

April 4, 2008

To: Finance and Personnel Committee Members  
From: Michael Brady, Employee Benefits Director  
Re: **CITY WELLNESS PROMOTION INITIATIVES**

The City is working on multiple fronts to create a healthy wellness environment throughout the City. City employees are voluntarily participating in these activities. The City established **Wellness Promotion Teams** in each Department in September 2007. The City has been working with **UnitedHealthcare** to utilize their health and wellness resources. The City has been participating as one of the lead employers in the “**Well City**” initiative. The City **Labor Relations** staff has negotiated new contracts that will result in financial incentives for employees who have a health assessment and do not smoke. Below is a brief summary.

#### **WELLNESS PROMOTION TEAMS:**

- The wellness promotion team is focused on proving health and wellness activity within each department. The overall effort is linked to having the City of Milwaukee designated a well workplace through the Wellness Council of America
- Team members and leaders were trained on the process last summer
- Team members and leaders began meeting and planning activity in September 2007
- Team leaders are meeting monthly to review their initiatives and provide direction to the City
- Over 1000 employees have participated in promotional activities since September 2007, including: healthy lunches, lunch time walking, walking steps during breaks, health risk awareness regarding heart disease, department surveys and newsletters, presentations on healthy cooking and healthy foods, weight loss and weight control efforts, (25 in Health, 49 in MPL), Lighten Up Wisconsin in ITMD (20,000 minutes of activity, 2.2% weight loss), Biggest Loser Cub, National Body Challenge, yoga, bike to work, stress reduction, cardio-study in MPD, ice skating, salad clubs, group walks, nutrition, stair climbing and others. The Departmental teams are a very creative group.

#### **UNITEDHEALTHCARE RESOURCES**

- UHC is urging all city employees enrolled in the UHC Choice Plan to sign up and use the [www.myuhc.com](http://www.myuhc.com) site for tips on healthy eating, wellness, on-line health assessment; personal health improvement plan. Over 1000 employees have signed up already. More promotional information regarding the resources of the web site will be shared with employees including information on check stubs.

- The UHC effort includes:
- **“Create awareness”** – DER is working with ITMD to use the MINT site for Wellness information for all employees. There is currently information on the DER Employee Benefits site.
- **“Educate and inform”** -- UHC through their Care24 program in cooperation with DER will be offering employees classes in wellness, healthy eating, cooking, food preparation, exercise, and similar appropriate topics.
- **“Support behavior change”** -- UHC will offer health screenings at City sites as part of “know your numbers” campaign. The key numbers are: cholesterol, blood pressure, body mass index and glucose. DPW has requested the health screenings be offered to 180 Forestry staff at three locations and 120 Water staff at a single location. Screenings will also be offered at the City Hall complex and the Library.
- As part of the “support behavior change” the City will offer **Smoking Cessation classes** -- employees who participate in the classes through Bob Schweitzer, EAP Coordinator in Health Department will be eligible to get smoking cessation medications at generic or brand level cost. Smoking cessation medications that are not currently covered include chantix, zyban and generic zyban --bupropion.

#### WELL CITY ACTIVITY

- The City is one of 42 employers participating in the three-year Well City Milwaukee effort with MMAC, GMC, YMCA and others.
- Well City will have a first year celebration next week, Wednesday April 9, to recognize four employers with the “Well Workplaces designation” – the collective group of 42 employers will create a “Well City designation for Milwaukee” through the Wellness Council of America (WELCOA).

#### LABOR MANAGEMENT ACTIVITY:

- New MPA and Local 215 contracts include financial incentives for members who have a health risk assessment and do not smoke.
- When additional labor contracts are settled a Labor/Management team will select vendor to provide the health risk assessments and follow-up activity.

#### OTHER

- City continues to participate in Ten City Diabetes “Self-Management program” through the American Pharmacy Association (APhA) Foundation.