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Alderman Michael Murphy, Chairman
City of Milwaukee Common Council Finance and Personnel Committee
200 East Wells Street, Room 205
Milwaukee, WI 53202

File No: 211713 Communication on the City's Comprehensive Health & Wellness Program

Dear Alderman Murphy and Finance Committee Members:

This communication provides an update on the City's comprehensive health and wellness program. The City's wellness program started over 12 years ago with one component, the Health Appraisal, and has expanded significantly to include a multitude of partners, programs, and services that are an important part of the City's extensive benefits package. The cornerstone of the program, and the reason for its continued success, are the City's employees who are an integral part of the decision making process. The extent and depth of our programs are because of the strong foundation of trust and transparency we have developed with our employees. Employee feedback and input help the City and its partners continually innovate and elevate the programs and services offered.

Highlights from the 2021 Wellness Executive Summary include:

- Onsite wellness programming offered at over 20 City work locations
- Continued high participation in the Health Appraisal and Healthy Rewards program
- 33% of participants engaged in 3 or more wellness coaching sessions
- 67% of participants improved one or more biometric risks over the last 3 years
- 83% of participants improved or maintained their population health risk score
- High utilization of the City's Workplace Clinic and FastCare Clinics
- New initiatives like blood pressure monitors at the workplace clinic and A1C screening at the Health Appraisal
- 1,014 individual sessions and 67 group sessions with the City's Onsite Nurse Liaison
- 35 wellness programs (including 5 new) offered and over 80 education sessions
- 2,800 service touchpoints with the onsite Employee Assistance Program Coordinator
- 1,482 employees and spouses who participated in 50 safety training classes
- 500 financial consultations, 996 financial outreach calls and 707 participants in 3,281 online financial wellness modules



This program would not be possible without the support of Council Members, the Mayor, our benefit partners, the Wellness and Prevention Labor Management Committee and the many wellness champions who continue to develop and grow this program.

In addition to providing a valuable benefit for employees and their families, this program also improves the overall health and wellbeing of our members while helping to control healthcare spend for both the City and employees. Most importantly, this program helps the City support and take care of its employees who in turn help serve and take care of the City.

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

Sincerely,
Renee Joos
Employee Benefits