



Department of Employee Relations

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May 19, 2017

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

**File No: 170125 Communication on the City's Comprehensive Wellness Program**

Dear Alderwoman Coggs and Finance Committee Members:

The City of Milwaukee is committed to supporting the health and wellness of its employees and has offered a comprehensive wellness program through Froedtert Workforce Health (WFH) to active employees and spouses/partners since 2010. This communication provides an update on the status of the City's health and wellness efforts including an annual summary on the Wellness 3-Step Health Appraisal process, the outcomes based Healthy Rewards program as well as other wellness program updates. As you know, the City's Wellness program includes a wide range of programs, services and resources including an onsite wellness center, traveling wellness center sites, year round coaching (onsite and telephonic), access to registered dieticians, educational sessions, group fitness classes and department specific initiatives. WFH also oversees and staffs the City's onsite Workplace Clinic and Early Intervention Physical Therapy Clinic.

The continued success and expansion of the City's comprehensive wellness program are possible because of the support and commitment the Department of Employee Relations (DER) and WFH have received from Council members, the Mayor and the many employees who help champion wellness efforts at the department level. The ongoing work and input from the Wellness and Prevention Labor Management Committee has also been crucial to the program's success. The City's wellness program has positively impacted the City's efforts to control healthcare costs while providing a great benefit to our employees and contributing to DER's goal of creating and supporting an integrated model for total worker health, safety and wellbeing.

Some of the highlights from the annual Wellness Executive Summary include:

- Continual high participation rates in the 3-Step Health Appraisal Process
- 18% improvement in the number of individuals with Normal Blood Pressure
- 26% decrease in city-wide tobacco usage
- 13% decrease in the city's rate of pre-diabetes and diabetes
- 38% of participants engaged in coaching (3 or more sessions)
- 70% increase in Healthy Rewards Program participation from 2015-2016
- Increased utilization at the onsite Workplace Clinic with 3,400+ visits in 2016



- Increased wellness programming across all city departments that is targeted to the individual needs of the employee

While the Wellness program has been extremely successful, DER and WFH continually solicit feedback on the program from the labor-management committee, the wellness promotion committee, the City's network of wellness champions and through employee surveys. This feedback drives important process improvements and changes and is the reason behind upcoming revisions to the Wellness Program which will help achieve the following goals:

- Create a streamlined user friendly process that is more meaningful and encourages participation
- Allow customization for the participant based on their readiness to change
- Expand educational opportunities regarding the tools, resources, and services available for participants to improve or maintain their health
- Address challenges with the current process
  - Scheduling multiple steps with different cutoff dates
  - Issues with blood draw, fasting, accessing questionnaire, etc.
  - Alignment with the City's Open Enrollment timeframe

We are hopeful these changes will encourage even greater participation in the City's wellness programs/services and contribute to the overarching goal of the program: Establish a workplace culture that enhances employee lives and offers all the tools necessary to meet employees wherever they're at on their road to good health. We want to make sure our employees are well at work, well at home and well into retirement.

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

