



Rebecca Grill
City Administrator
414.302.8294
rgrill@westalliswi.gov

October 12, 2017

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

Mayor Devine and Common Council Members:

Attached are the Executive Safety Committee minutes from the meeting held on September 21, 2017. The committee met to discuss changes to the Worker's Compensation Program. Currently, employees on worker's compensation receive an incentive to utilize recommended facilities for MRIs, Physical Therapy, CT scans, Ultrasounds, and X-Rays. Incentives are \$100, \$100, \$50, and \$25 respectively. The incentives are processed through CVMIC on a tax-free basis and payment for services is guaranteed even if the claim is eventually denied under the worker's compensation program. The Executive Safety Committee recommends the following changes to the incentive program:

- Add \$250 for network primary care utilization
- Add \$500 for use of surgery center instead of a hospital
- Add \$500 for surgery performed in a recommended facility
- Increase MRIs from \$100 to \$200
- Increase Physical Therapy from \$100 to \$200

Your consideration of the Executive Safety Committee's recommendations is appreciated.

Special thanks to Linda Huske and Greg Gilsinger of CVMIC for their efforts to contract costs for the Worker's Compensation Program.

We look forward to discussing the recommendations and details with you at the October 17, 2017 Administration and Finance Committee recess meeting.

Please let me know if you have any question or need clarification on this matter.

Sincerely,

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

Rebecca N. Grill
City Administrator

Attachment – September 21, 2017 ESC Minutes

SPECIAL MEETING OF THE EXECUTIVE SAFETY COMMITTEE

September 21, 2017

Art Gallery, City Hall

PRESENT: Rebecca Grill, City Administrator; Audrey Key, Human Resources Director; Mike Lewis, Director of Public Works/City Engineer; Sheryl Kuhary, Principal Assistant City Attorney; Sally Nusslock, Health Commissioner; Ed Lisinski, Director of Building Inspections and Neighborhood Services; Deputy Police Chief Christopher Botsch; Assistant Fire Chief Jay Scharfenberg; Linda Huske, Safety and Training Coordinator; Greg Gilsinger (CVMIC).

EXCUSED: Dave Wepking, Assistant Director of Public Works; Scott Post, City Attorney; Mike Koszalka, Library Director.

Meeting was called to order at 1:33 p.m.

Changes to the Worker's Compensation Incentive Program:

Greg Gilsinger of CVMIC indicated the City of West Allis was integral in designing the program for incentivizing employees for worker's compensation. He reviewed the cost savings to the City since the incentive program for MRI's began in 2014, and then with the addition of CT scans and physical therapy. Greg then described what bundling of charges entailed; noting employees could receive incentives for using primary care providers in the network who accept discounted rates, along with diagnostic testing, physical therapy, and referrals to specialists. He also stated there could be an average savings to the City of 20-25% for allowable surgeries. He stated there are providers who are willing to accept an agreed upon fee for surgeries, but employees would need to get into the network of providers ahead of time in order to receive the discounts. Greg stated the City could also offer an incentive to employees for utilizing Surgery Centers instead of hospitals for certain procedures, which would also be a cost savings for the City.

Discussions ensued as to the benefits of this program for the City and for employees, noting discounts could be from 24% to 68%, depending on the surgery (rotator cuff, ACL reconstruction, etc.). Committee members questioned what would happen if, after incentivizing an employee for using the discounted services, the injury they sustained was determined not be covered under worker's compensation, and Greg assured them it would still be covered and no out of pocket costs would be passed on to the employee.

Committee members determined it is a good idea to offer these additional incentives to employees, and discussed amounts for each. A motion was made by Sally Nusslock and seconded by Christopher Botsch and unanimously approved to offer the following incentives to employees, noting an employee could receive a total of \$1650:

- \$200 for MRIs (up from the current incentive amount of \$100)
- \$200 for physical therapy (up from the current incentive amount of \$100)
- \$250 for using a primary care physician in the network
- \$500 for using surgery centers instead of hospitals
- \$500 for surgery

Linda Huske stated after these incentives have gone to Council and if approved, she would meet with supervisors to explain the new incentives, and she would then inform employees through email, posting on bulletin boards, and posting on AskAllis.

Meeting adjourned at 2:50 p.m.

Respectfully submitted,

Linda Huske
Safety and Training Coordinator