



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: November 14, 2025

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Tony Maze, Director of Total Rewards, Department of Human Resources

Subject: **Report from the Director of Total Rewards, Department of Human Resources, requesting authorization for 1 year with Froedtert Workforce Health for three on-site employee Health Care Clinics for both Milwaukee County and Milwaukee County Transit Systems (MCTS) from January 1, 2026 through December 31, 2026.**

File Type: Amended Action Report

REQUEST

Milwaukee County is home to more than 950,000 residents and is the hub of the 37th largest regional economy in the United States. Our vision is by achieving racial equity, Milwaukee will be the Healthiest County in Wisconsin. Recognizing that many of our employees live, work, and play in Milwaukee County, we are working to build policies, practices and a culture that ensures race no longer predicts health outcomes and outcomes for everyone to improve. The goal to bring three (3) onsite clinics to Milwaukee County will support our overall vision. By implementing onsite health clinics, both Milwaukee County and Milwaukee County Transit System (MCTS) employees will receive healthcare at select Milwaukee County locations with the following goals in mind: Improved employee access to healthcare services, enhance employee productivity, reduce lost time and absence from work, improve overall health and wellbeing, and impact medical spend.

Total Visits at the Milwaukee County Employee Workplace Clinics

Month	Courthouse Clinic	Vel Phillips Clinic	Wilson Park Clinic	Total Patients
November 2024	*	*	*	13
December 2024	*	*	*	58
January 2025	*	*	*	74
February 2025	*	*	*	53
March 2025	19	21	16	56
April 2025	20	31	8	59
May 2025	22	39	5	66
June 2025	25	23	7	55
July 2025	31	33	9	73
August 2025	32	58	14	104
September 2025	50	74	19	143
October 2025	62	92	53	207
Totals	261	371	131	961

*Clinic visits not recorded by individual locations during this time

Growth Trends

Total patients (Nov 2024 – Oct 2025): 961 visits across all locations.

Monthly growth:

- Clinic utilization started slow: 13 visits in Nov 2024.
- Significant growth observed starting August 2025 (104 visits), with a sharp increase in September (143) and October (207).

Percentage increase:

- From first quarter average (~48 visits/month, Nov-Jan) to October: nearly 4x growth.
- From September (143) to October (207): 45% increase in one month.

Clinic Distribution

- Vel Phillips: 371 visits (39% of total) — consistently the busiest site, showing steady growth throughout the year.
- Courthouse: 261 visits (27% of total) — steady growth, particularly notable from June onward.
- Wilson Park: 131 visits (14% of total) — slower start but significant growth in October (53 visits vs. 19 in September), suggesting outreach or location awareness improvements.

Monthly Operating Costs

- Costs ranged from \$28K (Nov 2024) to \$87K (April 2025), averaging around \$69K/month.
- Early months show lower costs coinciding with low utilization.
- Costs stabilized in the \$70–80K range during high-volume months (Aug–Oct 2025). The monthly costs are front-loaded before the clinics reached high utilization. As visits increase, cost per visit decreases.

Financial Analysis

The total funds requested for the Onsite Clinic amount to \$898,680. A portion of these funds will be drawn from the remaining balance of the original ARPA allocation, which totals \$670,000. Therefore, an additional \$228,680 will be required to fully fund this request.

These funds will cover both clinic management and staffing costs and will support the continued operation of the Onsite Health Clinic at the Milwaukee County Transit System (MCTS). The clinic provides valuable access to healthcare services for Transit employees and advances Milwaukee County's commitment to improving health access and promoting health equity.

Professional Services		
1. Management Fee	\$7,500 per clinic site per month (for a total of \$22,500 per month), during the period commencing on January 1, 2026	\$270,000
2. Clinic staff/operations	This includes staffing a Practitioner and medical assistant for up to 78 hours a week. \$628,680 per year for 78 hours per week (hours padded). <ul style="list-style-type: none">o \$115 for APP and \$40 for MA for \$155 per hour	\$628,000

Existing capital project WY011302 - ON-SITE HEALTH CLINIC (IMPLEMENTATION, MGT, STAFF, OPS) is used to cover the operational costs for the onsite clinics and is estimated to have an unobligated balance of approximately \$250,000 at 2025 year-end.

