

Workforce Health



2023-2024 Wellness Summary

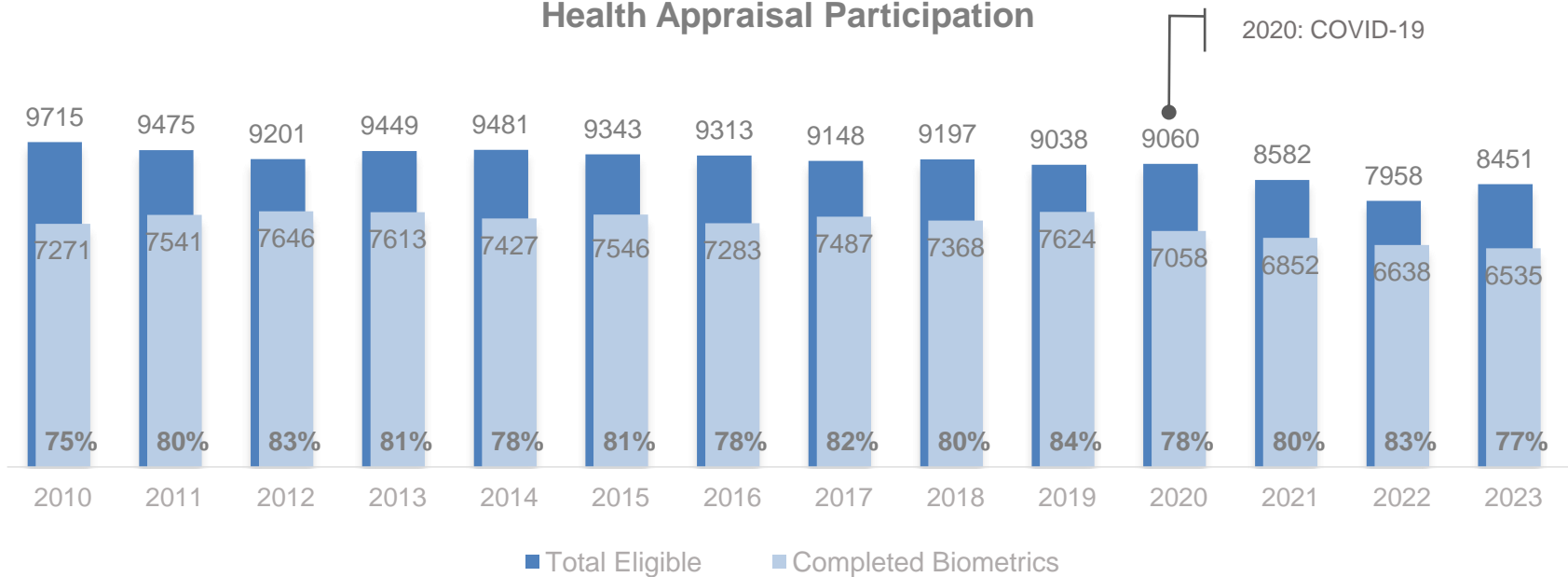
Participation



Health Appraisal

77% Completed all steps

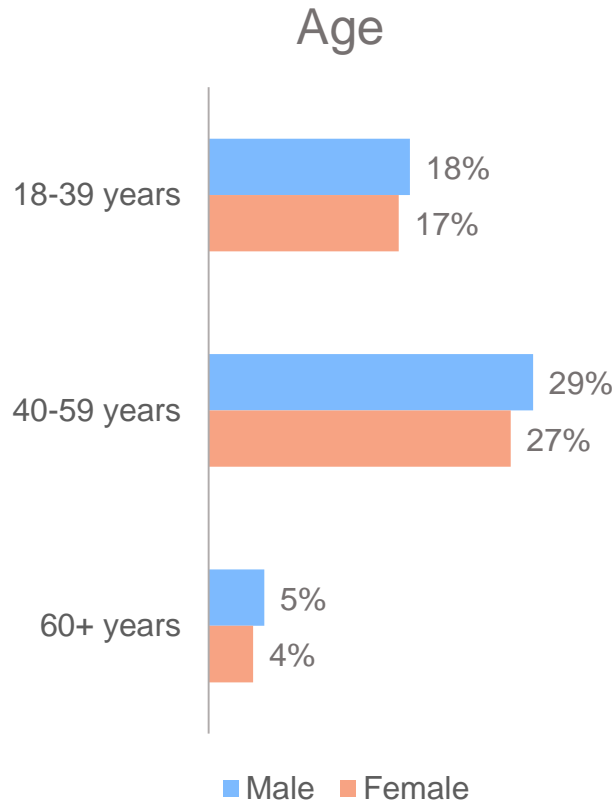
Health Appraisal Participation



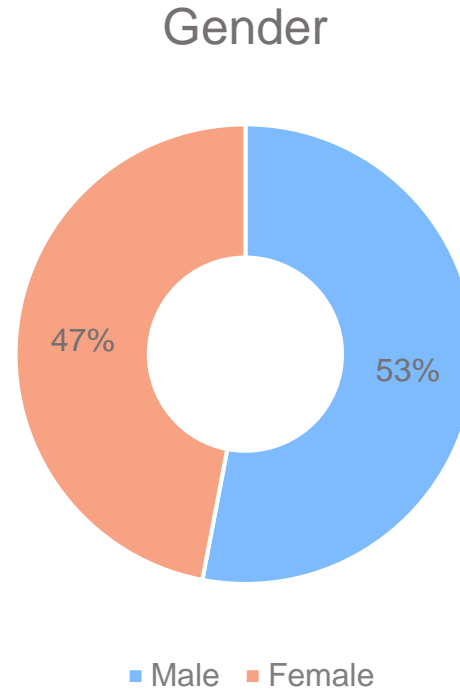
2020 Completed Biometrics count based on completion of online questionnaire

Participation

Age and Gender



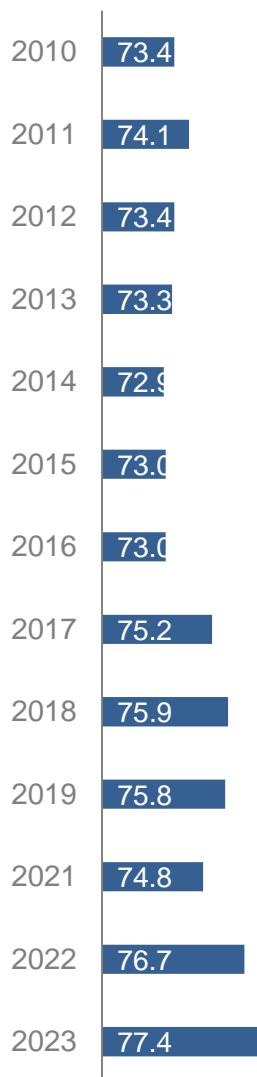
Average Age
44



Wellness Timeline

		2010-2016	2017-2019	2020
2010	73.4	2010: Begin health appraisals 2011: Begin blood pressure screening 2012: DPW Athlete Program begins 2013: <ul style="list-style-type: none"> Wellness Center opens Expanded blood pressure screenings 2014-2015: <ul style="list-style-type: none"> Revamp lab process Begin Healthy Rewards Program Increased on-site services First Maintain, Don't Gain Registered Dietitian at Wellness Center Early PT – DPW Flu Clinics Workplace Clinic opens MPD programs begin MFD FIT Assessments Expand Healthy Rewards Program Formalize Wellness Champions 2016: <ul style="list-style-type: none"> Traveling Wellness Center sites open Year round telephonic coaching and RD services Additional appointments at WPC and Early PT available Early PT open in City Hall Wellness Newsletter 	2017: <ul style="list-style-type: none"> Revamp HA (Interest assessment, one appt, finger stick, resource guide) Revamp Healthy Rewards Quarterly presentations Fitness year-round Increase flu clinics DPP 12 month program Journey to a Healthier You Coordinate Living Well with Chronic Conditions Wellness Champion Training 2018: <ul style="list-style-type: none"> FastCare services launched Healthy Rewards expanded to include community section Launch of summer Maintain, Don't Gain program Flu clinics during Health Appraisals Additional vaccines offered at WPC Wellness Portal includes additional features Formal Wellness Champion training Wellness partner meetings for cross communication/ collaboration 2019: <ul style="list-style-type: none"> Offered more evening programming Increased support for Wellness Champions Journey to a Healthier You 2 Healthy Rewards point increases for activity and group programs Adjustment traveling wellness center schedule to remove duplicate services Onsite traveling wellness center presence at MPD 	<ul style="list-style-type: none"> Transitioned and reformatted all onsite programs/services to virtual format <ul style="list-style-type: none"> Health appraisal process redesign Presentations and education sessions Programs – health/wellness and disease management Coaching – health and nutrition Workplace Clinic services Injury Prevention including worksite evaluation and ergonomic assessments Increased programming opportunities <ul style="list-style-type: none"> Self-care resources Road to Resiliency Miracle of Sleep Gotta Have Heart WFH Kitchen Live Cooking Classes Interactive challenges/programs through wellness portal Well Together weekly support group Tailored education sessions to participant needs/situations Expanded onsite clinic services to include dependents Implemented follow-up sessions to programs Incorporate mental/emotional health components to programs and services Modified Healthy Rewards to fit new health appraisal process
2011	74.1			
2012	73.4			
2013	73.3			
2014	72.9			
2015	73.0			
2016	73.0			
2017	75.2			
2018	75.9			
2019	75.8			
2021	74.8			
2022	76.7			
2023	77.4			

Wellness Timeline



2021

- Returned onsite for the following services;
 - Health appraisals
 - Injury prevention clinic
 - Traveling wellness
- A1C and non-fasting option at health appraisal
- Expanded traveling wellness to additional MPD locations
- Increased interactive online wellness portal challenges and WFH programming options
- Return to quarterly presentations
- Custom injury prevention program (train the trainer)
- Expanded onsite clinic services to include wellness and preventive services
- Modified Healthy Rewards program to allow faster turnaround for points awarded on wellness portal
- Implemented on-demand fitness classes (live and recording)

2022

- Modified traveling wellness to include more interactive components
 - Pop-in Wellbeing Booths
- Updated Healthy Rewards Program to allow more points for Activity section and allow faster turnaround for points awarded on wellness portal
- Customized programming to support participants
 - Additional Stress Management Programs
 - Continually evolve Well Together
- Creation of musculoskeletal educational series to include all wellness partners
- Piloted interest assessment outreach
- Provided nutrition support with Workforce Health Kitchen Live
- Improved WPC Monthly Clinic Service Highlight

2023

- Grew traveling wellness to include MFD and an additional shift for MPD District 3
- Created Blood Pressure Cuff info sheet to hand out at health appraisal
- Customized programming to support participants
 - Added some gender specific programming
- Implementation of musculoskeletal educational series with good participation
- Discontinued interest assessment outreach due to lack of interest
- Revamped Interest Assessment
- Created formulary and started dispensing (with restrictions) in WPC
- Created internal processing for faster turnaround of points received from vendor partners
- Piloted hybrid Maintain Don't Gain
- Brought some programming back onsite.

