



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

July 14, 2010

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

**File No: 100204 City of Milwaukee Contract with Froedtert Workforce Health
for Wellness and Health Advocacy Program**

Dear Alderman Murphy:

The City of Milwaukee Department of Employee Relations worked with a twelve person labor management committee and Willis to prepare a request for proposal, and to review the responses to the request for proposal, regarding a comprehensive wellness effort. After reviewing the responses the committee unanimously recommends the City enter into a contract with Froedtert and Community Hospitals' Workforce Health program.

The Labor / Management Committee included the following persons: MPA, Mark Buetow and Dale Bormann; DC#48, Ken Wischer and Dan Panowitz; Local 215, Allen Jansen; Staff Nurses' Council, Nancy Burns; TEAM, Maurice Lyles; Association of Municipal Attorneys, Beth Cleary; Local 494 Electrical Group, Feliks Zajackowski; Management, Dennis Yaccarino, Troy Hamlin, and Michael Brady.

The request for proposal regarding the comprehensive wellness effort was consistent with recent labor agreements. The role of the City's partner, Workforce Health, includes but is not limited to the following services to City employees:

- o a health risk assessment (either on-line or hard copy),
- o a blood draw,
- o biometric measurements including height, weight, and blood pressure, and,
- o health advocacy services including coaching and disease management using actual persons in addition to telephonic services.

The committee agreed that Workforce Health provided the best fit with the City employees with regard to experience, quality and service. There were other vendors who provide good services in this area.

This resolution authorizes the Department of Employee Relations with approval of the City Attorney to prepare a contract consistent with the City's request for proposal, the response received from Workforce Health, and the labor contract language. The resolution will authorize the Department of Employee Relations to spend up to \$1.5M per year for this comprehensive wellness program. The contract will be for a three year period with the option of extending it for two years.

This comprehensive wellness program listed will be available to all City employees who have signed labor contracts, including Management and Non-Management employees and their spouses. Participation will be voluntary, but employee health insurance premium will be impacted for those who do not participate and for those who do participate and smoke.

A resolution and a fiscal note are attached to the file. In addition a report prepared by Willis of Wisconsin regarding this comprehensive wellness program will be attached to the file.

Please contact me at mbrady@milwaukee.gov or at 286-2317 if you have any questions or comments regarding this file.

A handwritten signature in blue ink that reads "Michael Brady". The signature is fluid and cursive, with the first name being more prominent.

Sincerely,
Michael Brady
Employee Benefits

CC: Wellness and Prevention Committee Members

..Number

...Number

100204

..Version

Original

..Reference

..Sponsor

THE CHAIR

..Title

Resolution authorizing the Department of Employee Relations to enter into a contract for a comprehensive wellness program for a three year period with the option of extending for two additional years.

Whereas, DER has completed a Request for Proposal process with a twelve member labor management committee on Wellness and Prevention for a comprehensive wellness program consistent with recent labor contracts, and,

Whereas, the comprehensive wellness program will include a health risk assessment, a blood draw, biometric measurements including high, weight and blood pressure and health advocacy services including but not limited to coaching and disease management, and,

Whereas the Labor Management Committee on Wellness and Prevention participated in the preparation of the request for proposal, the review of the responses and the interview of the selected vendors, and,

Whereas the Labor Management Committee on Wellness and Prevention finds that the Workforce Health Program of Froedtert and Community Hospital is the best fit for City employees based on experience, quality and service, and

Whereas the costs through Workforce Health for upfront costs, the health risk assessments and the follow-up health advocacy and competitive with other bidders, and

Whereas the City anticipates spending up to \$1.5M per year for this comprehensive wellness program,

Therefore, be it resolved that the Department of Employee Relations, with the approval of the City Attorney's office, consistent with the request for proposal, consistent with the response from Workforce Health and consistent with the labor contracts, is authorized to enter into a three-year contract with Workforce Health for a comprehensive wellness program.

..Drafter
DER
MB
07/14/10

CITY OF MILWAUKEE FISCAL NOTE

A) DATE July 14, 2010

FILE NUMBER: 100204

Original Fiscal Note Substitute

SUBJECT: Authorizes the City to execute a three year contract with Workforce Health for a comprehensive wellness program for a three year period with an option to extend for two years.

B) SUBMITTED BY (Name/title/dept./ext.): Michael Brady, Director of Employee Benefits, DER, 2317

C) CHECK ONE: ADOPTION OF THIS FILE AUTHORIZES EXPENDITURES
 ADOPTION OF THIS FILE DOES NOT AUTHORIZE EXPENDITURES; FURTHER COMMON COUNCIL ACTION NEEDED. LIST ANTICIPATED COSTS IN SECTION G BELOW.
 NOT APPLICABLE/NO FISCAL IMPACT.

D) CHARGE TO: DEPARTMENT ACCOUNT(DA) CONTINGENT FUND (CF)
 CAPITAL PROJECTS FUND (CPF) SPECIAL PURPOSE ACCOUNTS (SPA)
 PERM. IMPROVEMENT FUNDS (PIF) GRANT & AID ACCOUNTS (G & AA)
 OTHER (SPECIFY)

E) PURPOSE	SPECIFY TYPE/USE	ACCOUNT	EXPENDITURE	REVENUE	SAVINGS
SALARIES/WAGES:					
SUPPLIES:					
MATERIALS:					
NEW EQUIPMENT:					
EQUIPMENT REPAIR:					
OTHER:	Workforce Health Administrative Fees	0001 0165 S101 006100	\$1,500,000		
TOTALS					

F) FOR EXPENDITURES AND REVENUES WHICH WILL OCCUR ON AN ANNUAL BASIS OVER SEVERAL YEARS CHECK THE APPROPRIATE BOX BELOW AND THEN LIST EACH ITEM AND DOLLAR AMOUNT SEPARATELY.

<input type="checkbox"/> 1-3 YEARS	<input type="checkbox"/> 3-5 YEARS
<input type="checkbox"/> 1-3 YEARS	<input type="checkbox"/> 3-5 YEARS
<input type="checkbox"/> 1-3 YEARS	<input type="checkbox"/> 3-5 YEARS

G) LIST ANY ANTICIPATED FUTURE COSTS THIS PROJECT WILL REQUIRE FOR COMPLETION:

H) COMPUTATIONS USED IN ARRIVING AT FISCAL ESTIMATE:
 The vendor will be paid a percentage of the savings.

PLEASE LIST ANY COMMENTS ON REVERSE SIDE AND CHECK HERE