

# Workforce Health



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

**City of Milwaukee**

**Finance and Personnel Committee Meeting**

**MAY 7<sup>TH</sup>, 2025**



**Froedtert**

# City of Milwaukee Health & Wellness Services



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

# What is a Health Appraisal?

July 2024 – December 2025

A voluntary and **confidential** health screening, which includes:

- Height/weight/waist (BMI)
- Blood pressure
- Lipid panel
- Blood glucose (possible A1c test)
- Nicotine test
- City's Interest Assessment
- Health Education

## Health Appraisal Results

**Froedtert & Medical College of Wisconsin**  
**Workforce Health**

**Your Health Appraisal Results**

It is our recommendation that you share your results with your primary care provider.

Date: \_\_\_\_\_ ID#: \_\_\_\_\_

CRN: \_\_\_\_\_

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_

DOB: \_\_\_\_\_ Gender: M / F

HRA Consent Obtained: ☐ Portal ☐ Paper ☐ Inmate

Company: \_\_\_\_\_

Height: \_\_\_\_\_ Weight: \_\_\_\_\_ Fasting ☐ Non-Fasting ☐

Do you use Nicotine products? ☐ Yes ☐ No

Cotinine Result: ☐ NEG ☐ POS ☐ Pending

Participant Initials: \_\_\_\_\_

| TEST  | GUIDELINES   | RESULT* |
|---|--|---------|
| <b>Total Cholesterol (TC)</b> is the total of your HDL (good cholesterol), your LDL (bad cholesterol) and other fatty substances found in your blood. Your cholesterol level is determined by a combination of your genetic make-up and lifestyle habits. The higher the level of cholesterol in your blood, the greater your risk for heart disease or stroke. | <200 mg/dL = Optimal<br>200-239 mg/dL = Borderline<br>≥240 mg/dL = High  |         |
| <b>HDL Cholesterol</b> stands for high density lipoprotein. It is called the "good" cholesterol because it removes bad cholesterol from the blood stream and the artery walls. Unlike other cholesterol levels, the higher the HDL, the better.   | >40 mg/dL (for men) = Optimal<br>>50 mg/dL (for women) = Optimal   |         |
| <b>Triglycerides</b> are another type of fat in the body. They store excess energy from your diet. A high triglyceride level combined with high LDL and low HDL is linked with fatty buildups within the artery walls. This may increase the risk of heart attack and stroke.   | <150 mg/dL = Optimal<br>150-199 mg/dL = Borderline<br>200-499 mg/dL = High<br>≥500 mg/dL = Very High   |         |
| <b>Blood Glucose</b> is sugar that the bloodstream carries to all cells in the body to supply energy. The sugar comes from the food we eat. A high blood glucose level may indicate diabetes.   | <b>Fasting:</b><br><100 mg/dL = Optimal<br>100-125 mg/dL = Pre-Diabetic<br>≥125 mg/dL = High<br><b>Non-Fasting:</b><br><140 mg/dL = Optimal<br>140-199 mg/dL = Pre-Diabetic<br>≥200 mg/dL = High |         |
| <b>LDL Cholesterol</b> stands for low density lipoprotein. It is called the "bad" cholesterol because it is sticky and clings to artery walls causing blockages which can lead to a heart attack.   | <100 mg/dL = Optimal<br>100-129 mg/dL = Near Optimal<br>130-159 mg/dL = Borderline<br>≥160 mg/dL = High  |         |
| <b>TC/HDL Ratio</b> is a ratio obtained by dividing the TC by the HDL. A higher number indicates a higher risk of heart disease.  | ≤4.5 = Optimal<br>4.6 - 5.9 = Borderline<br>≥6.0 = High Risk   |         |
| <b>Non-HDL Cholesterol</b> is calculated by subtracting the HDL cholesterol from the Total Cholesterol. It is a measure of all the different types of bad cholesterol in the blood which are linked with a higher risk of heart disease.  | <130 = Optimal<br>130-159 = Near Optimal<br>160-189 = Borderline<br>≥190 = High  |         |
| <b>Blood Pressure (BP)</b> is the force of blood against the walls of your arteries. BP is measured in two numbers. If either number is too high, you may be at risk for heart disease and stroke.  | 119/79 or below = Normal<br>120-129/<80 = Elevated<br>130-139/80-89 = HTN, stage 1<br>140/90 or above = HTN, stage 2   |         |
| <b>Waist Circumference</b> is a measurement taken around the abdomen at the level of the umbilicus (belly button). If you carry fat mainly around your waist, you are more likely to develop certain health problems such as heart disease and Type 2 diabetes.   | ≤40" for men = Optimal<br>≤35" for women = Optimal   |         |
| <b>Body Mass Index (BMI)</b> is a calculation based on your height and weight. The higher your BMI, the greater your risk for certain diseases such as heart disease, high blood pressure and Type 2 diabetes.  | <18.5 = At Risk<br>18.5-24.9 = Optimal<br>25.0-29.9 = Near Optimal<br>30-34.9 = Borderline<br>≥35 = High Risk  |         |

