



Department of Employee Relations

Tom Barrett
Mayor

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Vacant
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February 17, 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: 161408 Wellness Program and Onsite Clinic Request for Proposal

Dear Alderwoman Coggs and Finance Committee Members:

The City of Milwaukee through Froedtert Workforce Health (WFH) currently provides a comprehensive wellness program and onsite clinic services to City employees and spouses. The City's wellness program has greatly expanded over the years and includes the 3-Step Health Appraisal Process, the outcomes based Healthy Rewards program, an onsite wellness center with traveling wellness center sites, year round coaching, flu shots, access to registered dietitians, onsite programs for employees, group fitness classes and a multitude of other programs and services. WFH also oversees and staffs the City's onsite Workplace Clinic and Early Intervention Physical Therapy Clinic. The Wellness program's 3-Step process has had participation rates around 80% since the program started and has helped improve participant biometrics including decreases in blood pressure rates, tobacco usage and the rate of pre-diabetes.

The City's onsite Workplace Clinic started as a pilot program in January 2015 to provide access to immediate and high quality healthcare at no cost to employees and spouses because of healthcare benefit design changes implemented in 2012 and 2015. Within a year, the clinic expanded from 20 to 40 hours per week to meet increased demand from employees and spouses. In 2016, the Workplace Clinic had over 3,400 total visits and due to continued high utilization, clinic staff has been doubled multiple days to currently offer over 60 hours of appointment time per week. The Early Intervention Physical Therapy Clinic opened in 2016 and within a few months had to double its hours because of high utilization.

The comprehensive wellness program and onsite clinic services play a critical role in 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 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 play a key role in program design, implementation, and communication to employees.



While the City is satisfied with the services provided by Workforce Health for the wellness program and onsite clinic services the current contract extension will end in 2017. At this time it is prudent to execute a Request for Proposal (RFP) process. The Department of Employee Relations in conjunction with the Wellness and Prevention Labor Management Committee and Willis Towers Watson will complete an RFP and provide a recommendation to the Finance and Personnel Committee later this year for a vendor partner beginning January 1, 2018.

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