Wellness Timeline

All Participants: Average Population Health Risk Score (PHRS)

2010	73.4									
2011	74.1	Questionnaire	Y					Y		
2012	73.4	Biometrics	Y	Y	Y	Y	Y		Y	Y
2013	73.3	Non-Fasting Glucose							Y	Y
		Lab Cotinine	Y	Y	Y	Y	Y		Y	Y
2014	72.9	Coaching	Y	Y	Y	Y	Y	Y	Y	Y
2015	73.0	Action Plans			Y	Y	Y	Y	Y	Y
		Challenges			Y	Y	Y	Y	Y	Y
2016	73.0	Events			Y	Y	Y	Y	Y	Y
2017	75.2	Points			Y	Y	Y	Y	Y	Y
		Tiers			Y	Y	Y	Y	Y	Y
2018	75.9	Programs			Y	Y	Y	Y	Y	Y
2019	75.8	Presentations			Y	Y	Y	Y	Y	Y
		Pop In Wellness			Y	Y	Y	Y	Y	Y
2021	74.8	Workplace Clinic			Y	Y	Y	Y	Y	Y
2022	76.7	Injury Prevention Clinic				Y	Y	Y	Y	Y
2023	77.4	FastCare®				Y	Y	Y	Y	Y
		Occ Med Services					Y	Y	Y	Y
		Flu Vaccinations					Y	Y	Y	Y

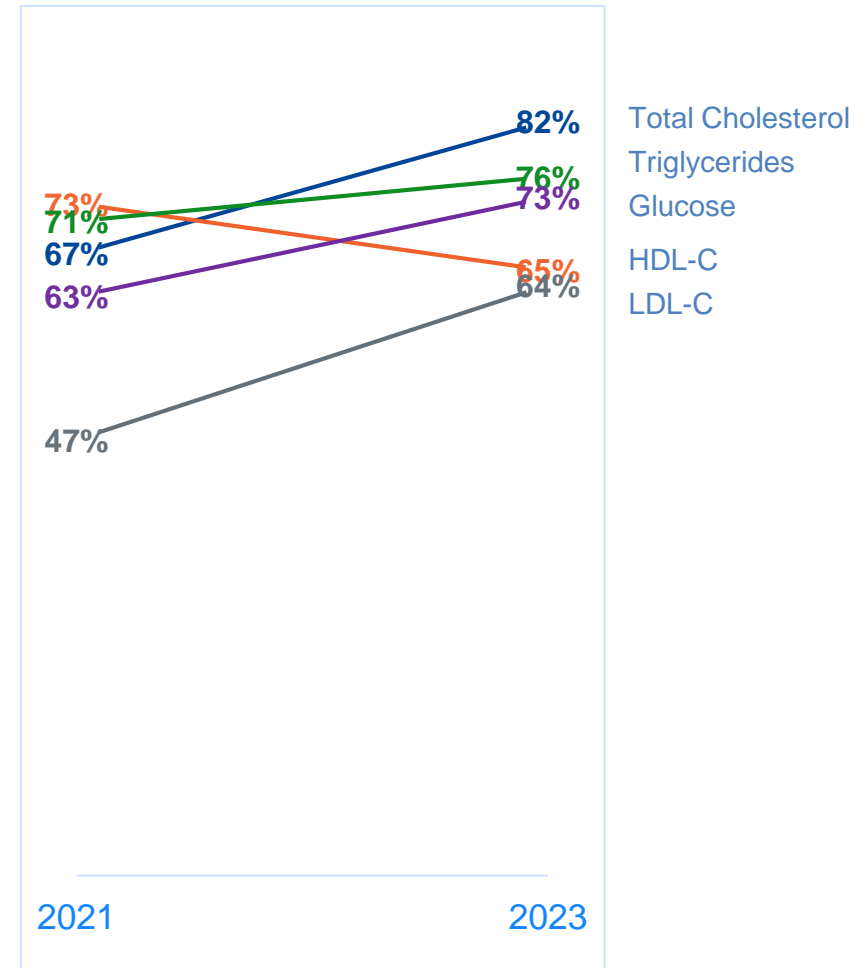
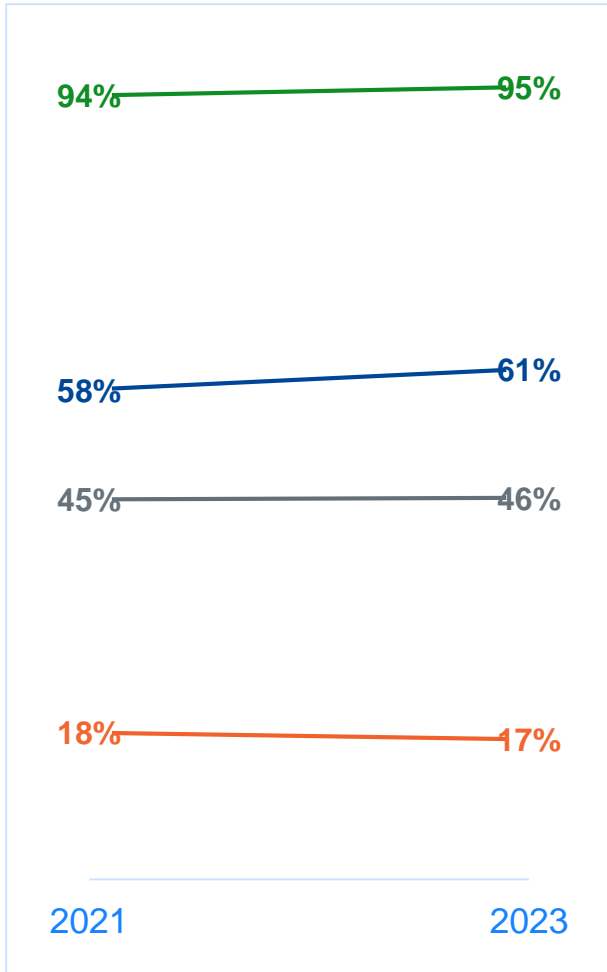
All Participants: Last 3 Years

Population Health Risk Score (PHRS) Risk Stratification

Scores		PHRS Score <i>(Higher is better)</i>					
Year	Completed Biometrics	Average Score	Excellent 85+	Doing Well 75-84	At Risk 60-74	High Risk 40-59	Very High Risk <40
2021	6852	74.76	32.2%	20.6%	29.6%	15.6%	2.0%
2022	6638	76.69	36.8%	20.8%	28.0%	12.5%	1.9%
2023	6535	77.39	38.5%	21.3%	27.1%	11.5%	1.6%

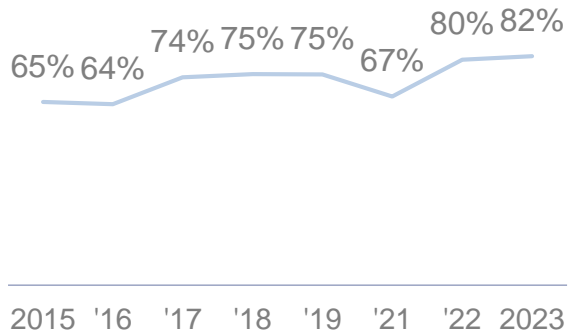
All Participants: Last 3 Years

Percent with Optimal Biometrics (upward slope indicates improvement)

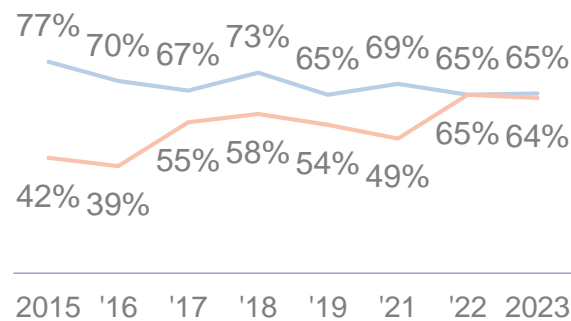


All Participants: Percent Optimal

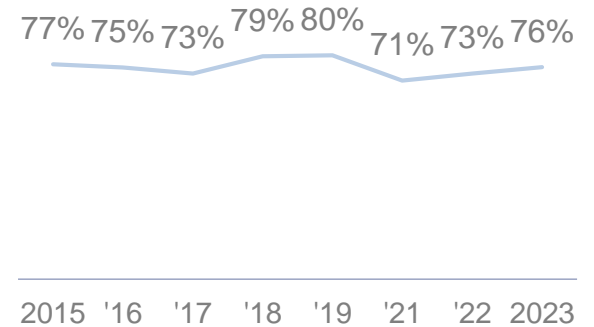
Total Cholesterol



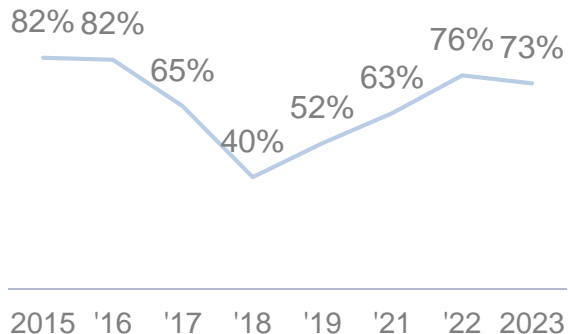
HDL-C LDL-C



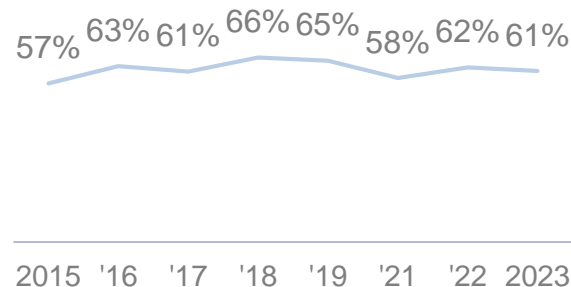
Triglycerides



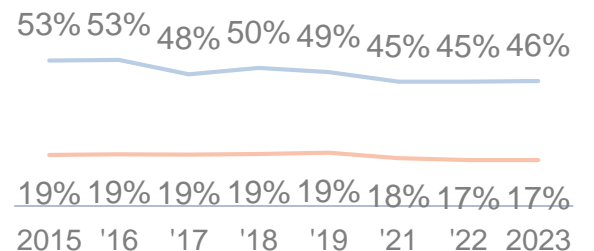
Glucose



Blood Pressure



Waist BMI



All Participants: A1C Results

A1C Testing Requirements;

- Participants who had a glucose result in the prediabetes range and not currently working with a provider

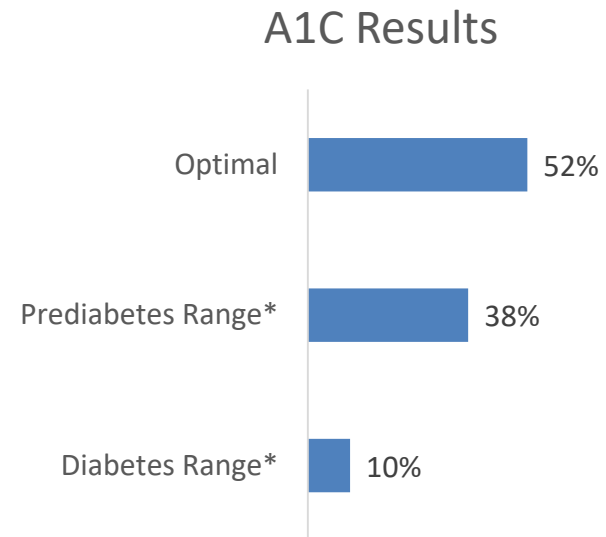
A1C Results;

- All participants had access through wellness portal
- Workplace Clinic providers followed-up with any abnormal A1C

Count	Percent	Description
649		A1C tests completed
247	38%	A1C results 5.7-6.4%
65	10%	A1C results greater than or equal to 6.5%

A1c two year cohort:

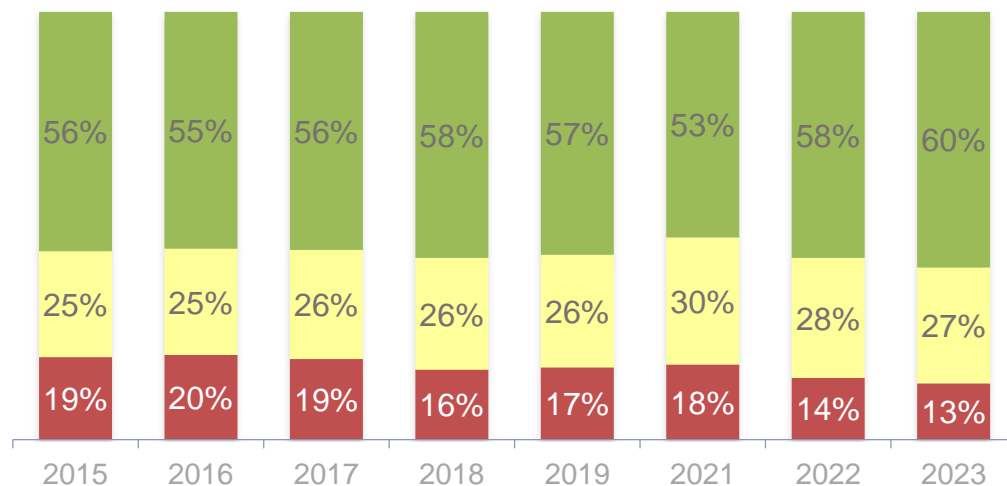
- 33 improved A1c risk level
- 82 had no change
- 11 improved BMI risk level
- 101 had no change



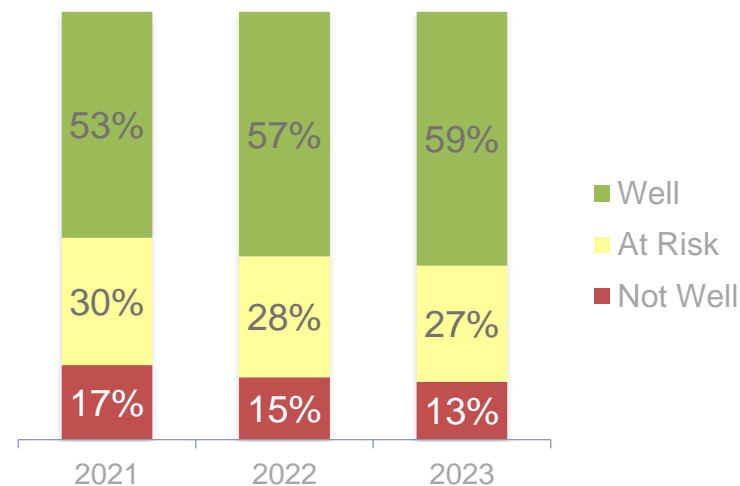
*Diabetes and Prediabetes cannot be diagnosed from this test result.

