



Department of Employee Relations

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April 26, 2019

Aldерwoman Milele Coggs, Chairwoman  
City of Milwaukee Common Council Finance and Personnel Committee  
200 East Wells Street, Room 205  
Milwaukee, WI 53202

**File No: 181717 Resolution Froedtert Workforce Health Contract Extension**

Dear Alderwoman Coggs and Finance Committee Members:

The City's comprehensive wellness program has grown at a significant rate since its inception when it was designed as a single participation based program, the Health Appraisal. Over time an outcomes based component, Healthy Rewards, was added and further expansion led to a wide range of programs, services and resources including an onsite wellness center, traveling wellness center sites, year round coaching and access to registered dieticians, ongoing educational sessions, multiple onsite weight management programs, diabetes prevention programs, flu clinics, group fitness classes, department specific initiatives as well as the City's onsite clinics and Froedtert FastCare Clinic services. 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 Workforce Health is evident in the high utilization rates of programs and services as well as the degree at which the program has expanded.

The comprehensive wellness program and onsite clinic services continue to play a critical role in the City's efforts to control healthcare costs while providing a substantial benefit to our employees and contributing to the goal of creating and supporting an integrated model for total worker health, safety and wellbeing. The success of these programs stem in a significant way from the work of the Wellness and Prevention Labor Management Committee which consists of labor and management representatives who have designed the program's numerous components specifically to meet the needs of City employees. This Committee along with the City's many Wellness Champions provide valuable input on program design, implementation and communication.

Due to the size and complexity of the City's comprehensive wellness program, the Department of Employees Relations (DER) along with the City's Labor/Management Committee is seeking an extension to the current contract with Workforce Health to ensure there is no disruption to ongoing health and wellness programing. Extending the current contract will provide the following benefits to City employees:



- Contract parameters that allow strategic expansion of the program to accommodate member need and utilization
- Services provided by an organization trusted by employees and their families
- Continued flexibility in creating and piloting newer programs and services
- Integrated programming with the City's other benefit programs and vendor partners
- Established services at many offsite City locations with partnerships that lead to growth in new locations
- Continuity of programming and avoidance of significant program disruption resulting from a vendor switch
- Assigned Workforce Health staff who are dedicated to the City and understand the unique needs of employees and their families
- High level of Wellness Programming offered with no fee increase

There will be no change in the current Workforce Health fee structure for administering the wellness program. This equates to a flat program fee for over 10 years. The fee for the City's onsite clinic services which has remained unchanged for five years will have an increase to bring the fee closer to market rates. The return on investment for the City's onsite clinics is projected to remain significant, at least 3:1, even with the fee increase. There will be no increase in the current visit cost for FastCare Clinic Services.

The DER recommends that 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

