



June 28, 2016

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

Dear Mayor Devine and Common Council Members:

In an effort to prepare for the upcoming insurance plan year (March 1, 2017 to February 28, 2018) and the Wellness Program's administration of the annual Health Risk Assessments (HRAs), your approval is requested to select Workforce Health as the HRA vendor and to require spousal participation in the HRA process for non-represented employees¹, while maintaining the monthly employee health insurance premium contribution levels of 10% with HRA participation and 20% without HRA participation.

- Workforce Health has been the City's HRA vendor since 2010; continuing with them will provide continuity of the process and information. They have been responsive to requests and have met timelines and deliverables as required. In addition, participant feedback has been positive, both for the process and the value gained in having the same vendor. Workforce Health continues to have a competitive edge in relation to participant cost as they include the biometric screening, health questionnaire, and individual results review/counseling in their pricing; whereas, other vendors charge separate and/or higher fees for each service. Participant cost is estimated at \$62.50.
- Currently, non-represented employees contribute 10% of the monthly health insurance premium cost if they participate in the HRA process and 20% if they do not participate in the HRA process. In an effort to address health care utilization² concerns, it is recommended that spouses be included in the HRA process. This would align non-represented employees with those of the West Allis Professional Police Association's membership for the March 1, 2017 to February 28, 2018 plan year.

If you have any questions or desire further information on this matter, we will be present and available to address your questions or concerns on July 5, 2016, at the Administration and Finance Committee's recess meeting.

Sincerely,

Handwritten signature of Rebecca Grill in black ink.

Rebecca Grill
City Administrator

Handwritten signature of Sally Nusslock in black ink.

Sally Nusslock
Health Commissioner

Handwritten signature of Audrey Key in black ink.

Audrey Key
HR Director

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¹ Premium share contributions for the represented employees of the Police and Fire Departments (WAPFFA and WAPPA members) are subject to the collective bargaining process.

² Health care utilization – analysis of the use of health care services provided to plan participants for the purpose of controlling costs.