



Department of Employee Relations

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May 2, 2018

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

File No: 171825 Froedtert Workforce Health Contract Amendment

Dear Alderwoman Coggs and Finance Committee Members:

The City of Milwaukee's comprehensive health and wellness program includes access to onsite clinic services which are available at no cost to employees and spouses. The Workplace Clinic is an important resource for employees and spouses providing convenient and immediate access to high quality medical care focused on prevention, wellness, early intervention and assistance with chronic condition management. In addition to being a valuable benefit for our employees, the clinic also provides a significant return on investment by offsetting claim costs that employees and the City would incur if services were sought from the emergency room, urgent care or other healthcare providers. The workplace clinic has also contributed to the City's ability to maintain flat healthcare premiums for active employees.

The City's onsite clinic services began as a pilot program with Froedtert Workforce Health in January 2015 with the support of the Mayor and the Common Council. Located in the Zeidler Municipal Building, the Workplace Clinic was staffed by a nurse practitioner for 20 hours per week and within three months expanded to 32 hours per week to meet employee demand. Increasing utilization lead to additional clinic hours in 2016 and currently the clinic is staffed to accommodate 56 hours of appointments each week and has maximized the available space in the Zeidler Municipal Building.

DER has been searching for an additional clinic site and has not been able to find a suitable location that does not require a significant capital investment and that has adequate and accessible space along with security and available parking. An option currently available through Froedtert Workforce Health allows for the immediate expansion of clinic services for City employees and spouses. Froedtert has FastCare Clinics located in the Milwaukee area that offer similar care to the City's workplace clinic with expanded immunization services, evening and weekend hours and the ability to provide services to dependents age 6 and older.



This option makes five different FastCare clinics available to employees, spouses and dependents (6 years and older) who are enrolled in the City's health insurance. Under this model the City will pay a \$59 cost per visit and the employee will not be charged for the visit (for approved services), similar to the City's workplace clinic where employees and spouses receive care at no cost to them. The average cost per visit at the City's Workplace clinic is approximately \$85. Under the FastCare Clinic model which is based on a per visit amount, the City will not be charged if there are no clinic visits.

Current FastCare locations include:

- FastCare McKinley Health Center (Downtown Milwaukee)
- FastCare (Greenfield Meijer)
- FastCare (Waukesha Meijer)
- FastCare (West Bend Meijer)
- FastCare (Sussex Meijer)

DER is requesting approval to amend the current contact with Froedtert Workforce Health to pilot the expansion of workplace clinic services to FastCare clinics beginning July 1, 2018. While this change will expand current clinic services, it is anticipated to have a similar return on investment as the City's workplace clinic model which is approximately 4:1.

The City along with Froedtert Workforce Health will closely measure and monitor the program and report back to committee members on clinic utilization rates, expenditures and cost avoidance. The pilot program will continue through the length of the current contract which ends December 31, 2019. If DER is not satisfied with the outcome of the pilot program, it can be terminated prior to that date. The DER recommends that the Finance and Personnel Committee approve the contract amendment allowing a pilot program to begin with Froedtert FastCare Clinics.

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

Sincerely,
Renee Joos
Employee Benefits

CC: Ellen Tangen, City Attorney's Office
Dennis Yaccarino, Budget Office