Risk Stratification

All Participants



Last 3 Year Cohort

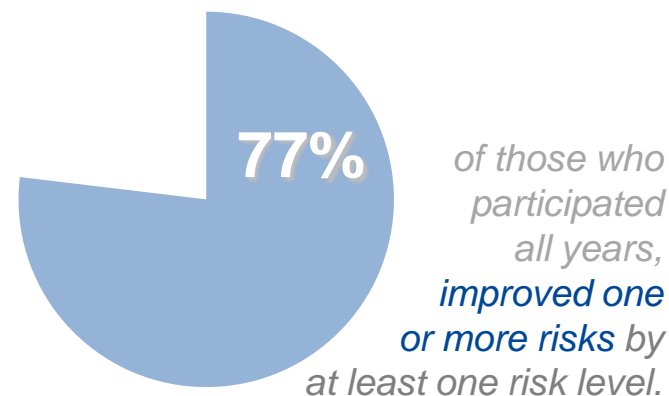


Risk Level	Range	Programming
Well	75-100	Programs to Maintain Wellness
At Risk	60-74	Culture, Engagement, Coaching, Participation/Outcomes Programs
Not Well	<60	Coaching, Education and Entry Level Programs, Disease Management

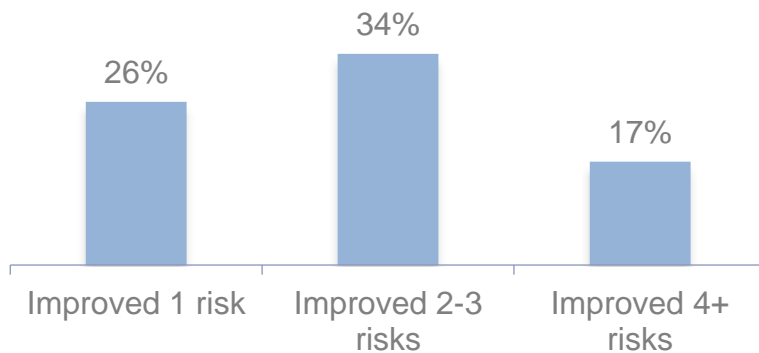
Last 3 Year Cohort: Risk Migration

72% of 5067

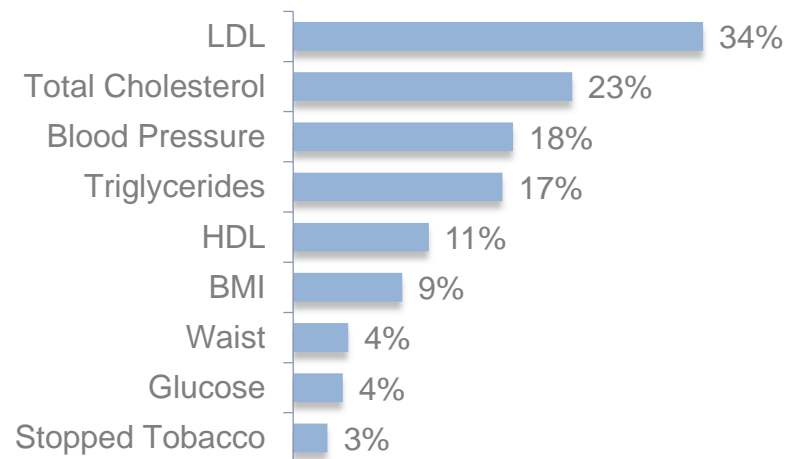
Improved or
Maintained their
Population Health
Risk Score (PHRS)
Level



Improved One or More Risks



Risks that Improved



Last 3 Year Cohort: Average Biometrics

Biometric	Optimal	Sparkline	2021	2022	2023
Total Cholesterol	<200		183.2	167.8	166.3
LDL-C	<100		103.5	90.9	91.1
HDL-C: Male	>40*		48.0	46.4	45.9
HDL-C: Female	>50*		59.5	57.2	56.5
Triglycerides	<150		131.9	128.6	122.8
Fasting Glucose	<100		111.8	103.1	104.8
Non-Fasting Glucose	<140		117.9	107.8	109.6
Systolic Blood Pressure	<120		117.5	117.0	117.7
Diastolic Blood Pressure	<80		75.6	75.6	76.1
Waist: Male	≤40		41.3	41.4	41.4
Waist: Female	≤35		38.5	38.5	38.4
BMI	18.6-24.9		31.4	31.5	31.5
Population Health Risk Score (PHRS)	≥85*		74.9	76.5	77.1

N = 5067

*Higher is better

Compares participants who completed both the online assessment and biometrics each of the last 3 years.

Optimal
 Improved
 Regressed



Workforce Health

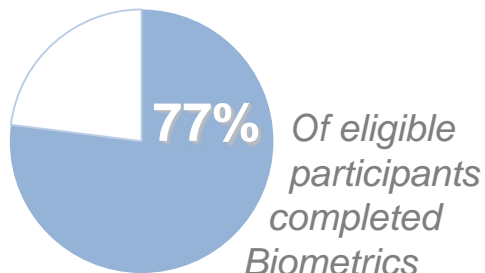
Moving a Population

6535

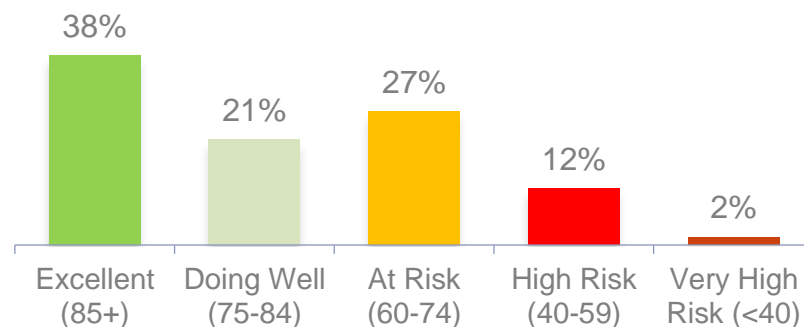
Total Number of
Participants

77.39

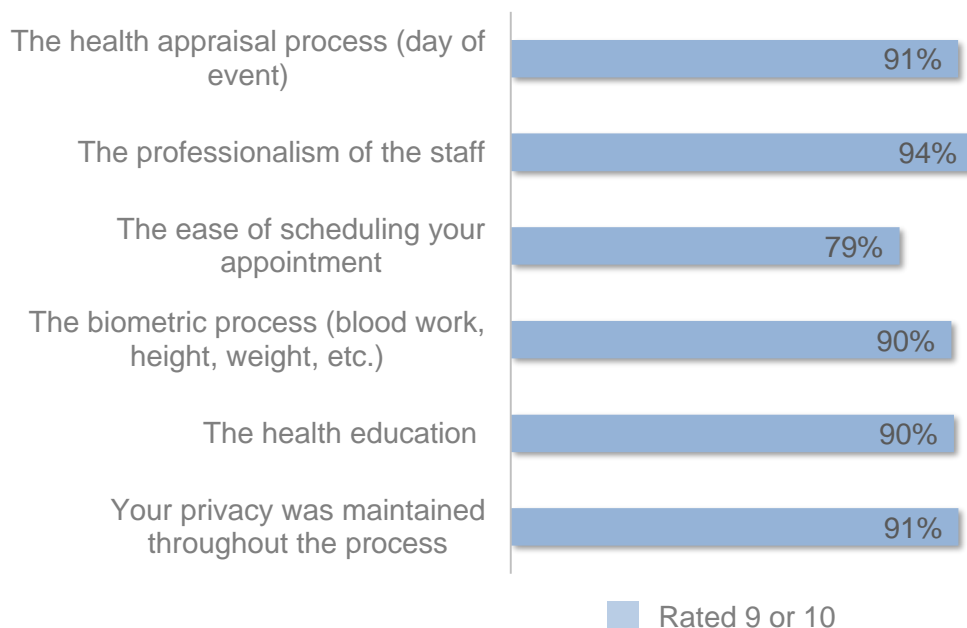
Average Population Health
Risk Score (PHRS)



PHRS Risk Stratification

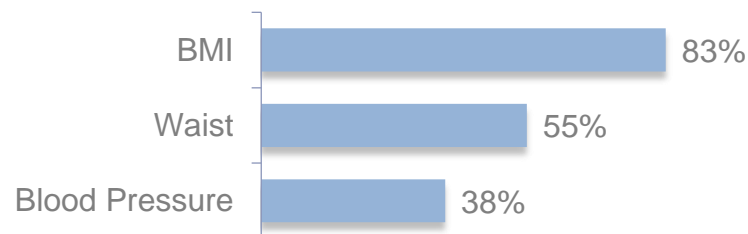


Participant Satisfaction Survey Results



Program Opportunities:

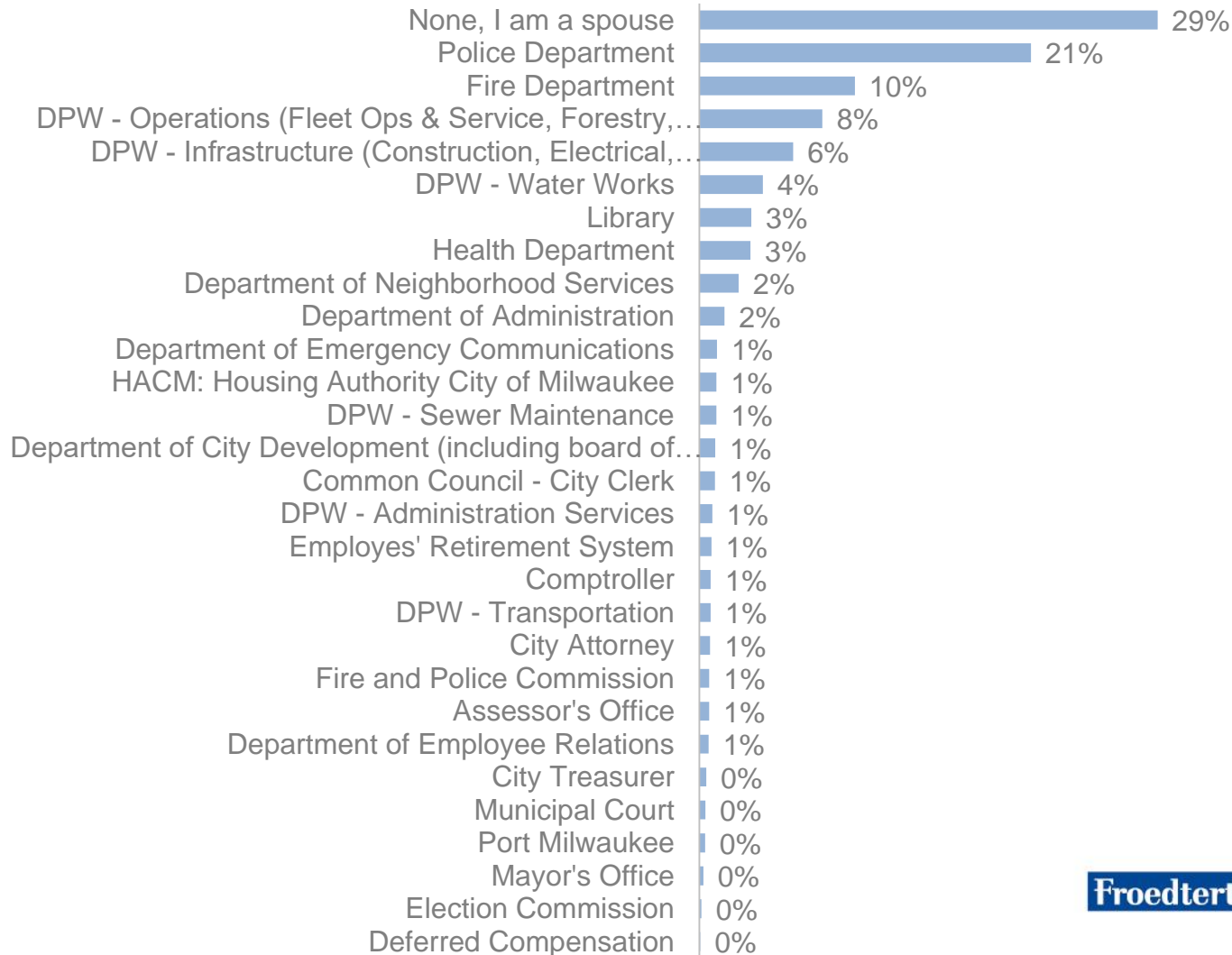
*Below shows percent of at risk participants.
Our focus will be to improve ...*



