



Public Health
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West Allis Health Department

Memorandum

TO: City of West Allis Common Council
FROM: Sally Nusslock, Health Commissioner
DATE: June 29, 2015
SUBJECT: Health Risk Assessment Recommendation

Health Risk Assessment Vendor Recommendation - 2015

A Health Risk Assessment (HRA) vendor search was conducted by Willis, a consultant of the City of West Allis. The search resulted in four companies who could potentially meet the needs of the City. Willis compiled a matrix of the possible vendors for Health Risk Appraisals for comparison.

All four vendors indicated they can meet our timelines and RFP criteria.

The cost analysis was completed based on 500 employees, which is comparable to past HRA participation. (i.e. 2012: 482 participants; 2013: 477 participants; 2014: 527 participants). Increased insurance premium differentials and the requirement for retirees have increased participation rates and should be considered in budgeting for this program.

In reviewing the information we found that Workforce Health provided the required services at the lowest cost. Aurora was slightly higher. After discussing with Willis and reviewing participants' evaluations, it is our recommendation to continue with Workforce Health as our vendor.

The reasons for continuing with Workforce Health include:

- 1) Continuity of process and information. As our vendor since 2010 Workforce Health will have access to prior HRA results and can provide trend comparisons.
- 2) Most competitive cost. Workforce Health includes the biometric screening, health questionnaire, and individual results review in their pricing. The other vendors charge separate and/or higher, fees for each service that may lead to unexpected additional costs. This makes Workforce Health the most fiscally responsible choice.
- 3) Participant HRA evaluation responses have overall been positive both for the process and the value gained.
- 4) Vendor has been responsive to requests and has met timelines and deliverables.

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