15,000
 - Department of Transportation (DOT) drug screens for CDL Drivers
 - Non-DOT drug screens
- Fitness for Duty Evaluations - \$1,000

\$56,000 per year in immediate savings

SELECTED PARTNER

Introducing...



crossover



Board Meeting Presentation

October 6, 2025

Your Crossover Team



Keith Jamtaas
Associate
Account Principal



Carly Dolmseth
Associate
Account Principal

The Crossover Health Center Network in 2025

- 52 Centers, 17 States, 20+ Markets
- Over 850,000 lives accessing our services
- Over 215,000 sq ft of Clinical Space



Onsites (28)

Custom, private centers placed at or near an employer's location. **Seamless partnership** through new builds and transitions.



Nearsites (24)

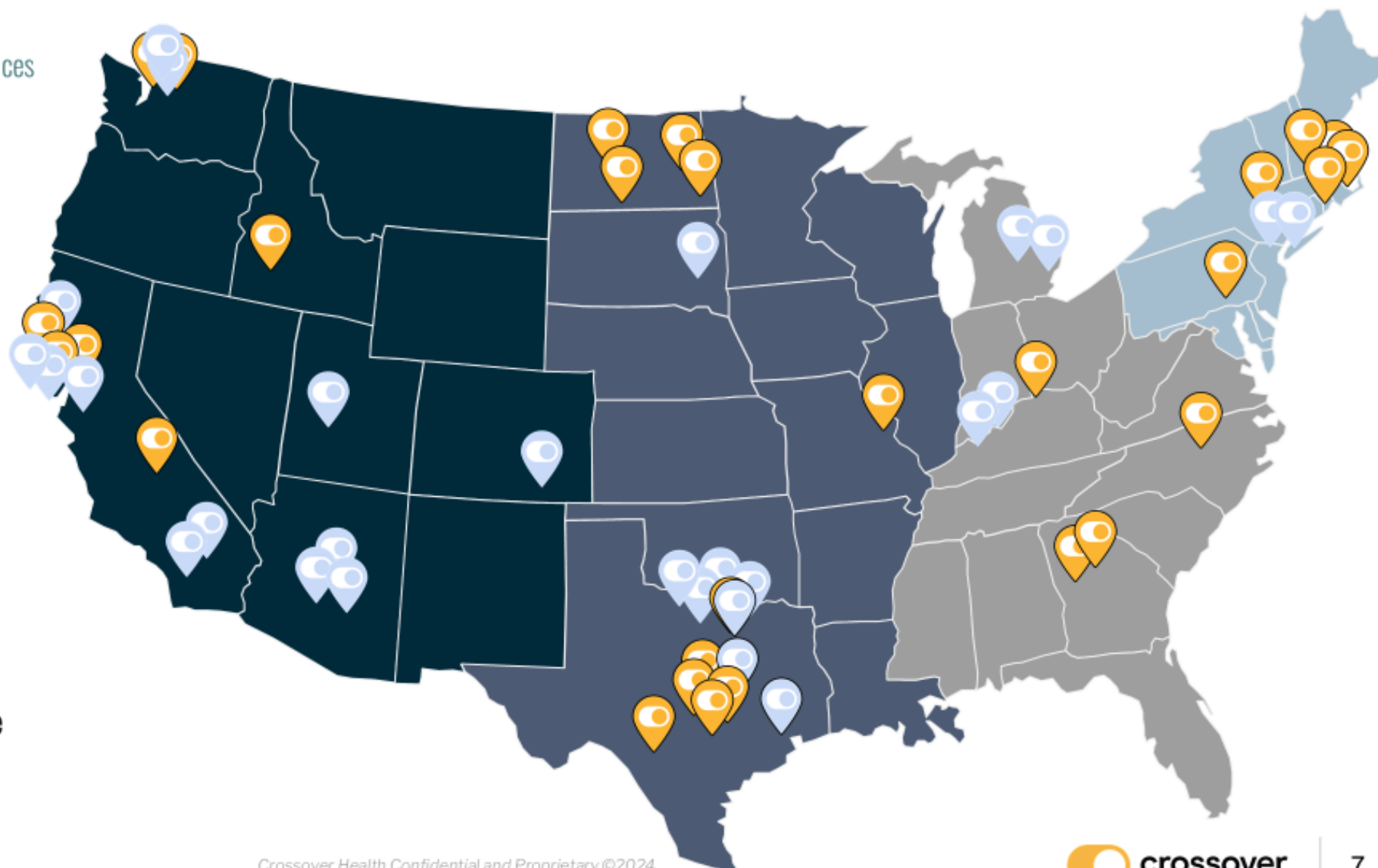
Multiple employers across 11 markets who share a Crossover branded facility

