



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

David Heard
Fire and Police Commission
Executive Director

Michael Brady
Employee Benefits Director

Troy Hamblin
Labor Negotiator

March 17, 2009

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

Re: City of Milwaukee Wellness Promotion Update, 2009

Dear Alderman Murphy:

The City of Milwaukee initiated a **Wellness Promotion** activity in 2007. Each department head identified a “team leader” and “team members” for the wellness project who then received training through the Wellness Council of America – Wisconsin. Subsequently, team leaders have met monthly since August 2007. The Wellness Promotion activity has been implemented in all departments and thus far includes noon-time walks, smoking cessation classes, bike riding, classes on healthy foods and healthy eating, wellness newsletters, stress reduction classes, weight loss competitions, yoga classes, participation in the 100 Day Lighten-Up Wisconsin initiative, e-mail notices, bulletin boards, posters and education about heart disease and cancer.

Wellness Promotion makes good business sense to the City.

The **Well City Milwaukee** effort, in cooperation with the MMAC, GMC, YMCA, Wellness Council and over 52 public and private employers has passed the two-year mark on a three-year effort. Over 350 wellness leaders from the Community attended a meeting March 4th to celebrate the progress of the initiative. The goal of the initiative is to have over 20 employers with 55,000 employees complete a “Well Workplace application” by the end of 2009 so that Milwaukee may be officially designated a, “Well City.” There are 52 employers with 90,000 employees, including the City of Milwaukee, striving to complete the Well Workplace applications so that we may achieve this benchmark distinction.

Well City Milwaukee makes good business sense to the Community.

In April, 2009, working with City health care providers UnitedHealthcare Choice and Anthem, the City will initiate an effort to engage employees, their spouses and dependents to use the **free, voluntary on-line health risk appraisal** offered by the health plans in order to make employees aware of opportunities to improve and maintain healthy lifestyles. Both plans will be offering incentives through a raffle to selected employees who complete the health risk appraisals. Over 1500 City employees have signed onto the www.myuhc.com site~now we need to engage them to take another step and complete the health risk appraisal.

Wellness Awareness makes good business sense to the City.

The labor agreements with MPA and Local 215 call for a 12 person Labor/Management committee to identify a vendor for an annual **Health Risk Assessment (HRA)** which shall include basic biometrics, a written health risk assessment questionnaire and a blood draw. Rather than wait for the City to conclude additional labor contracts to begin this process, Labor Relations will be working with the unions to initiate the effort prior to the final agreements.

Wellness makes good sense to both Labor and Management.

I look forward to any questions and comments at the Finance and Personnel Committee meeting.

Sincerely,

Michael Brady
Employee Benefits

CC: Maria Monteagudo, DER
Troy Hamblin, DER
Bevan Baker, Health Department