



Department of Employee Relations

December 3, 2013

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
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To the Honorable
Michael J. Murphy, Chair
Committee on Finance and Personnel
Common Council-City Clerk
City Hall, Room 205

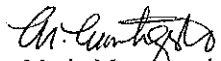
Dear Alderman Murphy:

On November 25, 2013, I held a meeting with the members of the City's Labor Management Wellness Committee to discuss the breach of employee personal information by Dynacare Labs and Froedtert Workforce Health reported to the City on November 15th. The purpose of this meeting was to brief Committee members regarding the breach and the City's response to the breach and to discuss recommendations regarding the future of the City's Wellness Program.

After significant discussion and dialogue about the incident and the City's reaction and plans for the future, the Committee reached the following recommendations:

1. Members of the Committee see the value of the Wellness Program and believe the City should not get rid of it. The City should recognize positive contributions resulting from the Program.
2. The City is not responsible for the breach, Dynacare and Froedtert Workforce Health are and should be held responsible for violating the law and the terms of the contract with the City.
3. The breach of information is a separate issue from employees' decision to participate or not in the Program. Employees who are in the process of completing Step 3 (the meeting with the health coach) between now and the end of the year should complete the process or pay the fee for not participating.
4. The City should hold off implementing Phase II or the Outcomes Based component of the Program. Although this phase does not involve Dynacare Labs, the City should wait for the outcome of the investigation. A decision on when and how to implement Phase II should be made after the investigation is complete.
5. The Committee should think about re-designing the Wellness Program for 2014 if participation levels are to remain at the same rates as previous years. The Committee wants to consider other options to complete lab work and revisit other components of the Program to ensure appropriate levels of participation. This would also include considering a different vendor to administer the Program, if necessary.

Respectfully submitted,


Maria Monteagudo
Employee Relations Director

C: Labor Management Wellness Committee

