



Department of Employee Relations

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May 19, 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: 170126 Froedtert Workforce Health Contract Extension**

Dear Alderwoman Coggs and Finance Committee Members:

Earlier this year, Common Council file #161407 authorized the Department of Employee Relations (DER) to extend the contract with Froedtert Workforce Health (WFH) through December 31, 2017 to provide wellness programming and onsite clinic services to City of Milwaukee employees and spouses/partners. The City's comprehensive wellness program includes the 3-Step Health Appraisal Process, the outcomes based Healthy Rewards program, the wellness center, year round onsite and telephonic coaching, access to registered dieticians and a multitude of other programs and services taking place at department locations all over the City. WFH also oversees and staffs the City's onsite Workplace Clinic and Early Intervention Physical Therapy Clinic.

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, safety 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 provide valuable input on program design, implementation, and communication to employees.

Common Council file #170125 outlines a number of important revisions being made to the City's wellness program including the Health Appraisal Process and the Healthy Rewards program. Due to the magnitude of changes, DER and the Wellness and Prevention Labor Management Committee believe it would be prudent to extend the contract with Froedtert Workforce Health in lieu of doing a RFP process and potentially switching vendor partners amidst significant program revisions. The contract extension will allow time for the changes to be fully implemented, evaluated and fine-tuned, while avoiding further disruption as a result of a potential switch with the City's Wellness Provider. In addition, employees respect and trust WFH and their confidence and close working partnership with WFH is evidenced by the success of the program to date. It would be challenging for employees to rebuild and establish that kind of relationship with a new provider during a time of significant change



There will be no change in the current WFH fee structure for administering the wellness program and onsite clinic services for the two year extension. The DER recommends that the Finance and Personnel Committee approve the file for a two year contract extension with Froedtert Workforce Health.

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