- Seattle, WA
- San Francisco, CA
- Bay Area, CA
- San Bernardino, CA
- Phoenix, AZ
- Dallas, TX
- Austin, TX
- Houston, TX
- Louisville, KY
- Detroit, MI
- New York, NY



Virtual Advanced Primary Care

Primary Care, Mental Health, Physical Therapy, Health Coaching, and Care Navigation accessible in **all 50 states** and delivered via 4 dedicated Care Teams



Crossover Health Confidential and Proprietary ©2024

Inspire People

**Design
Everything**

Be Fearless

Stay Curious

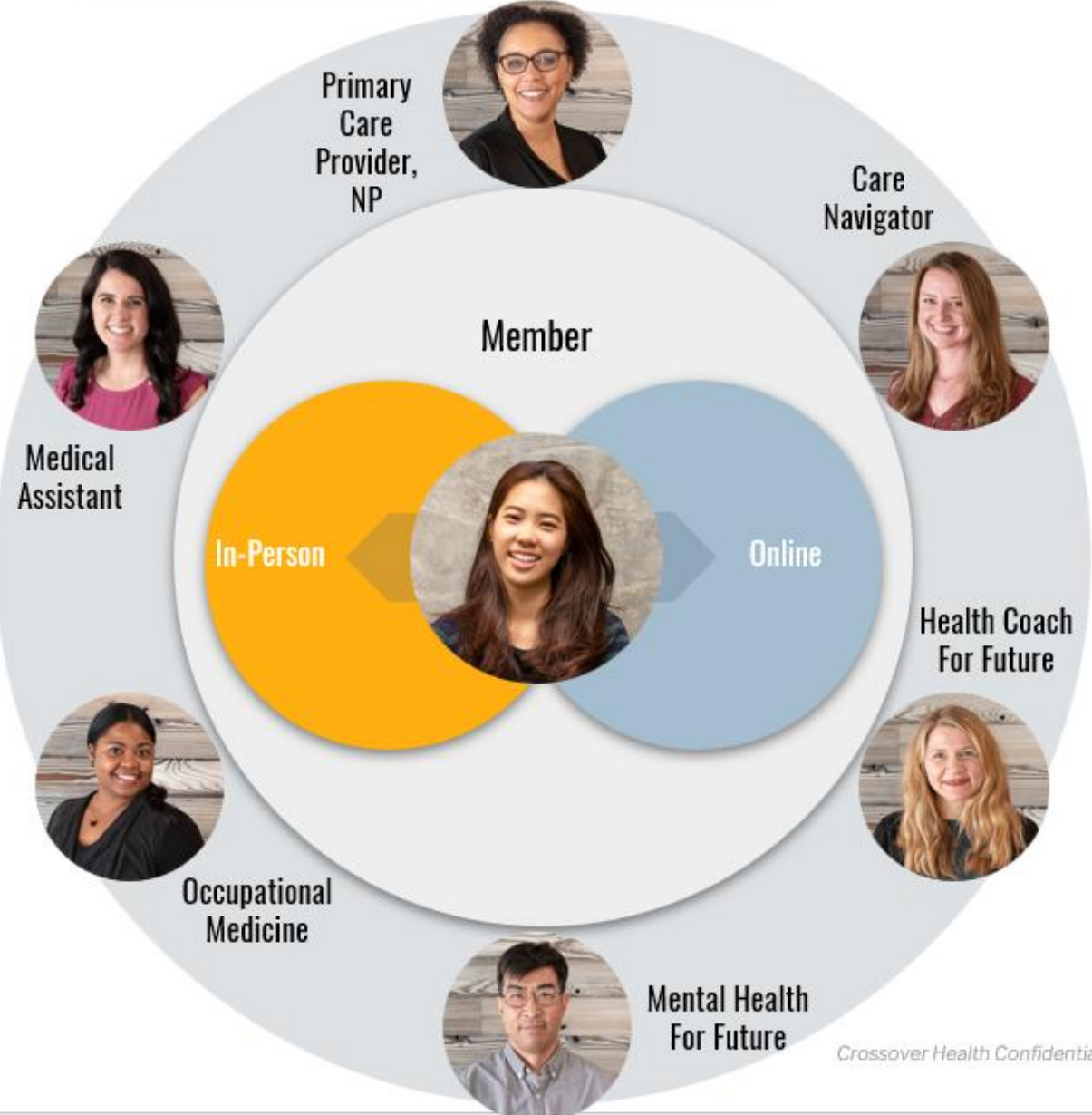
Be Authentic

Vision + Mission

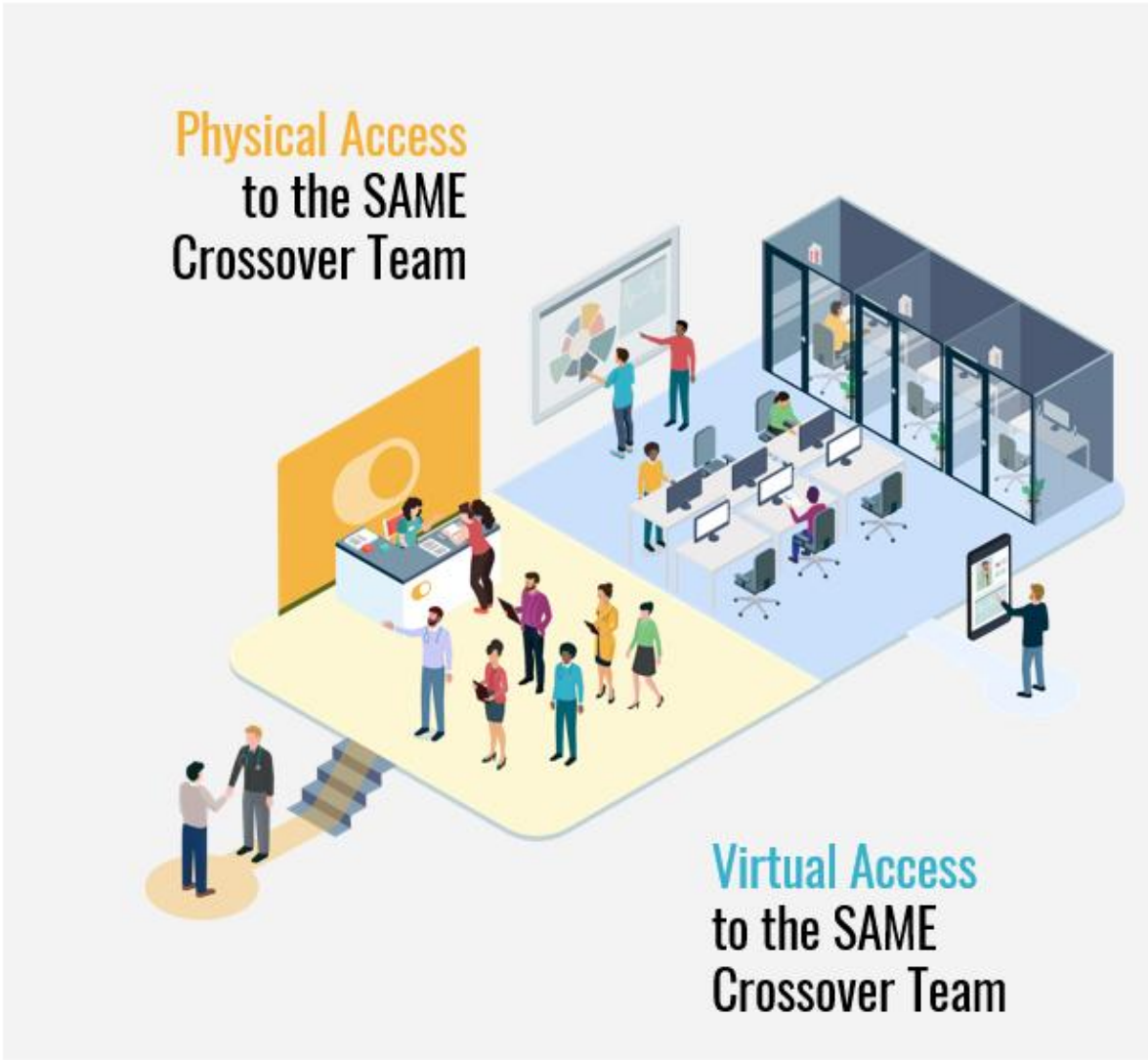
We're creating the future of health as it should be.

We're designing a better way to deliver care that builds trusted relationships, expands access, and enables accountability through our proprietary care platform to achieve remarkable outcomes.

Redesigned Care | Trusted Relationships & Convenience Matters!



