

# Workforce Health



**“Well at work, well at home, and well into retirement”**

**City of Milwaukee Finance and Personnel Committee Meeting**

**SEPTEMBER 18, 2024**



**Froedtert**

# Wellness Program Core Principles

- **The City partners with Froedtert Workforce Health to administer wellness programming for employees**
- **Primary components:**
  - Annual Health Appraisal and;
  - Incentive-based Healthy Rewards points system for Health Reimbursement Account (HRA) deposits
  - Clinical services (Workplace Clinic, Injury Prevention Clinic)
  - Access to Froedtert's FastCare walk-in clinics and Occupational Health facilities area-wide
- **Why offer a wellness program?**
  - Better physical, mental, and financial well-being outcomes for employees and their families
  - Financial incentives to quit smoking and make healthy lifestyle choices
  - Opportunity to connect employees with other aspects of the City's generous benefits package
  - Reduced healthcare expenditures for the City

# Wellness Program Summary



## Core Offerings

- Health Appraisal
- Healthy Rewards
- On-Site Clinics (Workplace Clinic, Injury Prevention Clinic)
- Off-Site Clinics (FastCare, Occupational Health)
- Onsite Nurse Liaison
- Employee Assistance Program
- Safety
- Financial Wellness



## • Utilization

- Biometrics completion - 77%
- Coaching completion – 648
- Action Steps under consideration to improve Health Appraisal participation (for 2025-26):
  - Adjustments to monthly fee for non-completion
  - Re-evaluate Health Appraisal locations, dates and times
  - Targeted communications for spouses

# Wellness Program Critical Takeaways

- Participants who engage with the City's Health and Wellness Program have decreased health risk over time
- Participants are more engaged with their healthcare, making good and proactive health decisions and obtaining important preventive care
- Participants are able to improve their overall health and take steps to avoid serious future health conditions
- Earlier diagnosis and treatment of chronic conditions such as diabetes, high cholesterol and hypertension
- Lower claim costs which translates to savings for the member and the City
- Participants have higher rates of retirement savings and engagement in financial wellness
- Greater utilization in mental health services through both in-house EAP and UHC EAP programs