Interest Assessment

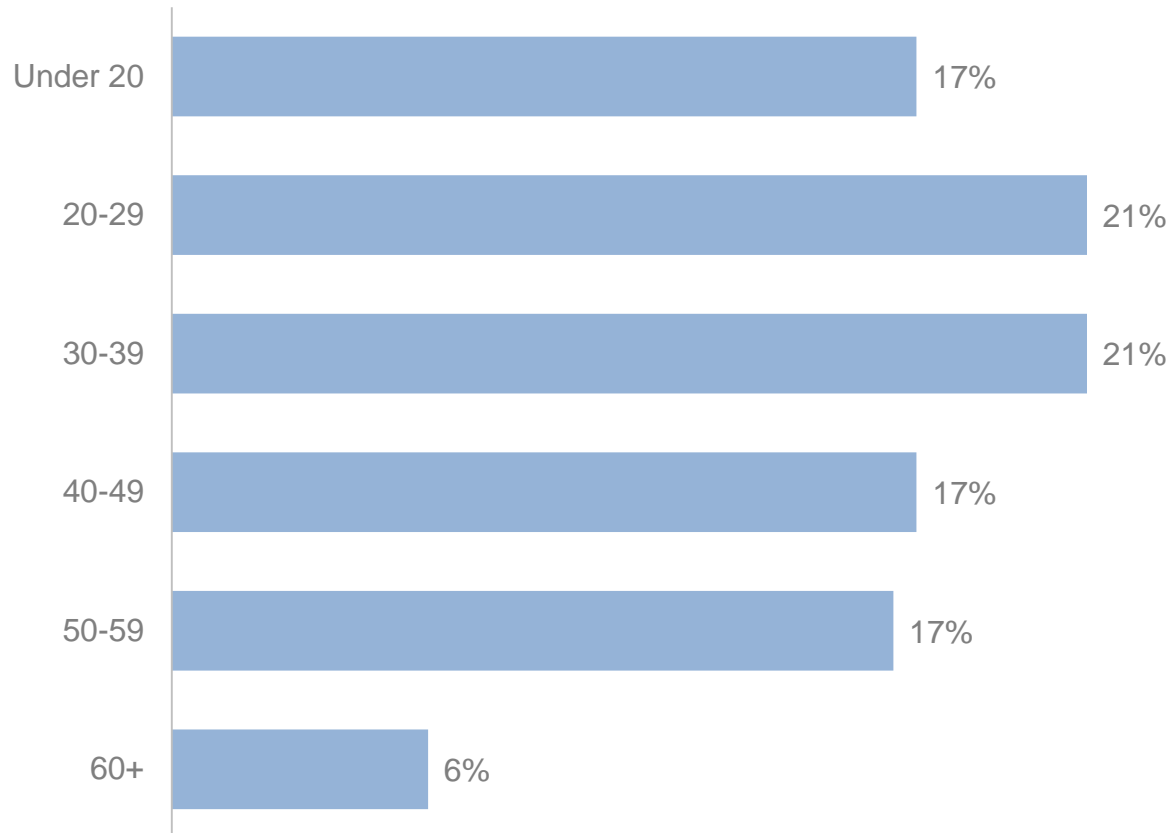
Interest Assessment

Please indicate the department you work in.



Interest Assessment

Please indicate your age range.

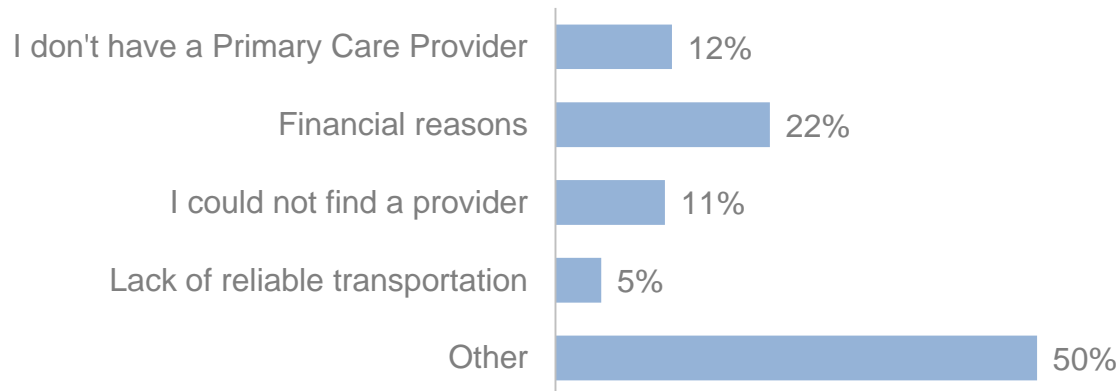


Interest Assessment

Was there a time in the past 12 months when you needed to see a doctor but didn't because you weren't able to?

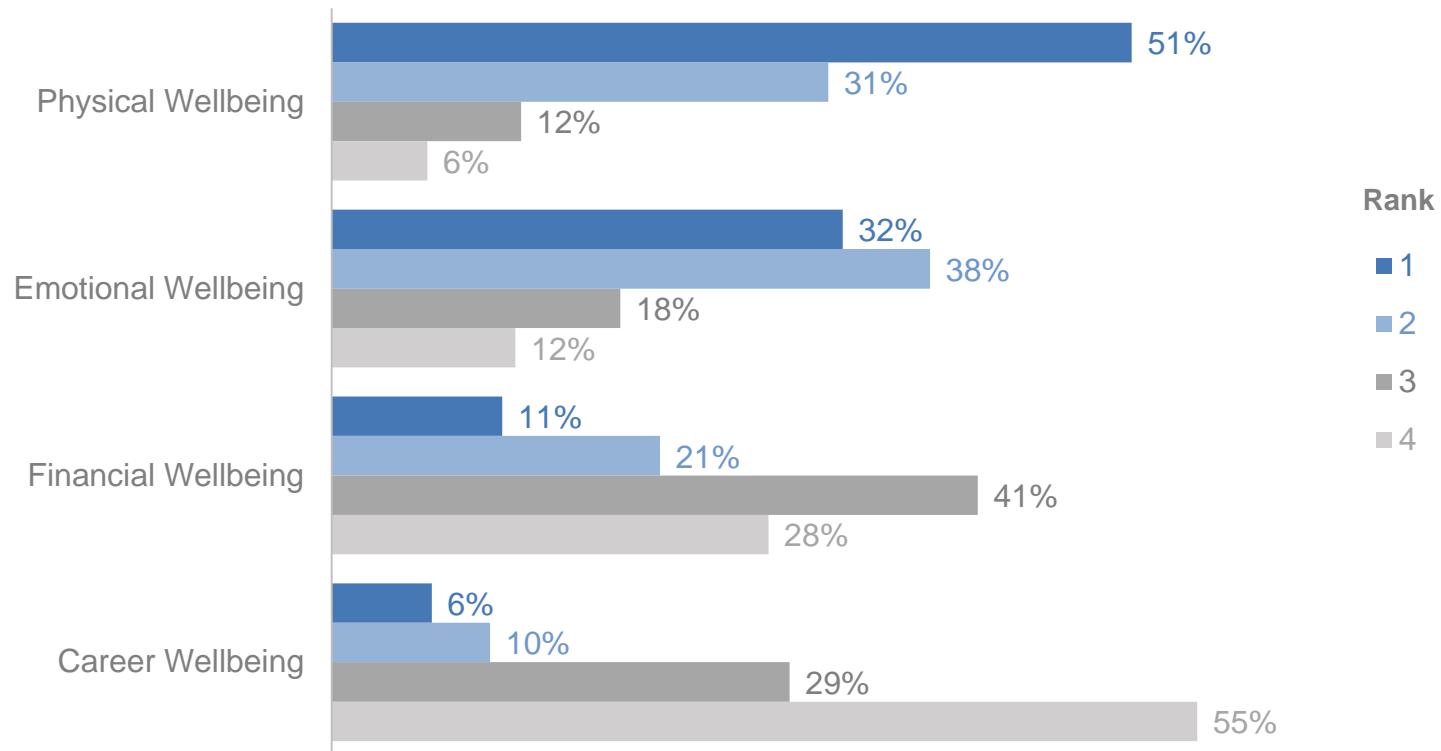


If you answered YES, what was the barrier to seeing a doctor? (choose all that apply)



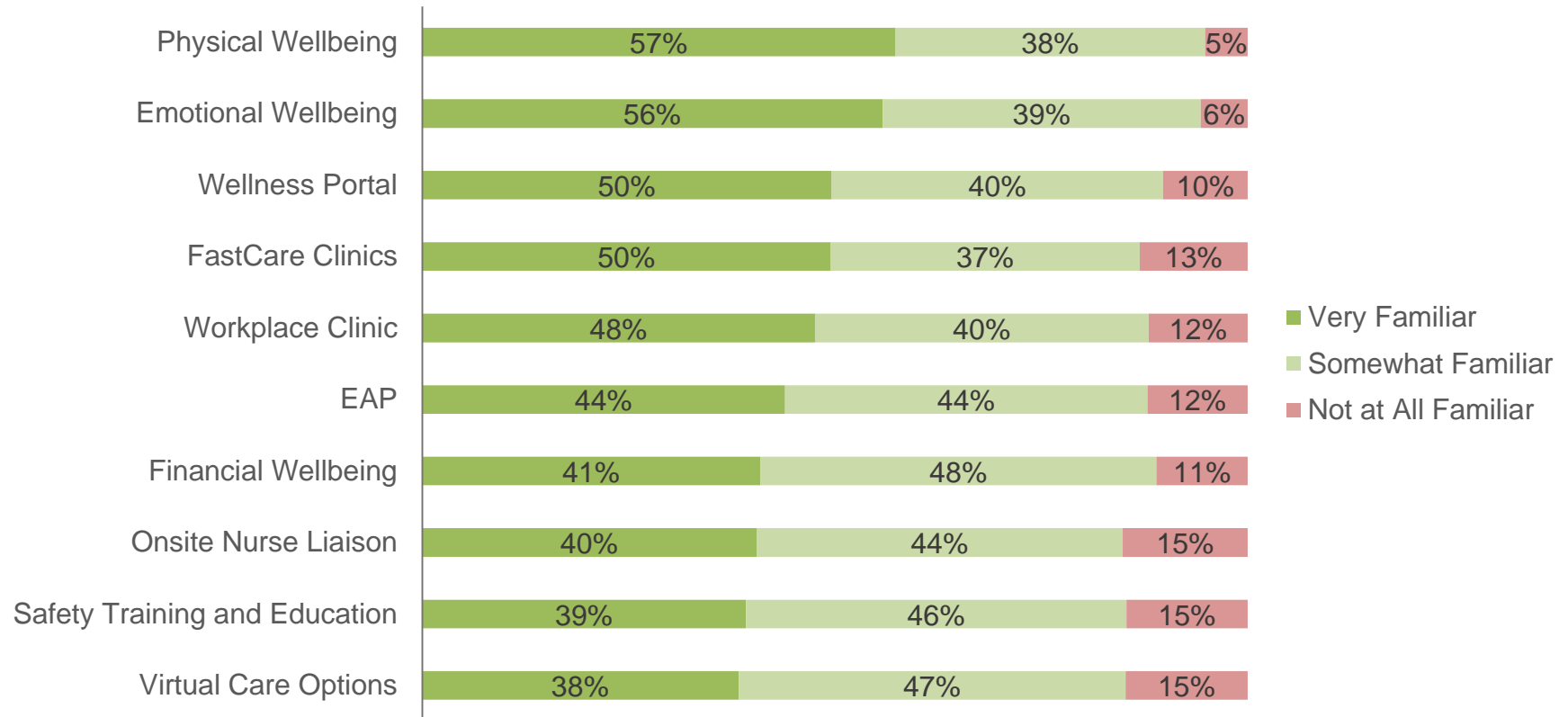
Interest Assessment

Rank the areas of wellbeing in order of importance to you. (Rank in order with 1 being most important and 4 least important)



