



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

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Labor Negotiator

January 12, 2015

Alderman Nik Kovac, Chairman  
Members of the Common Council Finance and Personnel Committee  
200 East Wells Street, Room 205  
Milwaukee, WI 53202

**File No: 141355, Communication regarding Wellness and Workplace Clinic**

Dear Alderman Kovac:

Froedtert Health Workforce Health (WH) and the Department of Employee Relations (DER) will provide an communication and update to members of the Finance and Personnel Committee on Wednesday, January 14, 2014 regarding the Wellness Program and the new Workplace Clinic.

File #131672 in April 2014 authorized DER to enter into a new engagement agreement with Froedtert Health Workforce Health for wellness services and file #140077 in July 2014 authorized DER to enter into an engagement agreement with Froedtert Workforce Health for a pilot nurse practitioner service twenty hours per week. The City's twelve person Wellness and Prevention Labor Management Committee that has been meeting since the wellness program was authorized, has been actively involved in the ongoing wellness and workplace clinic activity.

The **three-step comprehensive wellness program** has been offered to City employees for the fifth year. Results indicate that the participation is still over 80%. Representatives of Workforce Health will be able to provide specific information regarding the results to date.

The new **Healthy Rewards program** has begun with input from City employees on how to improve the program. Over 1,000 employees responded to a survey and urged DER and WH to:

- Increase the amount of the award. This was done, \$150 to \$250
- Provide a longer time frame. This was done, ongoing now from August 2014-June 30, 2015
- Increase and improve communication regarding the program. This has been done.
- Provide additional activity eligible for points. This has been done, see attached flyer.

The new **Workplace Clinic** will have Grand Opening on Thursday, January 15 at 10:15 am. Construction at the Workplace Clinic, located in the Zeidler Municipal Building adjacent to the Wellness Center, has been completed by the Department of Public Works. All members are invited to join the Grand Opening on Thursday.



Attached is a flyer regarding the Workplace Clinic and a FAQ regarding services available at the clinic. The clinic provides convenient, on-site health care services at no cost for employees and their spouses.

The clinic will be open twenty hours per week:

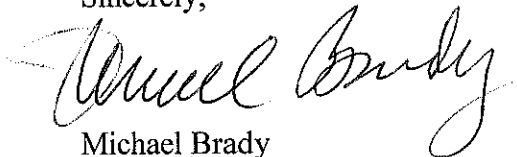
- Tuesday, 7AM to 3PM
- Wednesday, 10:30 AM to 6:30 PM
- Friday, 10AM to 2PM

There are a number of **ongoing wellness services and activities** provided by Workforce Health outside of the City Hall Complex. I have asked Workforce Health to describe some of these ongoing services, including:

- Services at the MPD Communication building on Vliet
- Services at DPW Tower site
- Services at DPW Electrical Services
- Services at MHD locations
- Services at the Municipal Court building

Thank you for providing time to communicate the services and resources through Workforce Health.

Sincerely,



Michael Brady  
Employee Benefits Director

CC: Maria Monteagudo  
Deborah Ford  
Dennis Yaccarino  
Renee Joos  
Members of the Wellness and Prevention Labor Management Committee

# City of Milwaukee

## Workplace Clinic

Convenient, on-site health care services at no cost.



### Location:

841 N. Broadway, Milwaukee, WI 53202  
Enter through the Market Street Entrance

### Clinic Hours:

Tuesday	7 a.m. - 3 p.m.
Wednesday	10:30 a.m. - 6:30 p.m.
Friday	10 a.m. - 2 p.m.

Walk in appointments available but scheduled appointments will be given preference.

### Cost:

The clinic is FREE for all City of Milwaukee employees, their spouses and domestic partners. You do not need to have health insurance through the City.

### Treatment Services:

- Sore throats
- Sinus infections
- Bronchitis
- Ear infections
- Pink eye
- Flu/cold symptoms
- Minor rashes
- Urinary tract infections
- Sprains and strains

### Appointments:

To make an appointment, please call 414-777-3410.



