



Department of Human Resources
Division of Employee Benefits

INTER-OFFICE COMMUNICATION

Date: September 20, 2016
To: Chairman Theodore Lipscomb, Milwaukee County Board of Supervisors
FROM: Matthew Hanchek, Director of Benefits – Department of Human Resources *M.H.*
SUBJECT: **Report from the Director of Benefits & HR Metrics, Department of Human Resources, requesting authorization to execute a 3-yr contract extension with Froedtert Workforce Health for wellness plan administration from January 1, 2017 – December 31, 2019**

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 through 12/31/2016.

Since the 2014 relaunch, 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 improvements the back-office and technical infrastructure supporting their service. This has included improvements to their scheduling tool, participation reporting, and analytics package.

The County's relaunch of the Wellness program has been an overwhelming success, with over 60% employee participation, and the Silver designation by WELCOA in its first full year of participation. Froedtert has played a critical role in that success. As such, we are recommending a 3-yr 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/yr	\$20,000/yr
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	\$60.00/hour	\$65.00/hour
Annual est. Coaching Cost	\$96,000	\$104,000
Labs	\$65 per test	\$75 per test
Annual est. Lab Cost	\$195,000	\$225,000
Total Estimated Annual Cost	\$291,000	\$329,000

Requested Action

Authorization for the Director of Benefits & HR Metrics, Department to extend the contract with Froedtert Workforce Health to continue Wellness plan services from 1/1/17 through 12/31/19.

Cc: County Executive Chris Abele

Supervisor James "Luigi" Schmitt, Chairman, Personnel Committee

Supervisor Peggy West, Chairman, Finance and Audit Committee

Raisa Koltun, Chief of Staff, County Executive's Office

Teig Whaley-Smith, Director of Administrative Services

Steven Kreklow, Director – Performance, Strategy, & Budget

Scott Manske, Comptroller

Colleen Foley, Corporation Counsel

Kerry Mitchell, Chief Human Resources Officer

Kelly Bablitch, Chief of Staff, County Board

Steve Cady, Director of Research, Comptroller's Office

Shannin Brown, Committee Coordinator

Janelle Jensen, Committee Coordinator