



Rebecca Grill
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June 30, 2016

The Honorable Mayor Dan Devine
and Members of the Common Council
7525 West Greenfield Avenue
West Allis WI 53214

Mayor Devine and Common Council Members:

A recent vacancy from the Wellness Coordinator position has provided an opportunity to proactively review the current state of our Wellness program. As you may recall, in 2012, the Common Council approved a part-time wellness coordinator position funded by the Health Insurance Fund as a way to assist employees in becoming more cognizant of their health and work towards improving employees' health. The Wellness Coordinator arranged the Health Risk Assessments (HRA's), Point of Wellness, Mayor's Challenge, Stall Tactics, etc. (see attached for 2014–2015).

Since the HRA's began for all employees in 2011, we have increased the creation of a wellness culture but this has not transitioned to improving employees' health. Our scores have remained consistent at 75 since 2012. As the cost of health care and treating chronic conditions continues to rise, we need to employ more methods to effectuate a positive outcome for our employees' health. Continuing to operate in the same manner will not allow us to achieve our goals; we need to allocate our resources differently and increase them where we can.

In addition to the aforementioned needs, we also have a significant need for more staff time dedicated to the recruiting and hiring process. With more than 50% of our employees eligible to retire at any time, we need to have the time to ensure we get the right people in the right place at the right time.

Due to these needs, I am recommending that a combined position of Health and Wellness Coordinator is created. This position would be responsible for the comprehensive wellness program for the City of West Allis employees, retirees and dependents, and take the lead on the administration of employee benefit plans (health, dental, vision, Flexible spending, life and LTD). (Having a full time wellness coordinator and fulltime benefits coordinator is ideal, but current conditions do not support this. This is something that should be continued to be explored for the future.

Creation of this full-time position will allow the natural coordination and focus of Wellness and Health Benefits, as well as refocus the efforts of the Human Resources Analyst to the forward looking needs of hiring and recruiting.

I would like to thank Sally Nusslock and her staff for their efforts relating to the City's Wellness initiatives.

Thank you for your consideration. I will be available at the recess meeting on July 5, 2016 to provide additional information and answer questions relating to this proposal.

Sincerely,

A handwritten signature in cursive script that reads "Rebecca N. Grill".

Rebecca N. Grill
City Administrator
cc: Sally Nusslock, Audrey Key

2014-2015 Wellness Programs

Program	Description	Status
Point of Wellness	Healthy habits tracking portal. Incentives offered based on point accumulation.	Discontinued in 2015 based off of low participation, and minimal impact. IT would not support.
Wellness Wednesdays	Weekly meetings on a variety of physical activity and nutrition topics.	Discontinued Spring of 2015 based on low participation.
Health Risk Assessments	Health screening and questionnaire offered annually.	93% employee participation in 2014.
Mayor's Challenge – Move 30 a Day	Physical activity challenge endorsed by the mayor. Offered to employees and the community.	Offered in 2014 (227 registered; 86 completed) and 2015 (registration in progress).
Brewers 5K Run	Community 5K walk/run. Organized a West Allis team.	25 participants. (Saturday event)
12 Days of Wellness Holiday Challenge	Wellness challenge offered over the holidays to encourage healthy behaviors.	37 participants. No required weigh in and people looking for more in the way of incentives.
Top 100 Active Companies Challenge	Physical activity tracking and education portal; statewide competition.	150 registered employees. Results showed improved physical activity levels in those who participated.
Health Newsletters mailed to homes	Created and distributed by the Wellness Council of America.	Mailed bi-monthly. Ongoing. Need to survey employees if find useful.
Stall Tactic Postings	Health education posters placed in employee bathrooms and on wellness boards. Themes and statistics tied to HRA results.	Bi-monthly. Ongoing.
Monthly Health Bulletins	Created by the Wellness Council of America.	Posted to intranet monthly. Few employees use the intranet.