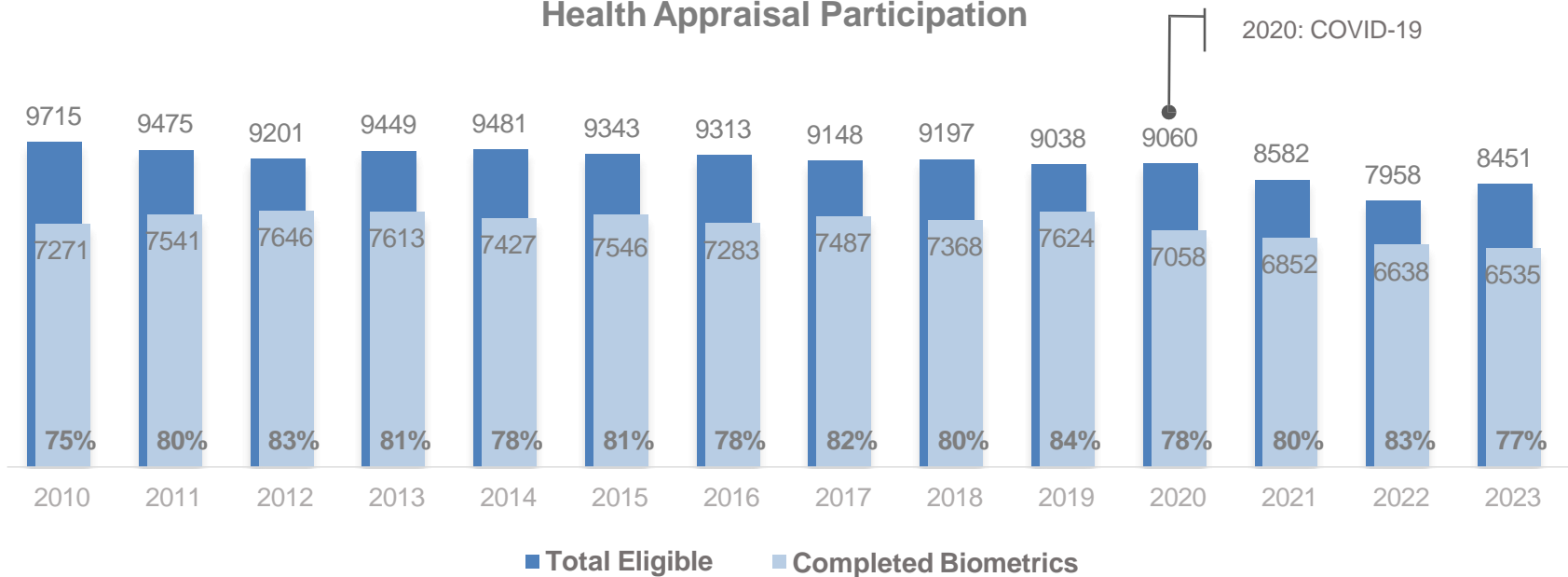
# Participation



## Health Appraisal

**77%** Completed all steps

### Health Appraisal Participation



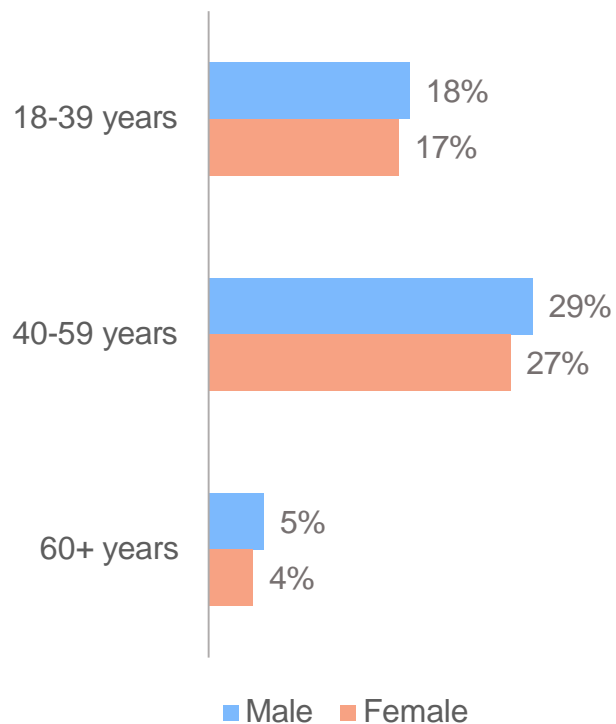
2020 Completed Biometrics count based on completion of online questionnaire



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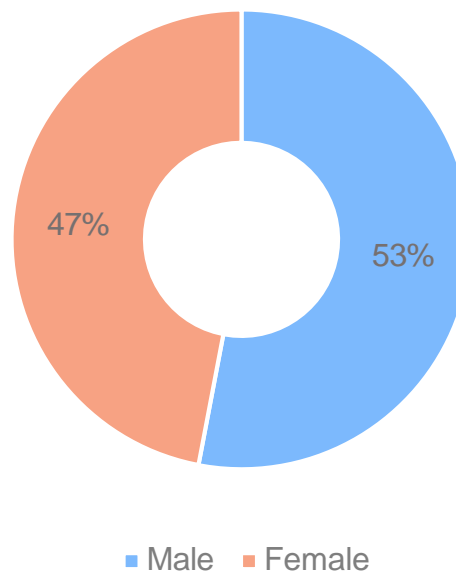
# Participation

Age



Average Age  
44

Gender



# Health Appraisal Action Plan

- **Participation declined from 2022 to 2023**

- Changes already being made to make appointments faster and more convenient
  - Oral nicotine testing with instant results and on-site education
  - Streamlined A1C testing
- **Goal for 2024 / 2025 program years:** increase completion to 90%