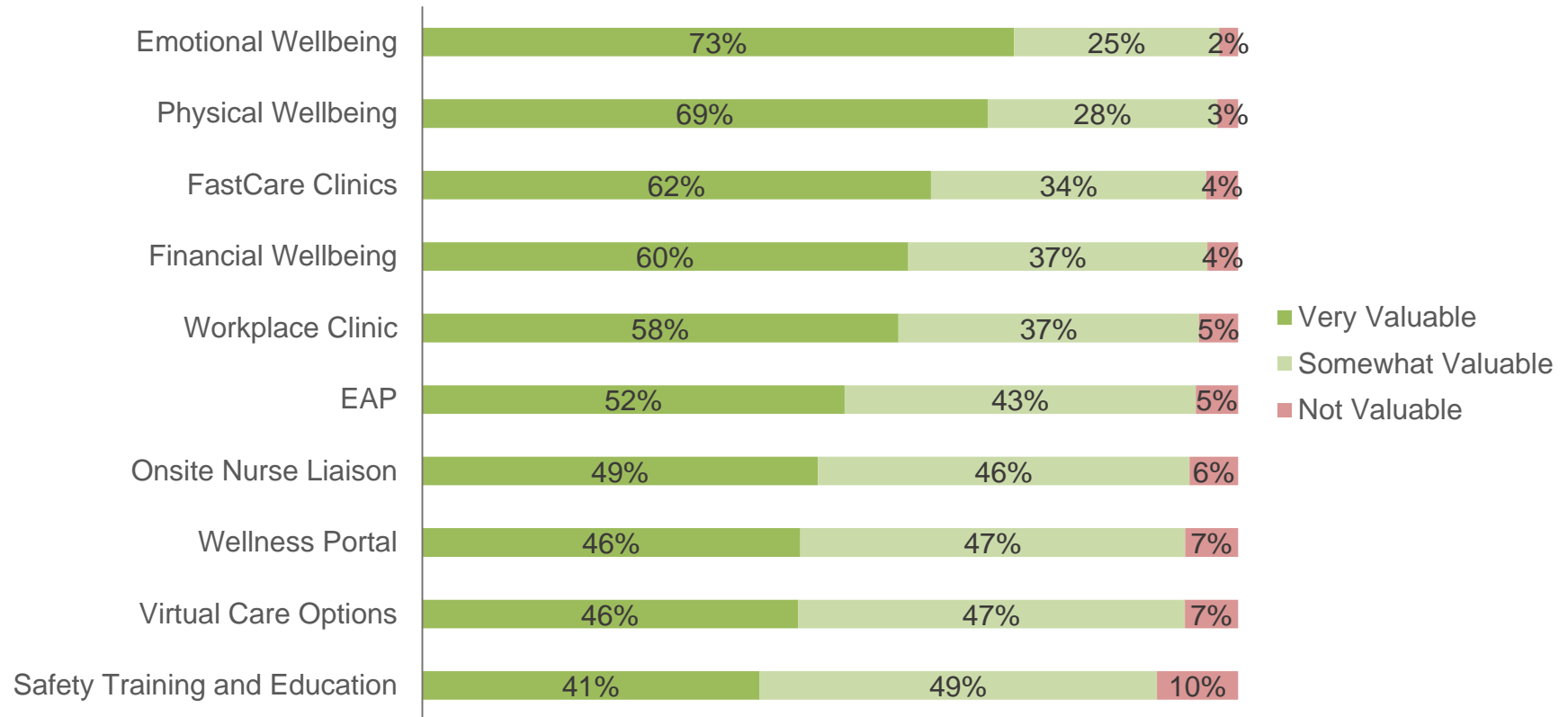
Interest Assessment

Please help us understand which of the resources listed below you are familiar with.



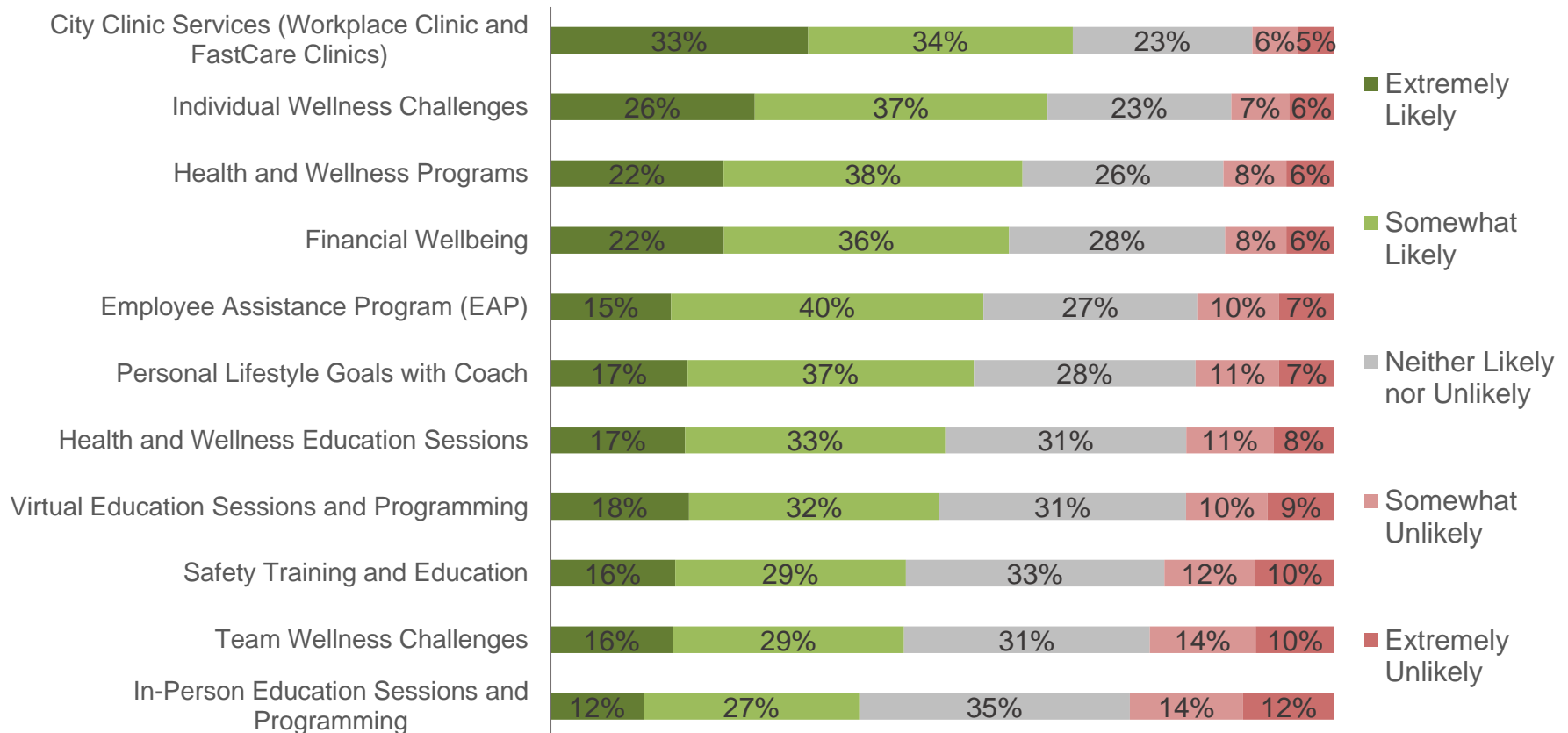
Interest Assessment

Please help us understand the value you place on each resource listed below.



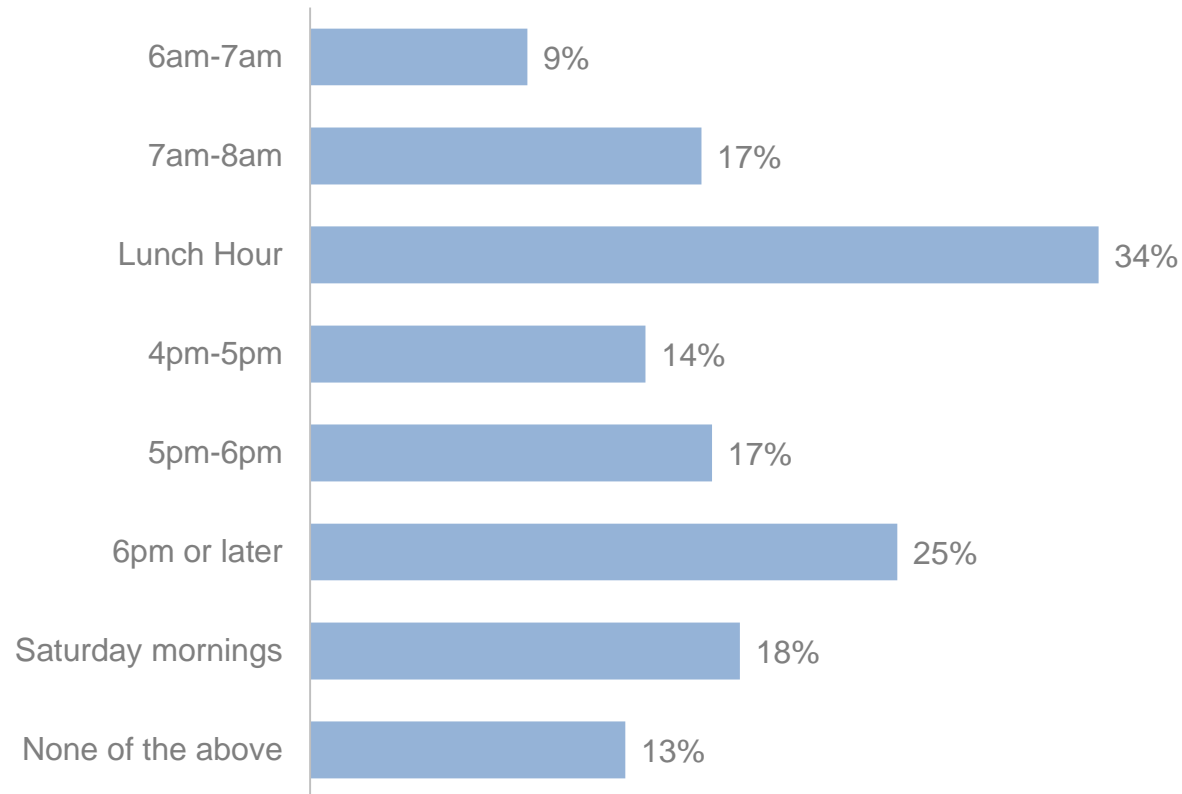
Interest Assessment

How likely are you to participate in each offering/activity?