This information is not intended as a substitute for professional medical care. Always follow your health care provider's instructions.  
\*Future results may vary due to different testing methods, times and equipment.

Workforce Health W129 N7055 Northfield Drive, Menomonie Falls, WI 53051 Ph: 262-253-5150 workforcehealth.org

\*handout is hyperlinked for full page viewing

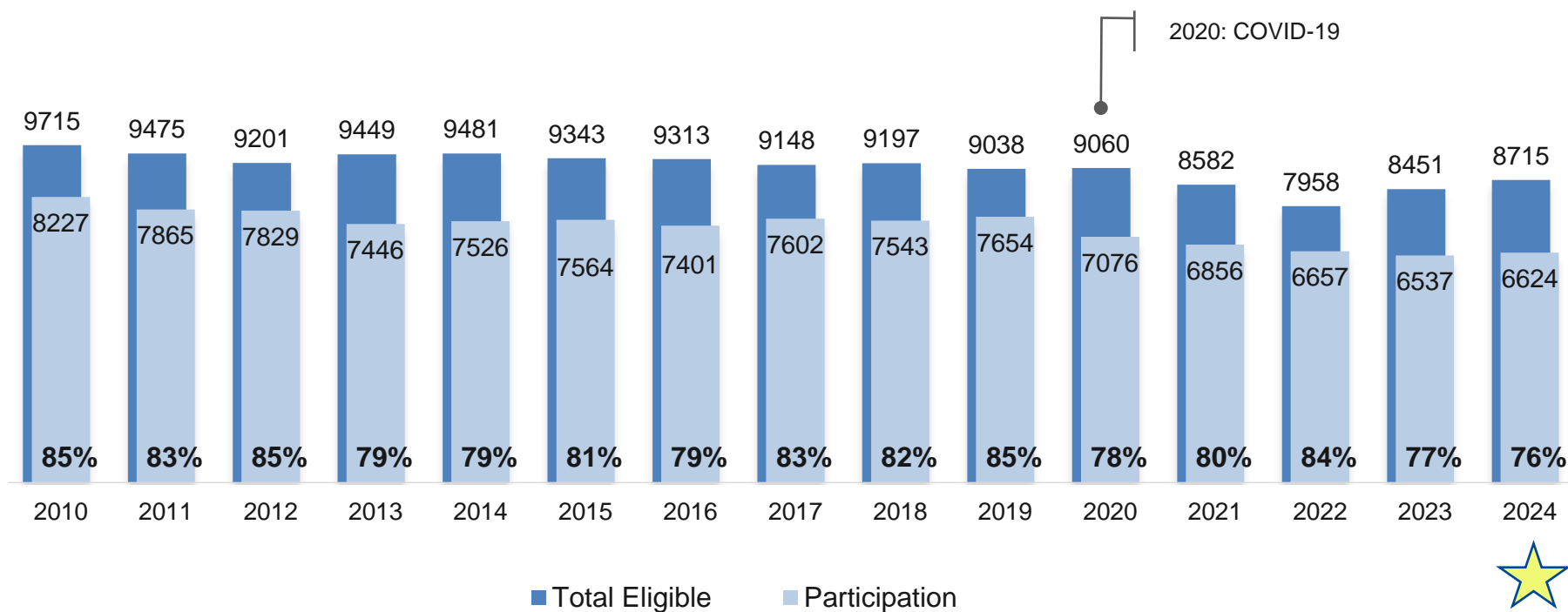
# 2024 Health Appraisal Year in Review



- ✓ Implemented a new nicotine/cotinine process
- ✓ Revamped Interest Assessment
- ✓ Enhanced A1c outreach through the Workplace Clinic
- ✓ Customized wellness programming to support a diverse population
  - Female-specific programming around menopause
  - Mobility Breaks during the winter months
- ✓ Added weigh-ins for body composition related programs
- ✓ Refined large marketing documents for clarity and readability

