



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

File 22-1083

Date: November 2, 2022

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

From: Tony L. Maze, Director of Benefits Administration, Department of Human Resources

Subject: **Report from the Director of Benefits & HR Metrics, Department of Human Resources, requesting authorization for a one-year extension with Froedtert Workforce Health for wellness plan administration from January 1, 2023 through December 31, 2023**

File Type: Action Report

REQUEST

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 one-year extension.

All non-financial terms of the agreement remain unchanged.

Financial Analysis

The cost of services is contingent upon participation in the assessment and receiving one medical and one dental preventive screening.

	Current
Program Support Fee	\$20,000/per year
Incentive Tracking	\$2.50 per participant per year
Portal Access of all eligible employees	Approx. \$100,000
Presentations	\$3,000
Fitness Programs	\$2,400
Programs	\$8100
Mailings	\$10,000
Total Estimated Annual Cost	\$150,000

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

VIRTUAL MEETING INVITES

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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

Margaret Daun, Corporation Counsel

Supervisor Liz Sumner, Chair, Finance & Audit Committee

Supervisor Willie Johnson, Jr., Chair, Personnel Committee

Scott Manske, Controller

Stephen Cady, Comptroller's Office

Aaron Hertzberg, Director, DAS

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