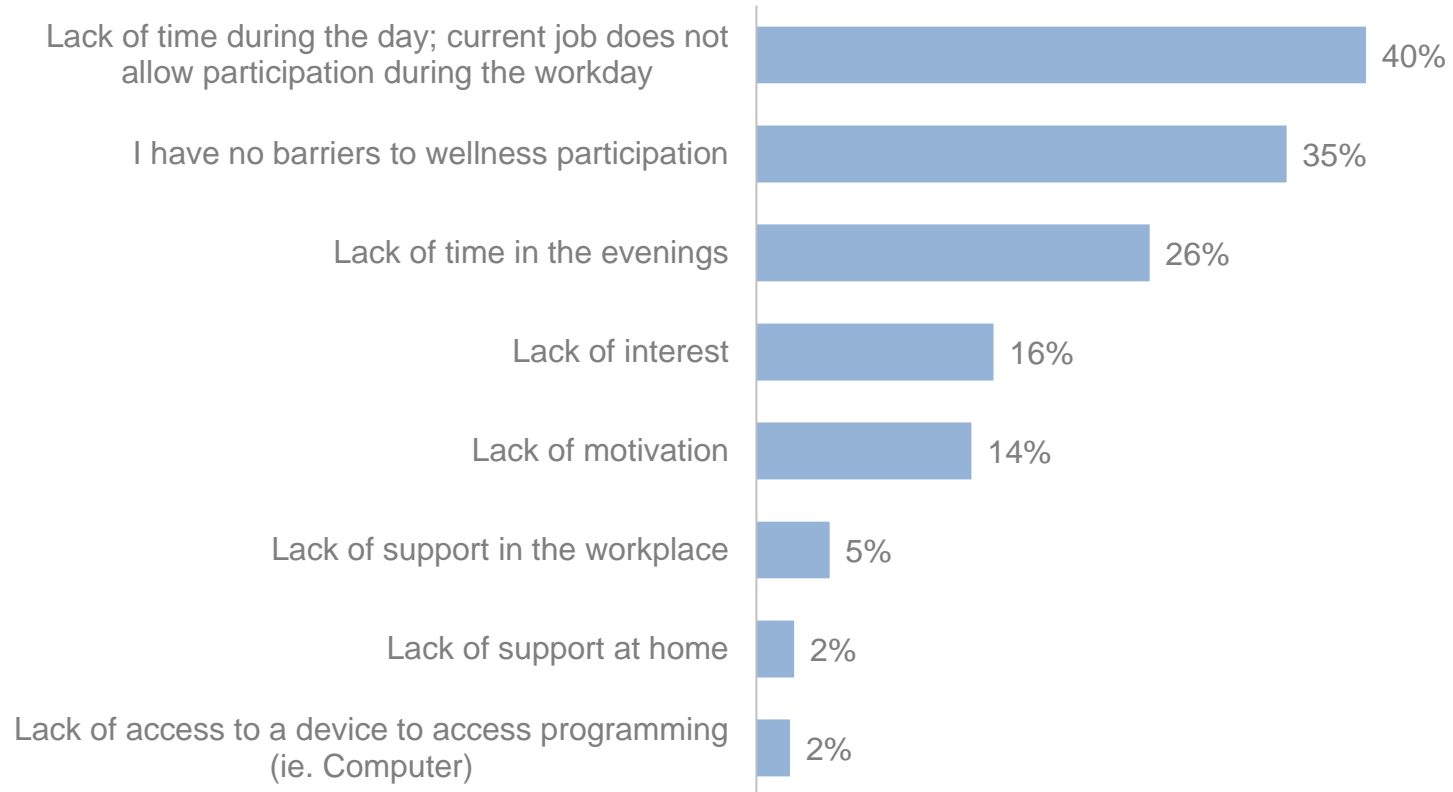
Interest Assessment

What time of day is best for you to participate in wellness programs (check all that apply).



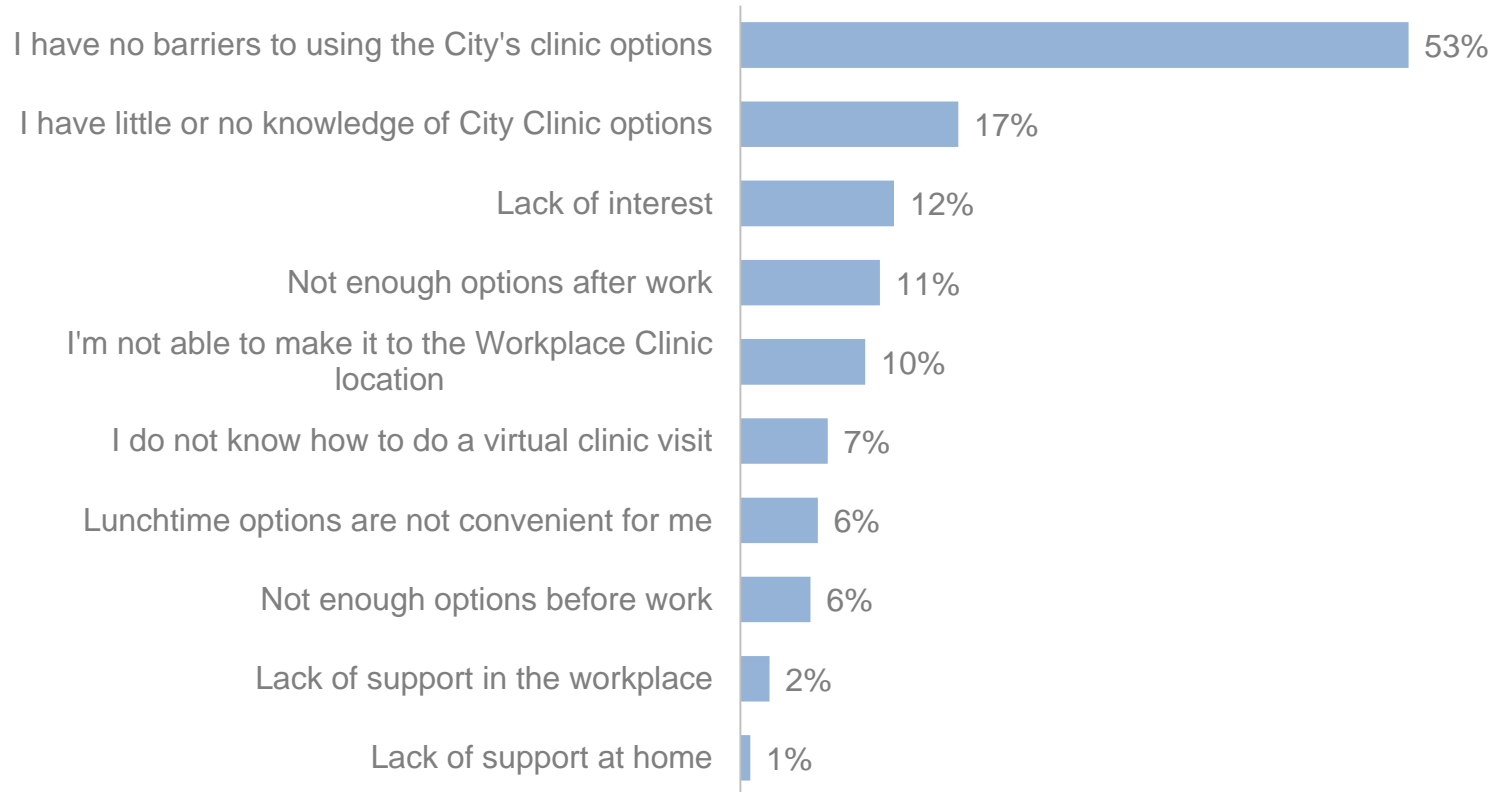
Interest Assessment

Indicate any barriers to your participation in the City's wellness program (check all that apply).



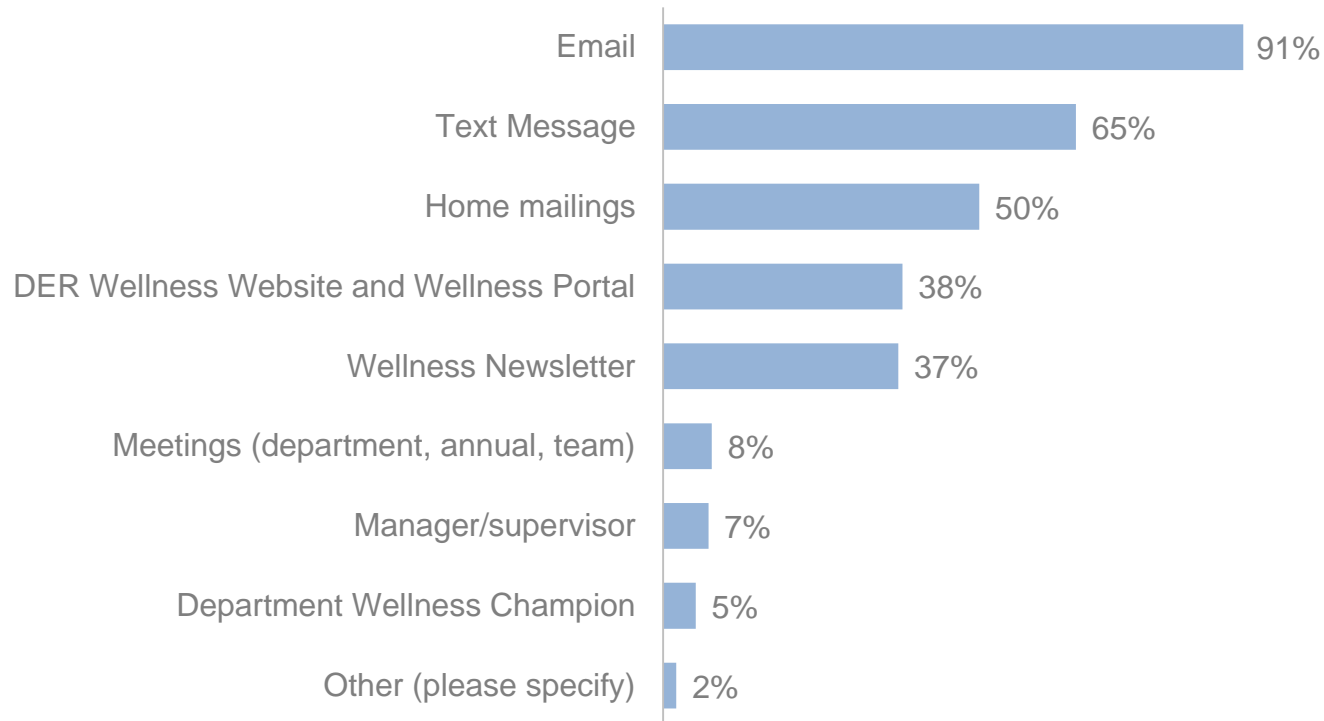
Interest Assessment

Indicate any barriers to using City of Milwaukee Clinic options including the Workplace Clinic, FastCare Clinics and Injury Prevention Clinic (check all that apply)



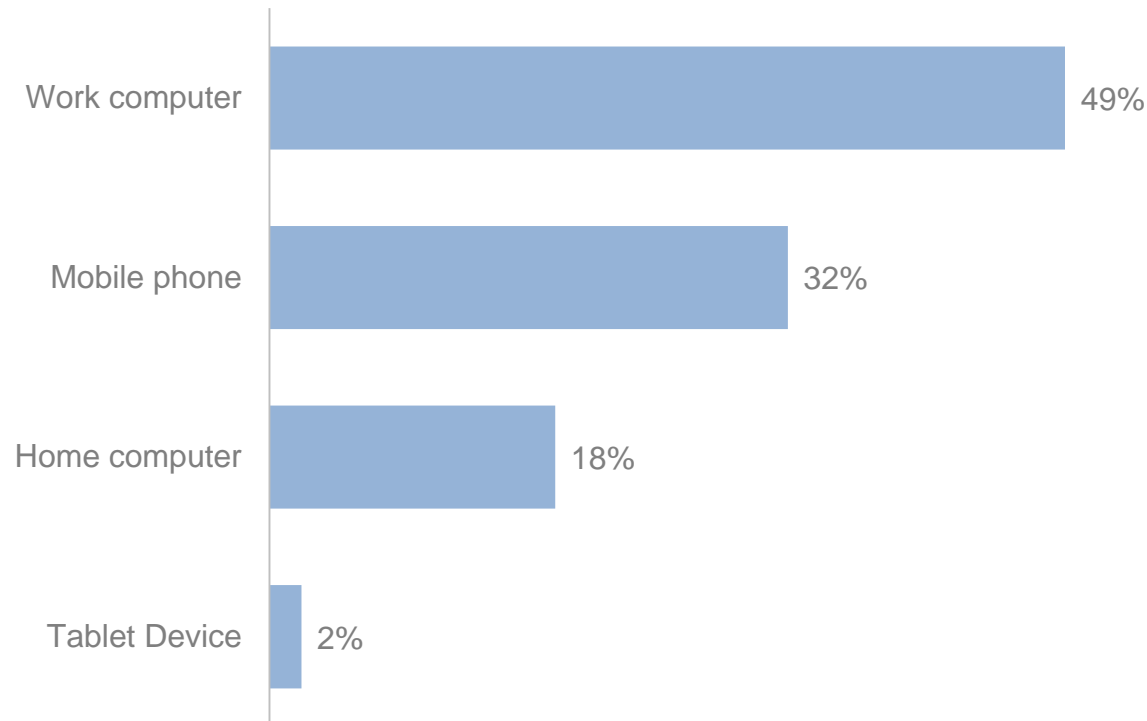
Interest Assessment

Select which three (3) communication methods you prefer when receiving health and wellness related information.



