



*Department of Human Resources*  
Division of Employee Benefits

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INTER-OFFICE COMMUNICATION

**Date:** November 12, 2019  
**TO:** Chairman Theodore Lipscomb Sr., Milwaukee County Board of Supervisors  
**FROM:** Tony L. Maze, Director of Benefits Administration *TLM*  
**SUBJECT:** **Report from the Director of Benefits Administration, Department of Human Resources, requesting authorization to execute a three-year contract extension with Froedtert Workforce Health for wellness plan administration from January 1, 2020 – December 31, 2022**

**Background**

The 2013 Adopted Budget provided directives regarding wellness, including:

- Select and implement a vendor for a comprehensive County wellness plan including:
  - Health assessment with biometric screenings
  - Quarterly health coaching
- Employee engagement strategies enhanced by a staff wellness coordinator
- An incentive program to promote participation

As a result, Milwaukee County selected Froedtert Workforce Health as its wellness partner.

Since the 2014 launch, Froedtert has met all objectives set by the County by providing a strong patient focus for all screening and has consistently received high satisfaction scores from employees surveyed on health coaching. They've supported all marketing, communication, education, and promotion campaigns. Froedtert has also been responsive to County requests for program enhancements and technical infrastructure supporting their service. This has included improvements to their scheduling tool, participation reporting, and analytics package.

The County's launch of the wellness program has been an overwhelming success, with earning the Silver designation by the Wellness Council of America (WELCOA) in its first full year of participation, and in 2018 earning the Gold designation. We currently have approximately 67% employee participation. Froedtert has played a critical role in our success. As such, we are recommending a three-year extension of the original contract.

All non-financial terms of the agreement remain unchanged.

**Financial Analysis**

The cost of services is contingent upon participation in the assessment/screening process, and engagement with health coaches. For the purpose of comparing current to proposed costs, 3200

screening tests by employees and spouses was assumed for the health assessment and screening process. Ongoing health coaching was estimated at 1200 hours.

	Current	Proposed
Program Support Fee	\$20,000/per year	\$20,000/per year
Incentive Tracking	\$2.50 per participant per year	\$2.50 per participant per year
Annual est. Incentive Tracking Cost	Approx. \$4,000	Approx. \$4,000
Health Coaching	\$65.00/hour	\$65.00/hour
Annual est. Coaching Cost	\$104,000	\$104,000
Labs	\$75 per test	\$70 per test
Annual est. Lab Cost	\$225,000	\$225,000
<b>Total Estimated Annual Cost</b>	<b>\$329,000</b>	<b>\$329,000</b>

**Requested Action**

Authorization for the Director of Benefits Administration to extend the contract with Froedtert Workforce Health to continue Wellness plan services from January 1, 2020 through December 31, 2022.

- Cc: County Executive Chris Abele  
 Raisa Koltun, Chief of Staff, County Executive’s Office  
 Julie Landry, Chief Human Resources Officer  
 Margaret Daun, Corporation Counsel  
 Supervisor James “Luigi” Schmitt, Chair, Finance & Audit Committee  
 Supervisor Eddie Cullen, Chair, Personnel Committee  
 Teig Whaley-Smith, Director of Administrative Services  
 Scott Manske, Comptroller  
 Stephen Cady, Comptroller’s Office  
 Chris Luttrell, Director, Risk Management