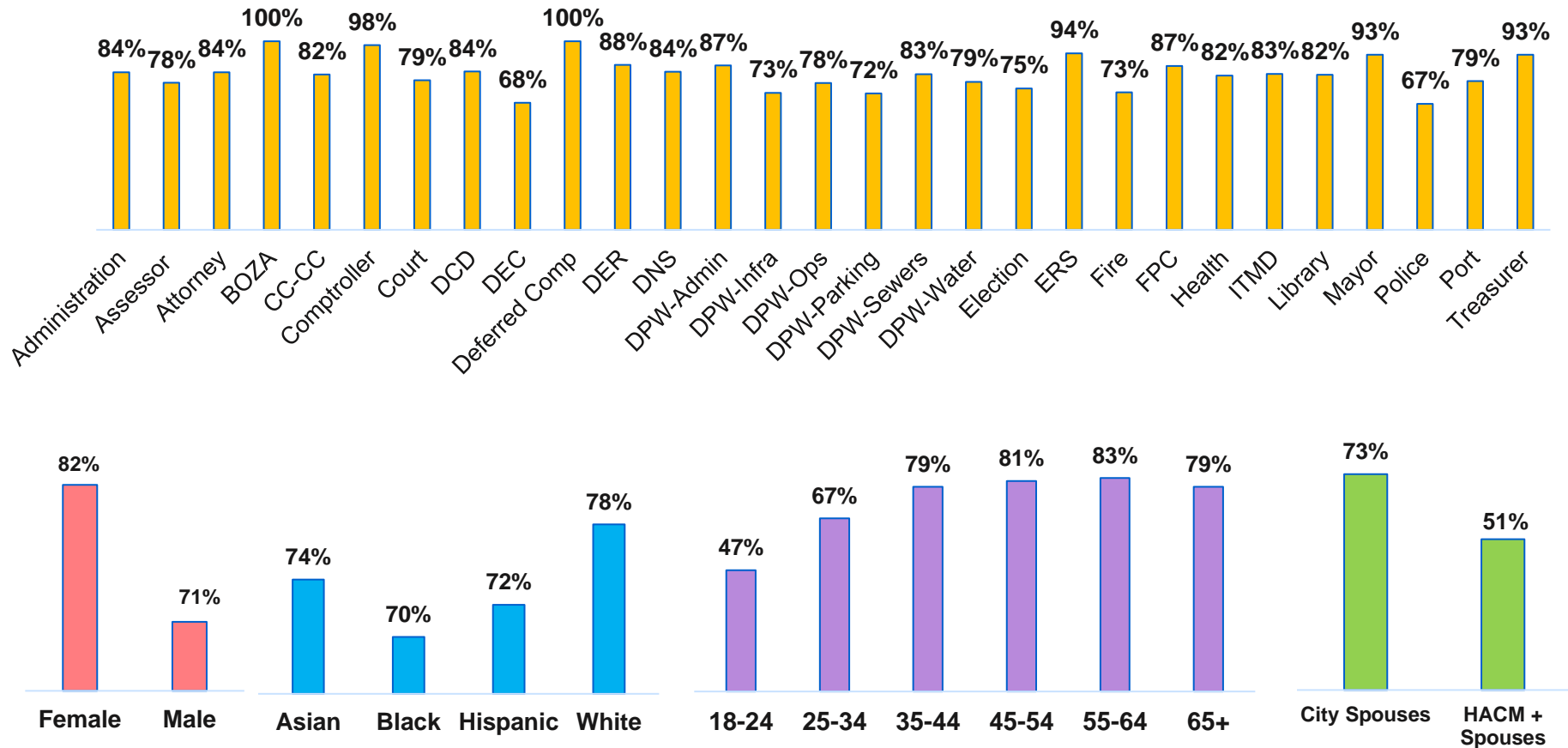
# Participation

## Number of Participants Who Completed the Biometrics



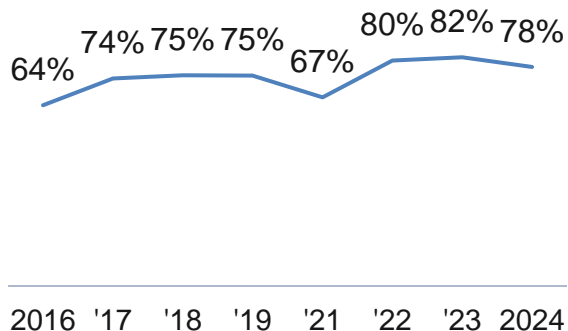
2020: COVID-19, based on completion of online health questionnaire.