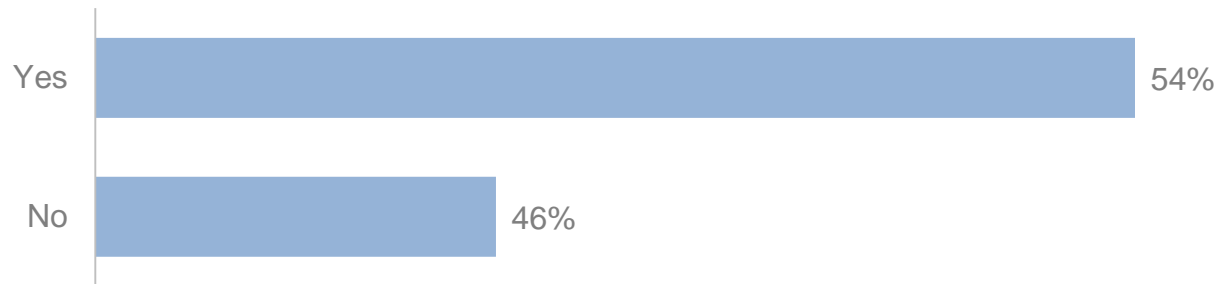
Interest Assessment

How do you most commonly access online or web-based materials for City of Milwaukee work related resources and benefit information?



Interest Assessment

Would you be interested in an emergency savings account (as a vehicle to save and access fund for emergency savings) within your Deferred Compensation account if it were offered?



Interest Assessment

Are you interested in becoming a City Department Wellness Champion?



Interest Assessment

Please list other benefits you would like to see offered by the City of Milwaukee.

I am happy with the current benefits and
wellness offerings



Satisfaction Survey Summary

Common themes

- Health and appreciation for the opportunity
- Satisfaction
- Ease of appointment



Opportunities

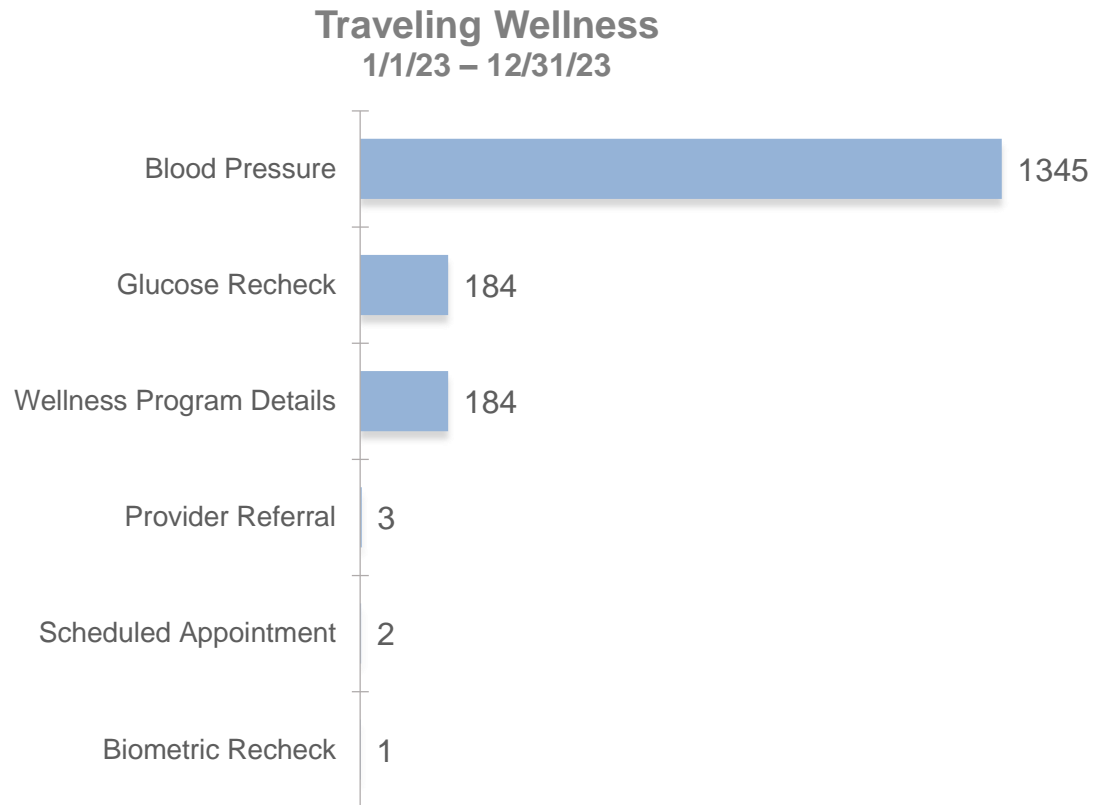
- Improve scheduling
- Change up the survey – was too long
- Making sure we are inclusive such as adding language/options for employees who identify as non-binary and having surveys available in Spanish.

Program Engagement

Program Attendance 1/1/23 – 12/31/23

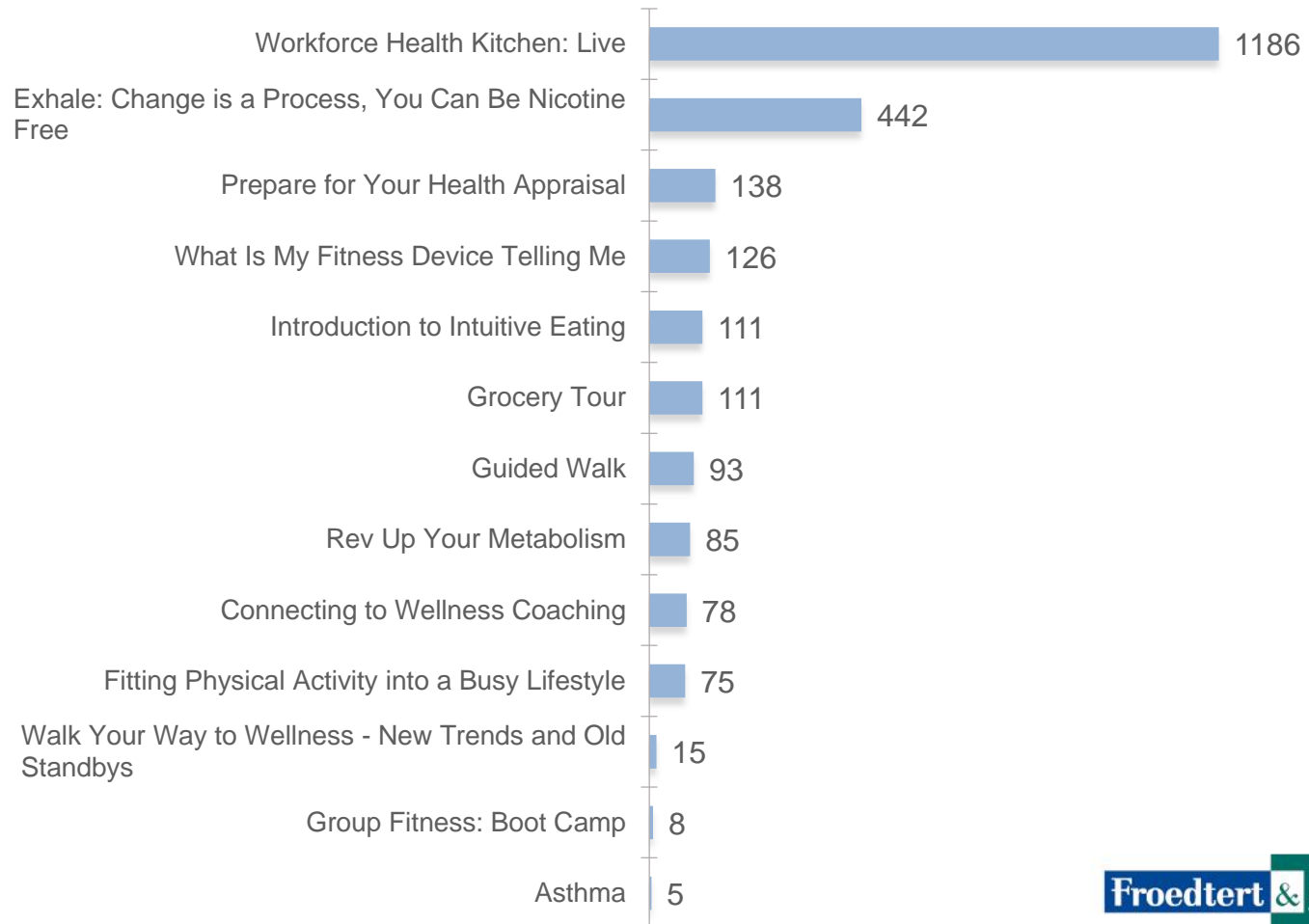


Program Engagement



Presentation Engagement

Presentation Attendance 1/1/23 – 12/31/23



Annual Coaching Report: CY2023

Engagement:

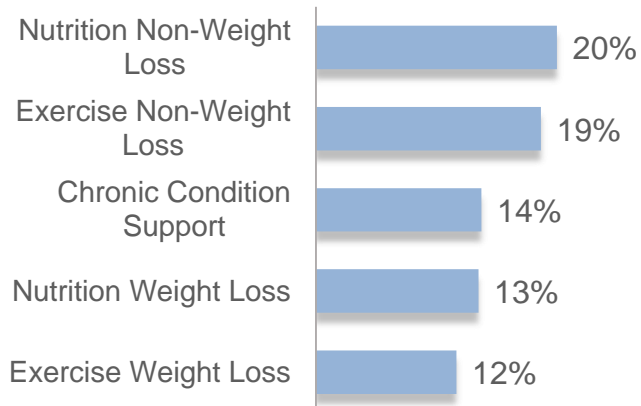
8.7%

Of completed
health
appraisal
population

14.4%

Of coaching
participants
met or
exceeded
three coaching
sessions

Top 5 Topics by Percent

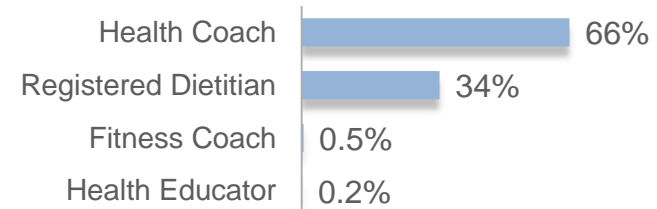


Unique Participants by Quarter & Year:

1st Q	2nd Q	3rd Q	4th Q	YTD
103	119	94	173	383

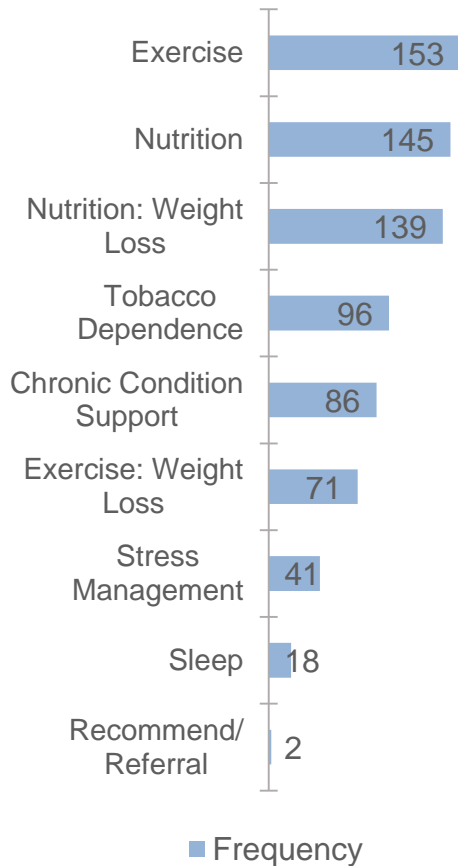
Total Visits for Year: 648

Coach Type by Frequency

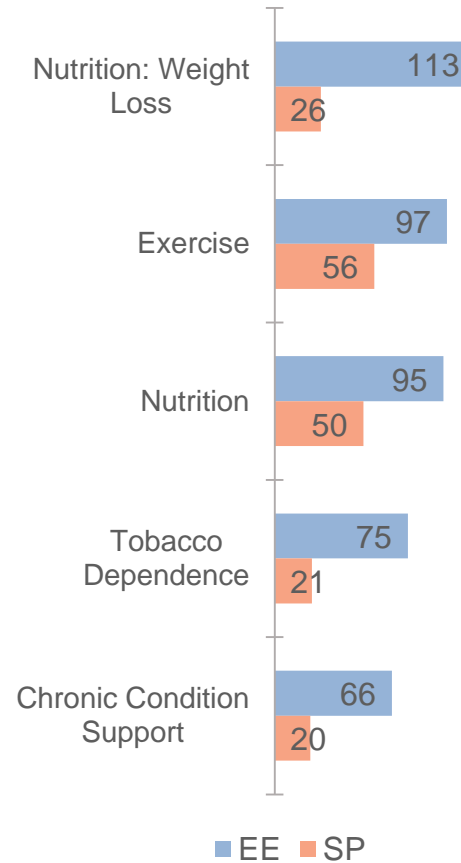


Annual Coaching Report: CY2023

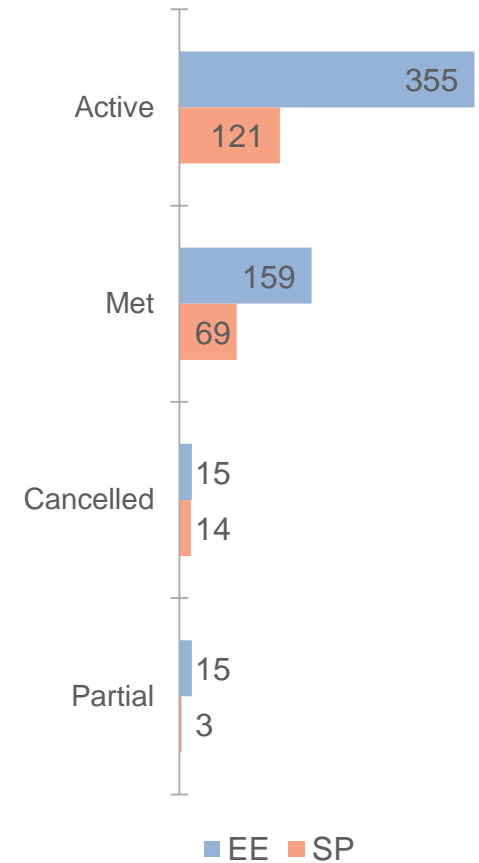
Goal Frequency



Top 5 Goals

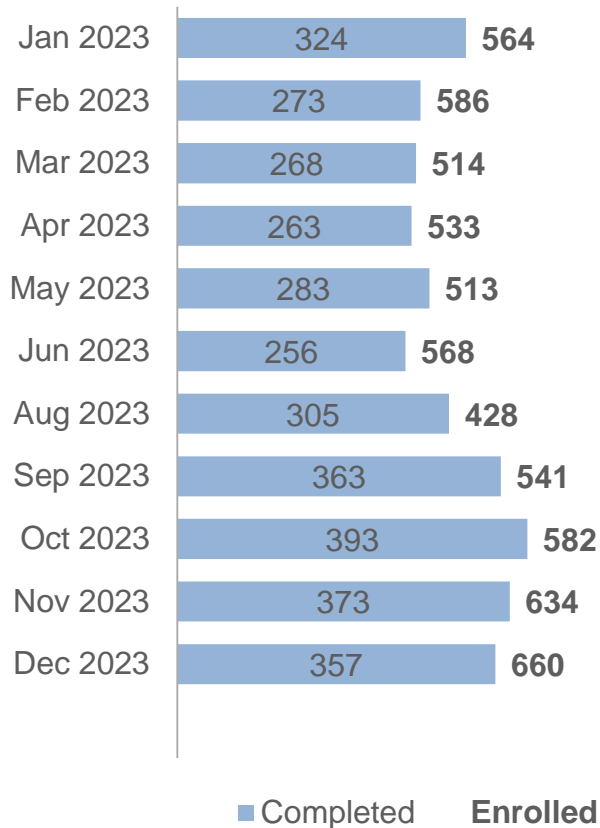


Goal Status

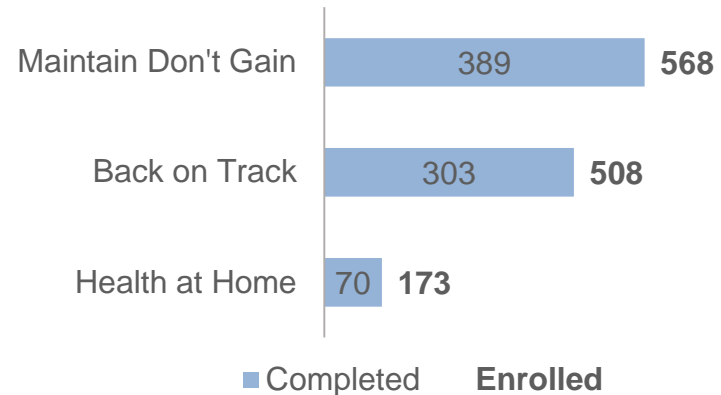


Wellness Portal Challenges

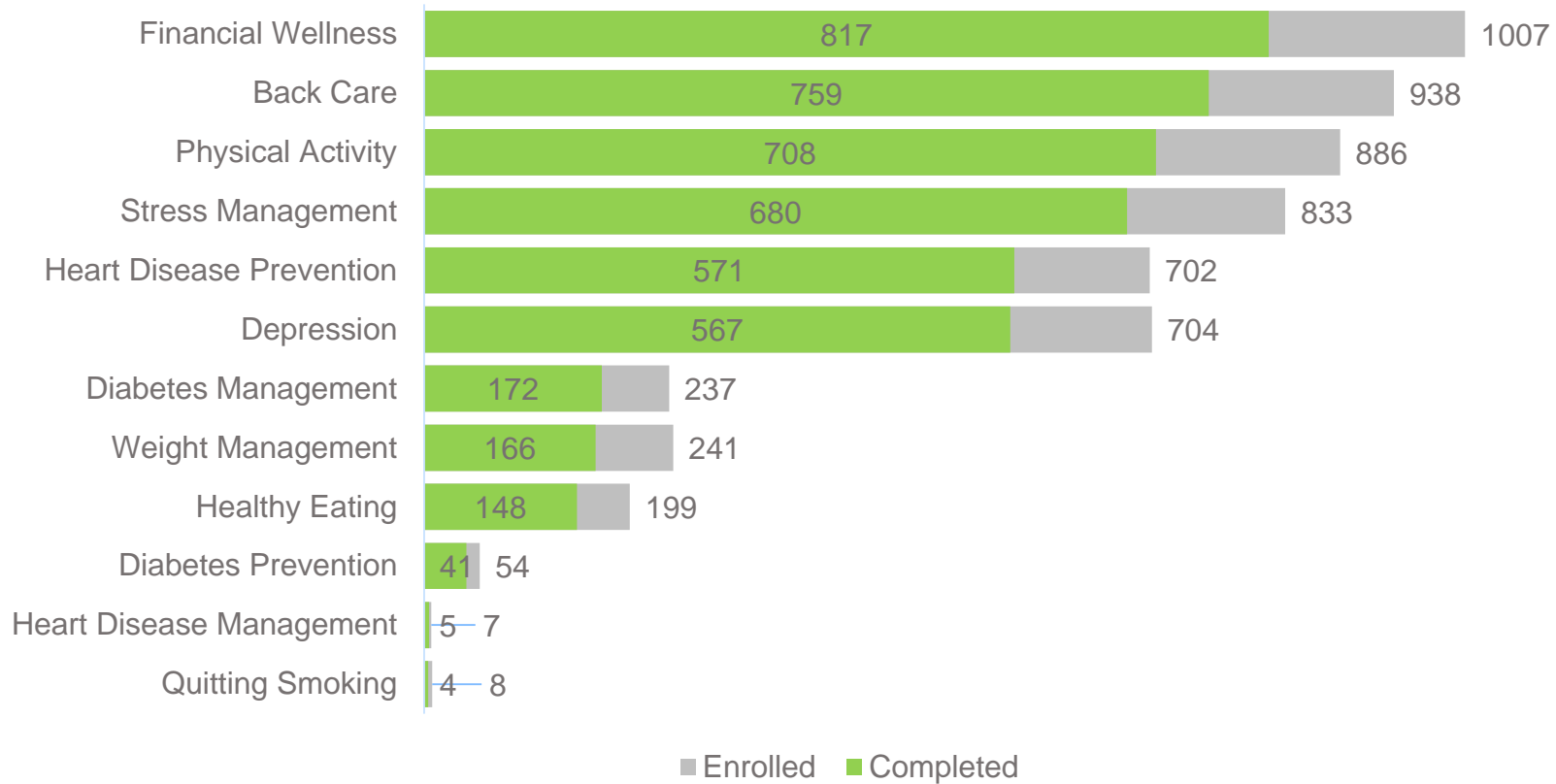
200,000 Step Challenges



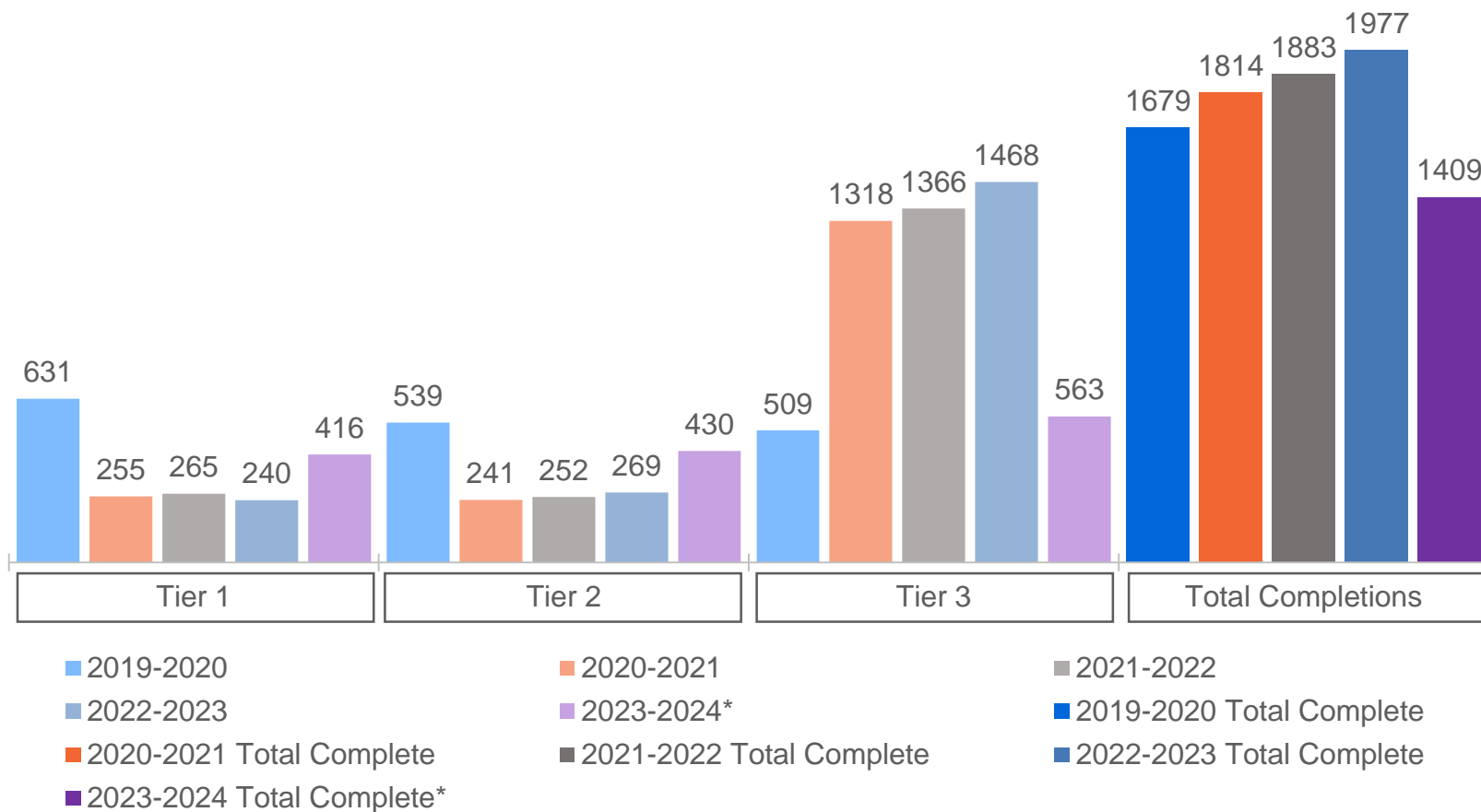
Corporate Challenges



Wellness Portal Action Plans



Healthy Rewards: Completions



*Completions July 1, 2023 – February 15, 2024



Thank you for
partnering with us on
your wellness journey!