

8.



# City of West Allis Matter Summary

7525 W. Greenfield Ave.  
West Allis, WI 53214

File Number	Title	Status
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R-2007-0302

Resolution

In Committee

Resolution relative to accepting the proposal of *Aurora* Workforce Health for providing Health Risk Appraisal Services for a total sum of \$32,500.00.

Introduced: 12/18/2007

\$ 31,500<sup>00</sup>

Controlling Body: Administration & Finance Committee

Sponsor(s): Administration & Finance Committee

### COMMITTEE RECOMMENDATION

*Adopt, as amended*

ACTION DATE:

DEC 18 2007

MOVER	SECONDER	
_____	_____	Barczak
_____	_____	Czaplewski
_____	_____	Dobrowski
_____	_____	Kopplin
_____	_____	Lajsic
_____	_____	Narlock
_____	_____	Reinke
_____	_____	Sengstock
_____	_____	Vitale
_____	_____	Weigel

AYE	NO	PRESENT	EXCUSED
✓			
✓			
✓			
✓			
✓			

TOTAL

5

### SIGNATURE OF COMMITTEE MEMBER

*[Signature]*

Chair

Vice-Chair

Member

### COMMON COUNCIL ACTION

**ADOPT** *as amended*

ACTION DATE:

DEC 18 2007

MOVER	SECONDER	
_____	_____	Barczak
_____	_____	Czaplewski
_____	_____	Dobrowski
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_____	_____	Sengstock
_____	_____	Vitale
_____	_____	Weigel

AYE	NO	PRESENT	EXCUSED
✓			
✓			
✓			
✓			
✓			
✓			
✓			
✓			
✓			
✓			

TOTAL

10

## HRA Vendor Comparison

	Workforce Health	Aurora	Interra	Ecare
<b>HRA Price/Person</b>	\$50	\$43 with Chol \$48 if have HDL/LDL	\$82 - \$87 (depends on # participating)	\$40
<b>Biometrics</b>	Included	Included	Included	\$20
<b>Health Coaching</b>	Included	Included - may not be a RN	\$90/hr	\$25/person
<b>Estimated Cost/Person</b>	\$50	\$48	\$104.50	\$85
<b>Total for 500 Employees</b>	\$25,000	\$24,000	\$52,250.00	\$42,500
<b>Gift Card Incentive</b>	\$7,500	\$7,500	\$7,500	\$7,500
<b>Program Total Cost</b>	<b>\$32,500</b>	<b>\$31,500</b>	<b>\$59,750</b>	<b>\$50,000</b>
<b>Questionnaire</b>	Wellsorce	U of MI	Own Tool	Own Tool
<b>HRA - Paper/Online?</b>	Both	Both	Both	Y - \$10 extra for paper
<b>Employee Presentations</b>	Y	Y	Y	Y
<b>PR Material?</b>	Y	Y	Y	Y
<b>All Shifts &amp; Locations?</b>	Y	Y + Aurora Clinics	Y	Y
<b>Scheduling</b>	Y	Y	Online	Online
<b>Staffing</b>	Own Staff, RN, CHES	Own Staff, RN, Techs	Own Staff, RN, Tech	Contract with another company
<b>Aggregate Reports</b>	Y	Y	Y	Y
<b>YR to YR Trending</b>	Y	Y	Under Devel.	Y
<b>Speakers</b>	Y - \$175/Hr	Y - Free Once a Month	Y - \$100/hr	N
<b>Add Questions</b>	Y - Fee TBA	Y - \$1500	Y - No Fee	Y - No Fee
<b>Online Resources</b>	N	Y	Y - cost TBA Minimum of 500 participants	Y \$70/person/yr
<b>Health Fair</b>	N	Y - Free	N	N
<b>References</b>	Village of MF, Kohl Corporate, Comm Memorial	City of Oak Creek, Mortgage Guaranty, WeEnergies	First Supply, Foremost Farms, Interior Systems	City of West Bend, Washburn, City of Green Bay



Date: December 13, 2007

Attention: Gene Baietto, Manager, Purchasing/Central Services

From: Sally Nusslock, Health Department

Subject: Health Risk Appraisal Vendor Selection Process

Dawn Weimar, one of our HRH consultants, initially put together a matrix of possible vendors for Health Risk Appraisals (HRAs). Based off of her information and information that Shelly Zajdel, our Wellness Coordinator, had from various sources we invited four local vendors in to do a presentation and respond to a RFP.