# Participation Breakout

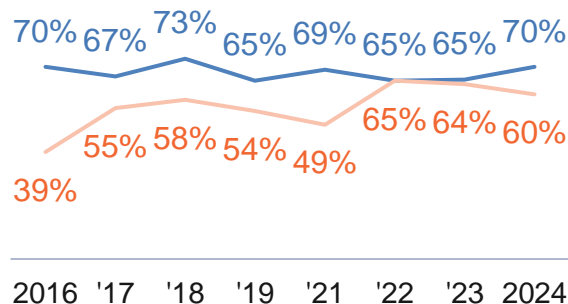


# All Participants: Percent Optimal

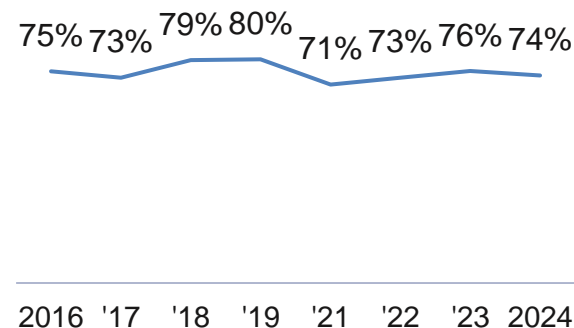
## Total Cholesterol



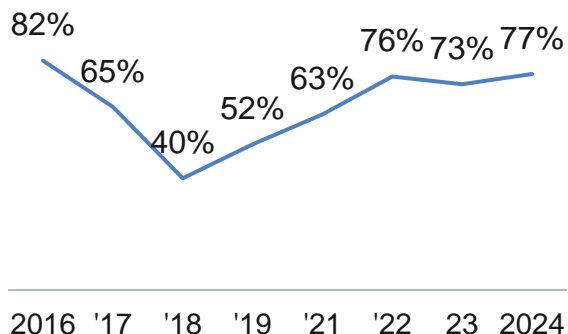
## HDL-C LDL-C



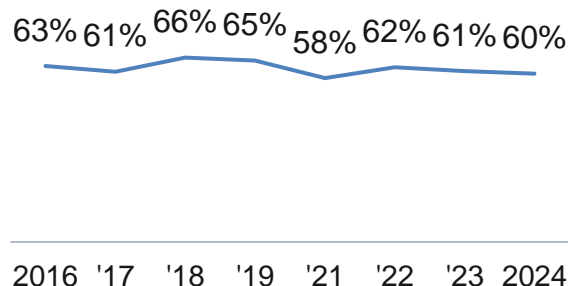
## Triglycerides



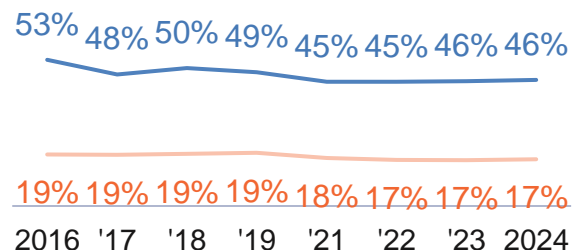
## Glucose



## Blood Pressure



## Waist BMI



### References:

American Heart Association  
American Diabetes Association

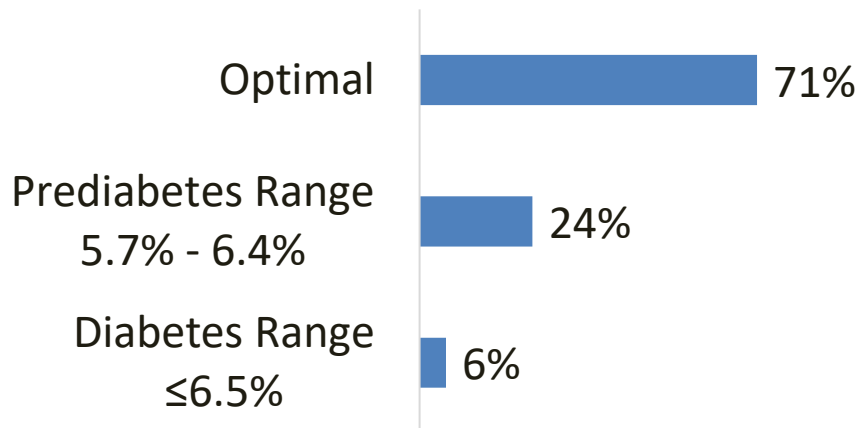
# A1c Testing and Outreach

## 414 Tests Completed

### Testing Requirements

- Fasting Glucose 100 – 125
