



Department of Employee Relations

Cavalier Johnson
Mayor

Makda Fessahaye
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

April 6, 2022

Alderman Michael Murphy, Chairman
City of Milwaukee Common Council Finance and Personnel Committee
200 East Wells Street, Room 205
Milwaukee, WI 53202

File No: 211714 Authorizing DER to Extend the Current Contract with Froedtert Workforce Health

Dear Alderman Murphy and Finance Committee Members:

Froedtert Workforce Health is a valuable partner with the City of Milwaukee and has been instrumental in the successful delivery of the City's wellness program, pre-employment services and a variety of onsite and offsite clinic services. The City's comprehensive wellness program plays a critical role in the City's efforts to control healthcare costs while providing a valuable benefit to employees and their families. The success of the City's program, which is considered best in class, is attributed to the high engagement of our employees and the dedicated group of individuals that continually work with DER and our vendor partners to help grow and shape the program. The City's wellness program is designed by employees for employees and we rely on two committees as well as participant feedback to inform decision making and provide important input on current and new services.

The Wellness and Prevention Labor Management Committee, consisting of labor and management representatives who initiated the program over 12 years ago, and the City's numerous Wellness Champions who serve on the Wellness Promotion Committee provide ongoing guidance on all facets of the program. Utilizing this approach builds trust and transparency ensuring programs and services evolve to meet the changing needs of our employees and their families.

The Department of Employees Relations (DER), in conjunction with the City's Wellness and Prevention Labor Management Committee, is recommending an extension to the current contract with Froedtert Workforce Health to ensure continuity of programming and employee engagement. Extending the current contract provides the following:

- Dedicated Workforce Health staff who understand the unique needs of City employees and their families and have a high level of trust from participants



- Flexibility to develop new programs and services with a creative approach and the ability to pivot quickly on implementation
- Synergies with other City benefit vendor partners that allow for strategic alignment and integration of programs and services
- Continued high engagement of participants and the avoidance of significant program disruption resulting from a vendor switch
- Established partnerships with employees at many City work locations and the ability to expand services to new locations as requested
- Pre-employment and occupational health efforts that align with health, wellness and employee safety efforts
- No significant changes in the fee structure for administering the wellness program, the occupational health program and the City's many clinic services.

The DER recommends the Finance and Personnel Committee approve the file for a three year contract extension with Froedtert Workforce Health.

I'm happy to answer any questions or comments regarding this file.

Sincerely,
Renee Joos
Employee Benefits