Our cost analysis is based on 500 employees participating. We have approximately 570 active employees. Typically participation rates are low unless an incentive is offered. With an incentive the participation rates approach 85 - 90%.

All four vendors indicated they can meet our timelines and RFP criteria. In reviewing the responses we found that Aurora and Workforce Health are comparable in price and services. If we went just on cost Aurora is slightly lower.

We would like to contract with Workforce Health even though their price is slightly higher. The reasons for selecting Workforce Health are:

- The assessment tool questions are appropriate and more user friendly for our employees.
- The assessment tool is from a Wellsource, a well-known HRA source. As we expand our program in the future to spouses and retirees we can acquire the software and forms and administer it through the Health Department at a lower cost.
- Workforce Health will have registered nurses that will review individual results with employees. Aurora indicated may have exercise physiologists or nutritionists rather than registered nurses do the results.

## **Why Do Health Risk Appraisals?**

A Health Risk Appraisal (HRA) is an assessment tool that looks at an individual's family history, health status, and lifestyle. An HRA seeks to identify risk factors that are associated with premature death or serious illness and quantifies the probable impact for each individual. Individuals with a higher number of health risk factors tend to have more serious health problems over time.

The HRA questionnaire covers lifestyle habits (such as smoking, seat belt use, alcohol use, and exercise) and physical measures (such as cholesterol, blood pressure levels, height, and weight). An individual report is generated from this data that gives them a "health score" and defines what they are doing well and points out areas where they need to improve. The impact of a health risk appraisal is much greater when these reports are given in-person, with immediate feedback to the employee.

An administrative report summarizing the risks of the employees who participated in the study is generated at the end of the program. This report will be used to guide and evaluate the City's wellness program initiatives.

Our goals for doing the HRA:

- Increase quality of life for employees
- Helping individuals discover health risks and educate how to make needed lifestyle changes
- Encourage employees to participate in appropriate health improvement programs, referral for medical follow-up if needed, assist in making lifestyle changes
- Increase productivity, reduce absenteeism, work-related injuries and health care costs for the City
- To identify trends in health needs and track changes over time.
- To guide and evaluate health-promotion activities



# City of West Allis

7525 W. Greenfield Ave.  
West Allis, WI 53214

## Resolution

**File Number:** R-2007-0302

**Final Action:**

**Sponsor(s):** Administration & Finance Committee

DEC 18 2007

Resolution relative to accepting the proposal of Workforce Health for providing Health Risk Appraisal Services for a total sum of \$32,500.00.

WHEREAS, The Purchasing/Central Services Division has reported that it has received proposals for providing Health Risk Appraisal Services for the Health Department of the City of West Allis, that the proposals received were reasonable; and,

WHEREAS, The Common Council deems it to be in the best interests of the City of West Allis that the proposal of Workforce Health be accepted.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Common Council of the City of West Allis that the proposal submitted by Workforce Health for providing Health Risk Appraisal Services for City of West Allis Employees for a total net sum of \$32,500.00 be and is hereby accepted.

BE IT FURTHER RESOLVED, that the Purchasing/Central Services Division be and is hereby authorized to enter into a contract for the aforesaid material.

PCSD978

ADOPTED

DEC 18 2007

Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED

December 20, 2007

Jeannette Bell, Mayor



# City of West Allis

7525 W. Greenfield Ave.  
West Allis, WI 53214

## Resolution

**File Number: R-2007-0302**

**Final Action: 12/18/2007**

**Sponsor(s):** Administration & Finance Committee

Resolution relative to accepting the proposal of Aurora for providing Health Risk Appraisal Services for a total sum of \$31,500.00.

WHEREAS, The Purchasing/Central Services Division has reported that it has received proposals for providing Health Risk Appraisal Services for the Health Department of the City of West Allis, that the proposals received were reasonable; and,

WHEREAS, The Common Council deems it to be in the best interests of the City of West Allis that the proposal of Aurora be accepted.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Common Council of the City of West Allis that the proposal submitted by Aurora for providing Health Risk Appraisal Services for City of West Allis Employees for a total net sum of \$31,500.00 be and is hereby accepted.

BE IT FURTHER RESOLVED, that the Purchasing/Central Services Division be and is hereby authorized to enter into a contract for the aforesaid material.

PCSD978

**ADOPTED AS AMENDED** 12/18/2007

Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

**APPROVED AS AMENDED** 12-20-07

Jeannette Bell, Mayor