- Non-fasting Glucose 140 – 199 and not being seen by their physician

### A1c Results



### A1c Outreach

Workplace Clinic followed-up with A1c results  $\leq 5.7\%$

| Outreach Outcome                               | Count |
|--|-------|
| Elevated A1c                                   | 121   |
| Total calls made                               | 159   |
| Followed up with Workplace Clinic or Physician | 46    |

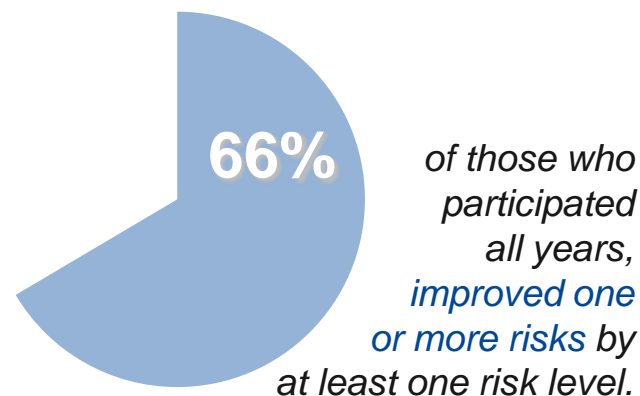
\*Diabetes and prediabetes cannot be diagnosed from this test result.



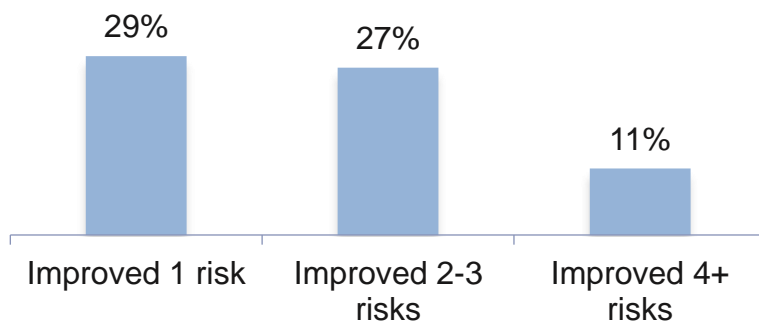
# Last 3 Year Cohort: 2024 Risk Migration

