



Department of Employee Relations

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May 2, 2018

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

**File No: 171824 Communication on the City's Comprehensive Health & Wellness Program**

Dear Alderwoman Coggs and Finance Committee Members:

The City of Milwaukee is committed to the health and wellness of its employees and their families and offers a comprehensive health and wellness program to support those efforts. The continued success and expansion of the program are possible because of the support and commitment 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 City's Wellness and Prevention Labor Management Committee remains crucial to the program's success.

The City's Wellness program began in 2010 and for many years was designed as a participation based program with only the 3 Step Process. An outcomes based component was added and further expansion led to a wide range of programs, services and resources including an onsite wellness center, traveling wellness center sites, year round coaching, access to registered dietitians, educational sessions, weight management and diabetes prevention programming as well as group fitness classes and department specific initiatives. The program also includes the City's onsite clinics that provide access to quality care that is free to employees and spouses.

This communication provides an update on the City's health and wellness efforts including significant changes that were made in 2017 to the Health Appraisal, Healthy Rewards and the addition of a UnitedHealthcare onsite Nurse Liaison. Highlights from the 2017 annual Wellness Executive Summary include:

- Overwhelming positive response to 2017 program changes that streamlined the process
- 4% increase in the Health Appraisal participation
- 38% of participants engaged in 3 or more coaching sessions
- 66% of participants improved one or more biometric risks over the last 3 years
- 40% increase in Healthy Rewards Program participation
- High utilization of the City's onsite clinics with over 4,000 visits
- Success of targeted health and wellness programs for weight management, diabetes prevention and managing chronic conditions as measured by participation and outcomes
- High engagement and expansion of Onsite Nurse Liaison services



The wellness program has positively impacted the City's efforts to control healthcare costs while providing a great benefit to employees and spouses and contributing to the goal of creating and supporting an integrated model for total worker health, safety and wellbeing.

Ongoing feedback is gathered from employee surveys, the labor-management committee, the wellness promotion committee and the City's network of wellness champions to ensure programs and initiatives are relevant, meaningful and meet the needs of our employees and spouses. DER continually works with Workforce Health, UnitedHealthcare, the City's EAP and Deferred Compensation to improve program communication and employee reach with this overarching goal:

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

CC: Ellen Tangen, City Attorney's Office  
Dennis Yaccarino, Budget Office