Workforce Health



# Coming soon: City of Milwaukee Workplace Clinic

The City of Milwaukee's new Workplace Clinic will open in early January, 2015. Below are the answers to some of the most frequently asked questions about the clinic. If you have additional questions, please contact Mike Brady in the Department of Employee Relations.

## What are the clinic hours?

A nurse practitioner and medical assistant will staff the clinic 20 hours every week.

- Tuesday 7 a.m. - 3 p.m.
- Wednesday 10:30 a.m. - 6:30 p.m.
- Friday 10 a.m. - 2 p.m.

## What is a nurse practitioner?

A nurse practitioner (NP) is a registered nurse who has completed training and advanced education in the diagnosis, management and treatment of common medical conditions. Nurse practitioners provide some of the same care you would receive from a physician, including writing prescriptions and treating acute and chronic illnesses. Nurse practitioners practice under the guidance of a collaborating physician.

## Who can use the clinic?

All City of Milwaukee employees, their spouses and domestic partners are eligible to use the clinic. At this time, dependents are not eligible.

## Is there a cost to use the clinic?

Eligible individuals do not pay a fee, co-pay, deductible or co-insurance to use the Workplace Clinic.

## Who will operate the clinic?

The clinic will be operated by Froedtert & The Medical College of Wisconsin Workforce Health.

## What kinds of services will be offered?

- Diagnosis and treatment of minor illnesses and injuries including sore throats, ear aches, sinus infections, flu or cold symptoms, skin rashes, urinary tract infections, sprains/strains and pink eye.
- Wellness services such as physical exams, health screenings, skin screening and lipid profile.
- Coordination of treatment of chronic conditions such as diabetes, high blood pressure and cholesterol.

## What if I am injured at work?

Given the limited hours and scope of services provided at the workplace clinic, employees are advised to seek medical care services based on the nature of their injury.

## Can the Workplace Clinic prescribe medications?

The nurse practitioner will be able to write prescriptions, but will not dispense medications directly.

## How do I make an appointment?

Call 414-777-3410 to make an appointment. Walk-in appointments are also available and will be taken as time allows between scheduled appointments.



# Wellness Your Choice Milwaukee

## Phase 2: Healthy Rewards



Do you want the opportunity to earn a \$250 Health Reimbursement Account (HRA) to offset your out-of-pocket healthcare expenses? If you complete the 2014 3-step Health Assessment process, you are automatically eligible for Phase 2, the Healthy Rewards program. There is no sign up process for this program, you can start earning additional points right away! Here's how you get started:

(1) **Earn Points From Biometrics:** Key biometric results from your 3-step Health Assessment process will be used to award you points. If you are in the optimal category for each measure or have improved a category since your 2013 Health Assessment, you earn 10 points per measure. The measures are:

Waist Circumference (*One-time recheck available at the Wellness Center*)

Fasting Blood Glucose

LDL

Blood Pressure (*One-time recheck available at the Wellness Center*)

Nicotine and Cotinine (*10 points if negative in 2014; 20 points if you tested positive in 2013 and negative in 2014*)



A minimum of 20 points must come from this section. If you earn 40 points or below for this section, you must complete a 15-minute coaching session. There's no need to submit paperwork for your lab work- we will do all of the calculations and award your points automatically! Check your point total beginning February 1, 2015 at [www.healthyrewardsmke.com](http://www.healthyrewardsmke.com).

(2) **Earn Points From Activities:** Refer to the chart on the next page to learn how you can earn activity points. There are 135 potential activity points, ranging from a variety of different categories such as athletic participation and lunch 'n learns. All activities must take place between August 1, 2014 and June 30, 2015. **Points can be submitted starting February 1, 2015.** You can submit points through e-mail to [cityofmke@froedtert.com](mailto:cityofmke@froedtert.com), by fax at 262-253-5152 or in person with an onsite health educator (at the Wellness Center in the Zeidler Municipal Building or other scheduled departmental locations).