**80% of 5180** ★

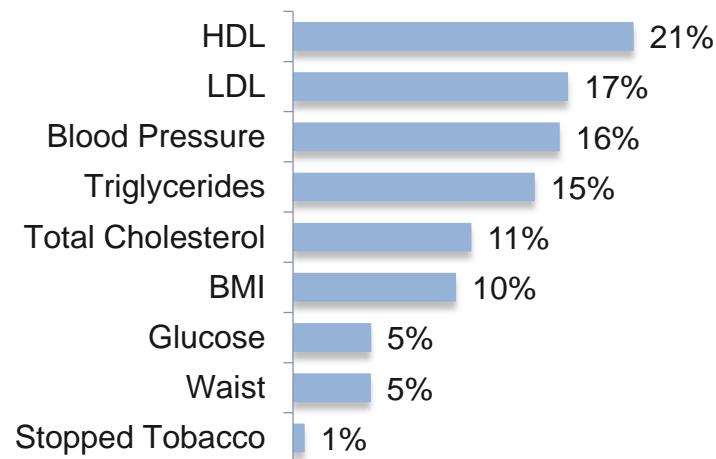
Improved or  
Maintained their  
Population Health  
Risk Score (PHRS)  
Level



## Improved One or More Risks



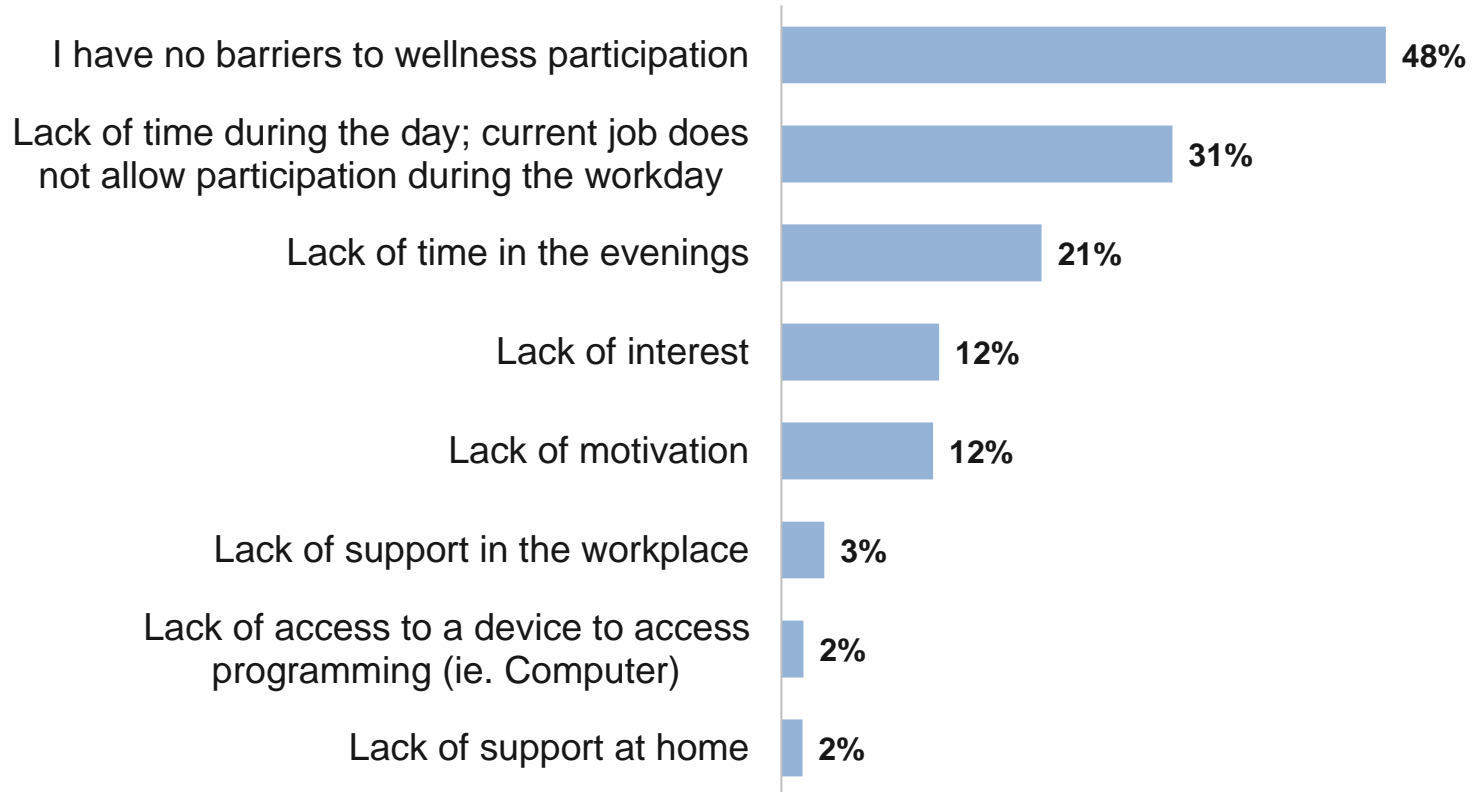
## Risks that Improved



# Interest Assessment

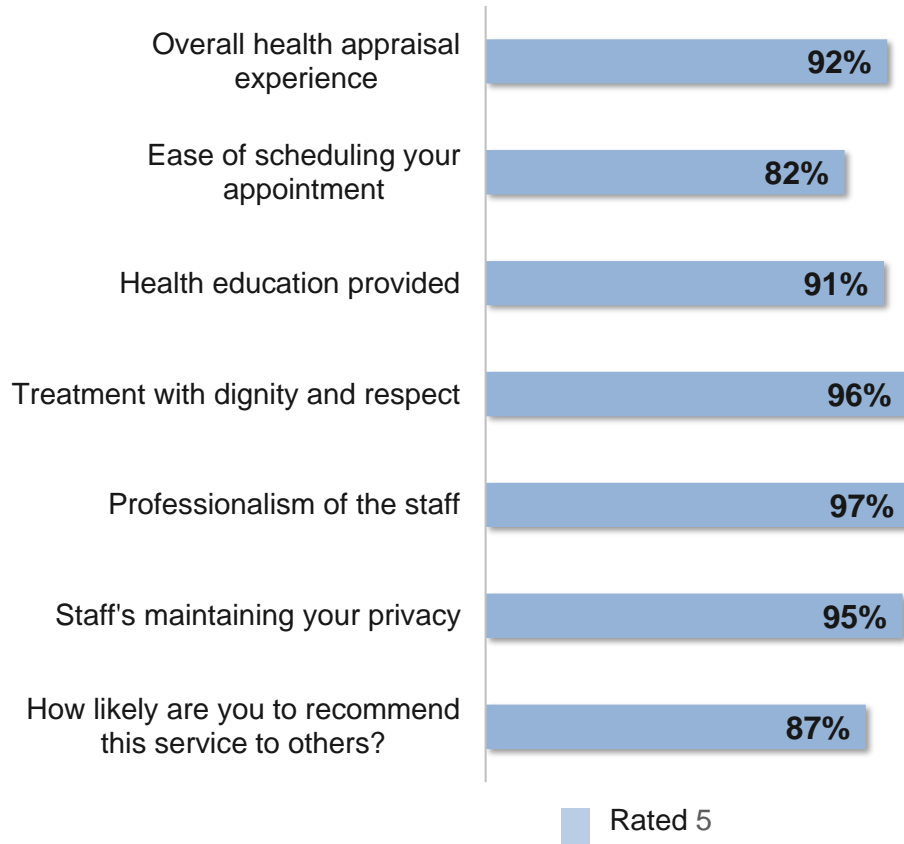
Indicate any barriers to your participation in the City's wellness program.

(check all that apply)



# Participation Survey Results

## Participant Satisfaction Survey Results



First time doing this, my medical professional made sure to walk me through step by step and made me feel very comfortable.

