



Department of Employee Relations

July 19, 2019

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole Fleck**  
Labor Negotiator

To the Honorable  
Members of the Finance and Personnel Committee  
City of Milwaukee  
Common Council

Dear Committee Members:

The attached resolution #190532 recommends amending the current contract with Froedtert Workforce Health to include occupational health services for the City of Milwaukee effective September 1, 2019.

The City's current contract for occupational health services is anticipated to expire at the end of August. This contract includes pre-employment medicals for both general city employees and employees of the Fire and Police Departments. The contract also includes pre and post employment drug screenings in accordance with the rules of the City Service Commission, the Fire and Police Commission and other applicable regulations.

After analyzing the City's options and understanding that needs and priorities in this area have shifted significantly since the contract was last awarded, DER concluded that allowing Froedtert Workforce Health to provide occupational health services via a contract amendment is the most favorable solution.

Froedtert Workforce Health has been the City's partner in a very successful journey that commenced with the implementation of the City's wellness program in 2010. Over time the scope of services provided by Froedtert has expanded significantly to include the Healthy Rewards Program and the City's onsite clinic and FastCare Clinics. Other programming available through this partnership includes the onsite wellness center and traveling wellness center sites, year round coaching and access to registered dietitians, ongoing educational sessions, multiple onsite weight management programs, diabetes prevention programs, flu clinics, group fitness classes and department specific initiatives.

Froedtert Workforce Health has become a true partner in providing health and wellness services to City employees and their families. The trust that employees place in Froedtert is evident in the high utilization rates of wellness programs and services. This utilization continues to play a critical role in the City's efforts to control healthcare costs while providing a substantial benefit to employees and contributing to the goal of creating and supporting an integrated model for total worker health, safety and wellbeing.

This successful relationship presents a unique opportunity to enhance City pre-employment occupational health services. After acknowledging the need to shift to a different occupational health provider and reviewing and analyzing Froedtert's experience in this field and their proposed fee schedule, DER has determined that utilizing Froedtert Workforce Health for occupational health services is in the City's best interest for the following reasons:

- Utilizing Froedtert Occupational Health services allows the City to capitalize on the existing synergies between the City's comprehensive health/wellness efforts, employee safety and risk management initiatives, and the need to assess employment suitability at time of hire.

- Pre-employment medical exams designed and administered by the same provider of the City's wellness program will help identify interventions to prevent and mitigate workplace injuries by enhancing screening mechanisms used at time of hire: physical exam, medical questionnaire, medical history, hearing and vision, drug and alcohol testing, psychological exams, and others.
- Centralized local management coupled with medical director oversight of all clinical services ensures consistent on-boarding workflows and care practices at five conveniently located clinics with the potential for an additional location in 2020.
- Availability of prioritized job analyses by experienced professionals to align pre-placement evaluations with physical job demands and cost effective management of work related injury treatment, including appropriate utilizations of referrals, ancillary testing, and rehabilitation services.
- Access to providers with 75 years of collective occupational medicine experience and the full resources of Froedtert and the Medical College of Wisconsin to assist in the City's efforts to comply with state/federal regulations, including best practice recommendations in the area of drug testing, TB testing and immunizations.
- The commitment to provide complementary on-site visits at City work locations to learn more about safety-sensitive tasks where the risk for work-related injuries is a concern along with the availability of rehabilitation resources to coordinate efforts designed to address workplace exposure and reducing incidence rates.
- Competitive pricing (verified by a fee comparison with the current provider and a reduced fee schedule from Froedtert for certain immunizations, drug testing and occupational health testing).

In addition to providing traditional preplacement services, Froedtert Occupational Health will be able to work with the City's existing wellness programs and collaborate with Froedtert Workforce Health to implement targeted employee initiatives (stretching programs, training, etc) to increase worker safety. Through this partnership, Workforce Health and Froedtert Occupational Health will be able to identify work conditions or practices that are unsafe, implement programs that improve worker job readiness as well as educate and train employees to mitigate future injuries.

The DER recommends approval of the file to amend the current contract with Froedtert Workforce Health to include occupational health services to support and enhance the City's total worker health model and integrate workplace interventions that focus on improving safety, health and wellbeing for employees.

Sincerely,

Maria Monteagudo  
Employee Relations Director