(3) **Reach 100 Points, Collect Award:** When you reach 100 points, \$250 will be added to your Health Reimbursement Account. Unused monies roll over year to year as long as you maintain employment with the City of Milwaukee, or for 3 years after employment ends. **BONUS:** Your spouse or domestic partner is also eligible for Healthy Rewards, provided they also complete the 3-Step Health Assessment. This means your family could earn \$500 to offset healthcare expenses.

Questions? E-Mail [cityofmke@froedtert.com](mailto:cityofmke@froedtert.com) or call 414-777-3410



Workforce Health

## Healthy Rewards Point Opportunities

**Earn 100 points total to earn a \$250 HRA**

### Biometric Point Opportunities- A minimum of 20 points must come from this section!

Name	Notes	Number of Points
Waist Circumference	Optimal category or improve a category from 2013 to 2014. <i>Eligible for a 1-time recheck at the Wellness Center.</i>	10 points
Fasting Blood Glucose	Optimal category or improve a category from 2013 to 2014.	10 points
LDL	Optimal category or improve a category from 2013 to 2014.	10 points
Blood Pressure	Optimal category or improve a category from 2013 to 2014. <i>Eligible for a 1-time recheck at the Wellness Center.</i>	10 points
Nicotine and Cotinine	Negative test for 10 points. Negative in 2014 after positive in 2013 for 20 points	10 or 20 points

Category ranges can be found on [www.healthyrewardsmke.com](http://www.healthyrewardsmke.com) or the [DER website](#)

**Potential biometric points: 60**

### Activity Point Opportunities

Name	Notes	Number of Points
Primary Care Physician Release	Your full lab results will be sent to your PCP	10 points, maximum 10
15-Minute Coaching Session	Meet with a Workforce Health coach to discuss your health goals. May be done in person or telephonically. <b>One session required</b> if you earn less than 40 biometric points.	10 points each, maximum 30
Preventative/Wellness Exam	Show a copy of your explanation of benefits or a paid bill.	10 points, maximum 20
Annual Dental Exam	Show a copy of your explanation of benefits or a paid bill.	10 points, maximum 10
Annual Flu Shot	Show a copy of your explanation of benefits, a paid bill or sign a release when WFH provides the shots in Fall 2014.	5 points, maximum 5
Group or Department Programs	Please visit <a href="http://www.healthyrewardsmke.com">www.healthyrewardsmke.com</a> or the <a href="#">DER website</a> for more info and the schedule of programs.	Varies, maximum 30
UHC mobile app or MyUHC.com sign up	Show a copy of your new or existing welcome page for proof.	5 points, maximum 5
Lunch 'N Learns	See the <a href="#">DER website</a> or <a href="http://www.healthyrewardsmke.com">www.healthyrewardsmke.com</a> for a schedule.	Attend 3, receive 5 points- maximum 15
Market Box or Consumer Supported Agriculture Sign Up	Show a copy of a paid bill. To enroll, visit <a href="http://www.growingpower.org">www.growingpower.org</a> , <a href="http://www.farmfreshatlas.org">www.farmfreshatlas.org</a> or <a href="http://www.urbanecologycenter.org">www.urbanecologycenter.org</a> . Visit the Wellness Center for more information.	5 points each, maximum 5
Physical Activity	Submit proof for 2 months of physical activity within the following parameters: <ul style="list-style-type: none"> <li>• 10,000 step average per day <u>or</u></li> <li>• 150 minutes of activity per week (proof via a Fitbit/ similar device or movement tracking app) for biking, swimming, running or walking <u>or</u></li> <li>• 8 classes or general visits at an athletic club per month (or a combination of both)</li> </ul> Submit proof of an organized athletic event such as a walk, run or triathlon	5 points each, maximum 25

**Potential activity points: 155**