Nice to have the A1C test results right away.

Was taken back right away even though I was early. Very friendly and professional.

The people were friendly and polite! They also offered a lot of information and tips on increasing my health.

# What is Healthy Rewards?

July 2024 – June 2025

Incentive-based wellness program where participants can earn 3 levels of points to earn up to \$700 in a Health Reimbursement Account (HRA)

- Point earning opportunities include:
  - Biometrics
  - Educational Programs
    - Nutrition & Healthy Eating
    - Mental & Emotional Wellness
    - Chronic Disease Management
    - Environmental & Lifestyle Choices
  - Preventive Care & Screenings
  - Physical Activity (Individual & Group)
  - Community & Workplace Wellness Engagement

## Earn Money, Live Well!

### EARN MONEY with **Healthy Rewards!**



Participate in City of Milwaukee's incentive-based wellness program.

Earn up to \$700 in a health reimbursement account (HRA)! You and your spouse can earn up to \$350 each to help pay for medical, dental, prescription and vision expenses, including medical and dental deductibles, copays and coinsurance.

**Who can participate:** All City of Milwaukee employees and their spouses who **completed the 2024 health appraisal** can participate and **do not** need to be enrolled in the City's health insurance.

**How to participate:** Earn Healthy Rewards points through activities you already complete and challenge yourself with more healthy choices! Attend presentations, go to the gym or attend fitness classes, complete your annual preventive exams, get a flu shot, participate in wellness portal challenges, volunteer and donate blood.

See the next pages for the Healthy Rewards Program description, how to submit proof, track points and a full list of activities that will earn points so you (and your participating spouse) can earn money. Yeah!

The program runs July 1, 2024 through June 30, 2025.



[Click the link to learn more about your HRA through the City.](#)



Watch a short video to learn more about the City's Healthy Rewards Program.



Scan the QR code to log in to the wellness portal and start earning points.

[www.workforcehealth.org/cityofmilwaukee](http://www.workforcehealth.org/cityofmilwaukee)

Contact Workforce Health at 414-777-3410 for registration help or questions. Our call center is open M-F: 7:30 a.m. - 4:30 p.m.

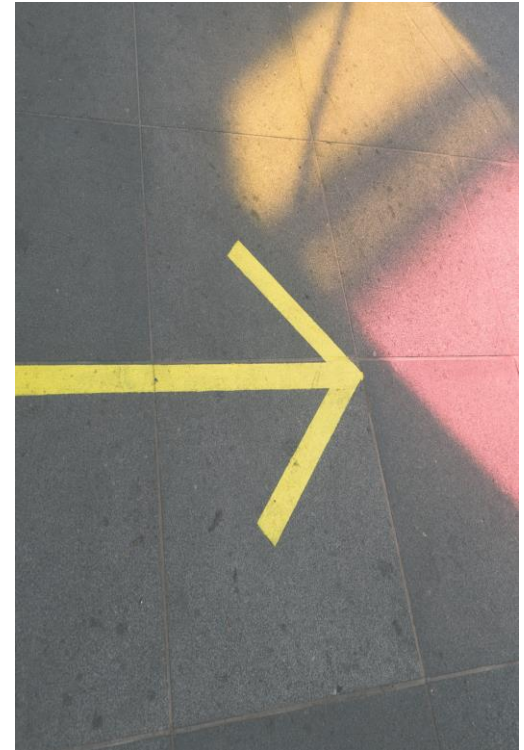


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\*handout is hyperlinked for full page viewing

# 2025-2026 Program Goals/Opportunities

- Remove *qualifying biometric* to expand access to Healthy Rewards Program
- Re-evaluate the blood pressure outreach program
- Expand health appraisals on the south side of Milwaukee (Election Commission Warehouse)
- Reevaluate the Traveling Wellness Center Program
- Enhance marketing and communication
- Reimagine City's Wellness Champion Program
- Enrich the Interest Assessment
- Improve access to Spanish-translated material



# Thank You!



## Questions?

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