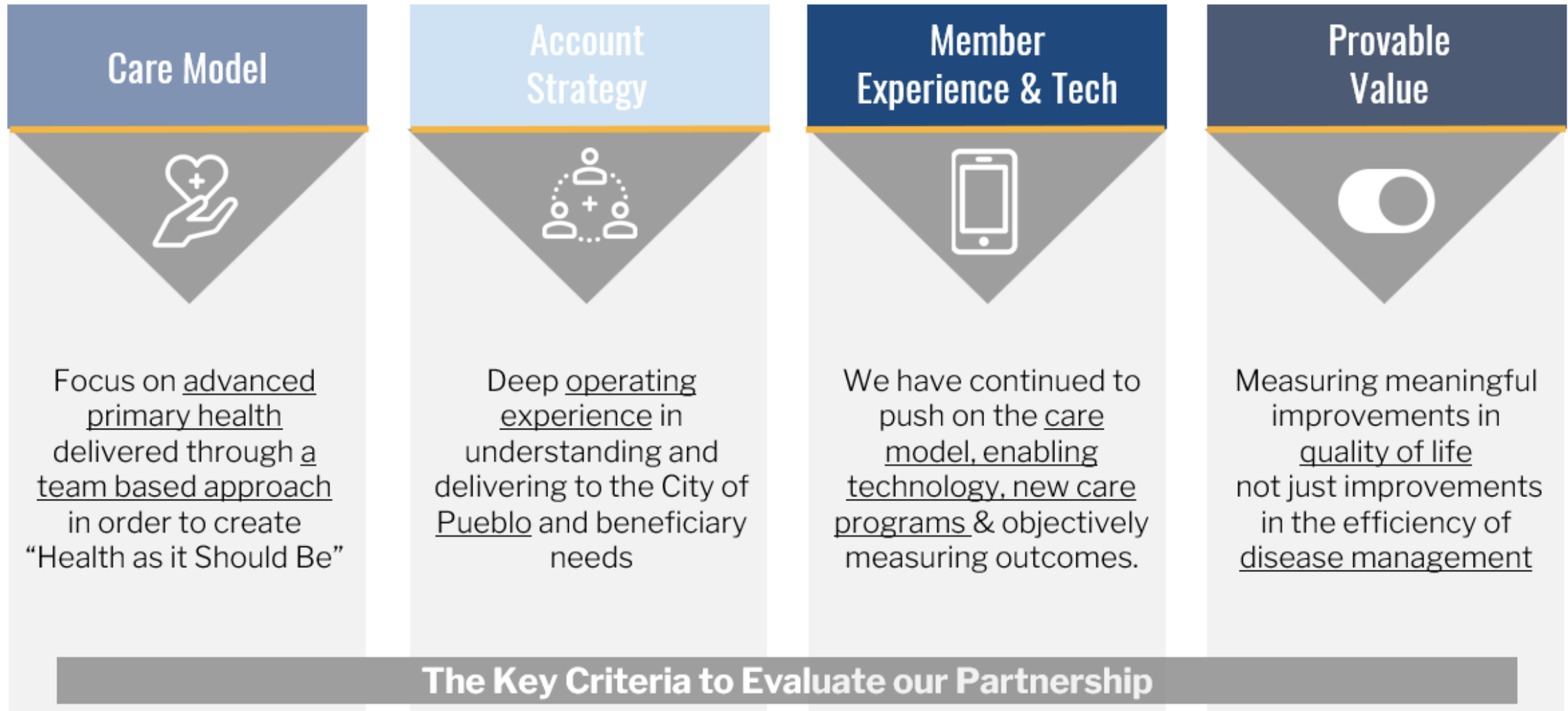
Crossover Health Confidential and Proprietary ©2024



City of Pueblo Services

Service	Description
Preventive Care	• Annual blood work & overall health evaluation • Pap smears & breast exams • Flu shots • Cancer Screening
Primary Care	• Same day services • Travel care services • Management of acute and chronic disease • Specialist referral • Laboratory services • Medication, Rx, and dispensing
Acute Care	• Treatment of minor injuries • Performance of minor common procedures • After hours on-call services
Virtual and Messaging Care	• Messaging available for all services
Occupational Care	• Work fitness examinations • Drug and Alcohol Testing • DOT and POST physicals • Select vaccines
Pediatric Care (3-18)	• Primary and Preventative such as annual physicals, screening services, laboratory services (12-18), and select vaccines • Sports physicals

Crossover Difference | 15+ Years of Client Success



Provable Value | 15+ Years of Crossover Experience



(1) As of 05/31/25

Estimated ROI/Savings After Claims & Direct Fees to Crossover

Year 1	Year 2	Year 3	Year 4	Year 5	Total
\$348,942	-\$258,318	-\$512,546	-\$792,077	-\$1,108,522	-\$2,322,520

Crossover Difference | 15+ Years of Proven Outcomes

“What I say to everyone is **Crossover is creative**, passionate about changing the healthcare market, and does not force their customers in a box”

A **white glove health experience**. All of your needs are treated appropriately. A **one-stop shop**. Convenient, accessible, overall pleasant experience more than anything. A step above the rest. You can't top it

We were interested in the care they would provide to our employees. To get them healthier, to help them stay healthier, **XO helps keep them out of the ER**, helps our employee come to work and be productive employees

“Crossover was most aligned with our philosophies and were willing to shape around what we already did and **be additive to our prior work**. They were also willing to align with our tech.”

“Best implementation our team has experienced. We feel like your only client!”

NEXT STEPS

Next Steps

- Facility update - paint and add a few doors - approximate cost - \$15,000 (to be paid from self-insured medical fund)
- Contract approval via Resolution – November 10, 2025
- Equip and staff clinic
- Launch 2nd Quarter 2026

Thank you