- **Changes to expect moving forward**

- Re-assessing demand for appointments at current sites and considering new locations
- Improving outreach and communications strategy for spouses with targeted materials
- Considering revisions to the monthly non-completion fee schedule
  - Increase financial incentives for biometrics participation
  - Continue to account for added costs of insuring nicotine users

# Connecting Employers to the Best of Academic Medicine



- Care rooted in Wisconsin; local leadership & support
- Shared mission & community partnership
- Connecting nationally-recognized services & specialists to area employers
- Committed long-term partnership with proven results
- Workforce Health offers industry-leading employer solutions for nearly 700 employers/200K lives



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# Comprehensive Solutions for City of Milwaukee



# City of Milwaukee Health & Wellness Services

- Occupational Health
- Workplace Clinic
- Injury Prevention
- FastCare®
- Wellness
- Benefits strategy & collaboration



# City of Milwaukee Occupational Health



- Post-offer physicals
- DOT physicals
- NFPA firefighter exams
- Drug and alcohol testing
- Job analysis & screenings
- Work-injury care; return to work evaluations
- Medical Director consultation & support

# City of Milwaukee Workplace Clinic



- In-person & virtual care for everyday illnesses, injuries and minor procedures
- Wellness and preventive care
- Vaccines and injections
- Laboratory testing

Available to:

- Employees and spouses regardless of enrollment in City's health insurance
- Dependents (18 months and older) enrolled in City's health insurance





# City of Milwaukee Injury Prevention

- Offers comprehensive preventive measures for new strains, muscle and joint issues before they become serious
  - Ergonomics for office & home workstations
  - Pain management education
  - Injury prevention tips
  - Dynamic warm-up recommendations
  - Education on correct posture and body mechanics to perform tasks safely

Available free to employees and spouses



# FastCare® Clinics



- In-person & virtual care for non-urgent, everyday illnesses and health needs
- Evening and weekend hours available
- Locations at select Meijer stores and McKinley Health Center
- Select vaccinations, lab tests and TB skin testing available

Available to City employees, non-Medicare retirees, spouses and dependents 18 months and older enrolled in the City's UHC health insurance



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# City of Milwaukee Wellness

Full complement of health and well-being services:

- Health Appraisals with Biometric Testing
- Health Coaching
- Workforce Health Kitchen Live
- Well-being Presentations
- Pop-In Wellness Booths
- Fitness Classes
- Traveling Wellness

Available to employees and spouses regardless of enrollment in City's health insurance

## 2024-2025 City of Milwaukee



### Health and Wellness Resource Guide

for Employees and Spouses



### Health Appraisal Information Coming Soon!

City of Milwaukee In-Person  
Health Appraisals  
July 31, 2024 – December 15, 2024

- A 45-minute appointment to complete the health appraisal process
- Fasting is optional
- All appointments are in-person
- Complete consent and schedule appointment on the wellness portal

*If you and your spouse take the City's 2025 health insurance, you must complete the 2024 health appraisal to avoid a fee.*



Your wellness packet  
will be mailed in July.



Workforce Health

# The Froedtert Difference

Comments from City employees:

*I had an awesome conversation.  
Very informative and motivating.*

*I really appreciated the time and care  
the staff took with us. Health  
screenings have so much potential to  
be embarrassing and uncomfortable,  
but I actually found the experience  
enjoyable. Thank you!*

*Great experience I've learned about  
things I did not know about and also  
learned more about things I knew  
about before.*

*I have unknowingly been suffering  
from this bronchitis/sinus infection  
for 1.5 months. My lungs were in  
great pain. I kept thinking I was  
improving, but didn't realize how bad  
I was until the meds started working.  
Without the clinic, I would have  
continued to suffer.*

*My other choice would have been a  
primary weeks later in pain. This was  
tremendously beneficial to have on  
site. She was professional, thorough,  
and kind.*



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# What's on the Horizon?

- Wellness Warriors
  - Revamp the Wellness Champion Program
  - Continue to explore City of Milwaukee partners for expanded collaboration
- Explore City of Milwaukee's wellness offerings for possible inclusion of community activities and social events

# Thank You!



## Questions?

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