



Department of Employee Relations

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

File No: 181716 Communication on the City's Comprehensive Health & Wellness Program

Dear Alderwoman Coggs and Finance Committee Members:

This year marks the 10th anniversary of the City of Milwaukee's comprehensive health and wellness program. The City's wellness program started in 2010 with one component, the Health Appraisal, and has expanded significantly to include a multitude of programs, services and onsite clinics that are an integral part of the City's extensive benefits package. The cornerstone of the City's wellness initiative and its continued success is that it's a program designed by employees for employees. In 2009, the City's Wellness and Prevention Labor Management Committee worked diligently for a year to create and initiate this program. The Labor/Management committee still meets regularly and plays a critical role in overseeing and strategically expanding the program. The City's network of Wellness Champions, comprised of employees at the department level who volunteer their time, knowledge and energy, also help drive the evolution and success of the program.

This communication provides an annual update on the City's health and wellness efforts including current and new programs, services and initiatives. Highlights from the Wellness Executive Summary include:

- 80% participation rate in the Health Appraisal
- 41% of participants engaged in 3 or more coaching sessions
- 70% of participants improved one or more biometric risks over the last 3 years
- 33% increase in Healthy Rewards Program participation
- Increase in the City's Population Health Risk Score (gauge of employee optimal health)
- Over 3,900 visits to the City's onsite clinics
- Almost 2,000 visits to Froedtert FastCare Clinics since July 2018 launch
- 1,345 individual sessions with the City's Onsite Nurse Liaison
- Newly launched programs like Healthy Living with Diabetes and Diabetes Support Groups
- 3,500 touchpoints with the City's onsite Employee Assistance Program Coordinator
- 64 Financial Wellness Group Presentations and 1,032 personal consultations
- Wellness programming offered at 16 offsite City locations
- 55 Wellness Champions executing programs at the department level



This program would not be possible without the support of Council Members, the Mayor, the Wellness and Prevention Labor Management Committee and the many wellness champions who continue to develop and grow this program. The wellness program has positively impacted the City's efforts to control healthcare costs while providing a wonderful benefit to employees and spouses and supporting an integrated model of total worker health.

The overarching goal of the program is to 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, ensuring 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