Existing capital project WY011301 - ON-SITE HEALTH CLINIC CREATION was used for onsite clinic location(s) build-out work and is substantially completed and in close-out. The sub-project has an estimated unobligated balance of approximately \$420,000.

The following American Rescue Plan Act (ARPA) projects (funded with ARPA Tax Levy) are estimated to have unobligated balance(s) as follows:

Proj #	Proj Description	EST BAL	NOTES
WY072605	HR BENEFITS SYSTEM	\$71,000.00	Project is substantially complete.
WY072607	SHERIFF FORECLOSURE SALE AUCTION SOLUTION	\$200,000.00	Estimated project cost savings resulting in a balance.

In order to fund the 2026 onsite clinic operational contract costs, the attached resolution allows for an administrative appropriation transfer to reallocate the estimated unobligated budget balances (from the sources noted above) to capital project WY011302 - ON-SITE HEALTH CLINIC (IMPLEMENTATION, MGT, STAFF, OPS).

The tables below illustrate there is available funding to cover the 2026 onsite clinic costs of \$898,680.

2026 Onsite Clinic Services Contract Funding Sources:

Proj #	Proj Description	EST BAL	NOTES
WY011302	ON-SITE HEALTH CLINIC (IMPLEMENTATION, MGT, STAFF, OPS)	\$250,000.00	Supports onsite clinic operations contract.

WY011301	ON-SITE HEALTH CLINIC CREATION	\$420,000.00	Substantially completed build-out with remaining unobligated balance.
----------	--------------------------------	--------------	---

Sub-Total: \$670,000.00

WY072607	SHERIFF FORECLOSURE SALE AUCTION SOLUTION	\$200,000.00	Estimated project cost savings resulting in a balance.
WY072605	HR BENEFITS SYSTEM	\$71,000.00	Project is substantially complete.

Sub-Total: \$271,000.00

Total Available for 2026 Onsite Operations Costs: \$941,000.00

BACKGROUND

[Include an explanation, file history, previous related File No's, currently associated File No's, previous adoption or placed on file dates, along with any relative links to the County Legislative Information Center]

Related File No's:	
Associated File No's (Including Transfer Packets):	
Previous Action Date(s):	

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

1A: Reflect the full diversity of the County at every level of County government
Froedtert Workforce Health uses its tools and profession personal to ensure the County is receiving the best price and plans for all purchased services

1B: Create and nurture an inclusive culture across County government

All services contracted services are made in consideration of all County Employees

1C: Increase the number of County contracts awarded to minority and women-owned businesses

2A: Determine what, where, and how we deliver services to advance health equity

Froedtert Workforce Health has consistently demonstrated strong knowledge of the local health care provider and insurance market, as well as the Wisconsin regulatory environment.

2B: Break down silos across County government to maximize access to and quality of services offered
Froedtert Workforce Health has consistently demonstrated strong knowledge of the local health care provider and insurance market, as well as the Wisconsin regulatory environment.

2C: Apply a racial equity lens to all decisions

All services contracted services are made in consideration of all County Employees

3A: Invest "upstream" to address root causes of health disparities

3B: Enhance the County's fiscal health and sustainability

Froedtert Workforce Health has provided services to the County for several years and has agreed to continue to provide Milwaukee County with additional savings and minimal increase in fees

3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

This will be a 1year contract through December 31, 2026 with a cost not to exceed \$898,680

VIRTUAL MEETING INVITES

Tony L. Maze, Director of Benefits Administration

PREPARED BY:

Tony L. Maze, Director of Benefits Administration

APPROVED BY:

Tony L. Maze, Director of Benefits Administration

ATTACHMENTS:

Resolution

Fiscal Note

cc:

County Executive David Crowley

Mary Jo Meyers, Chief of Staff, County Executive's Office

Margo Franklin, Chief Human Resources Officer

Scott Brown, Corporation Counsel

Supervisor Willie Johnson, Jr., Chair, Finance & Audit Committee

Supervisor Patti Logsdon, Chair, Personnel Committee

Liz Sumner, Controller

Stephen Cady, Comptroller's Office

Aaron Hertzberg, Director, DAS

Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk