



*"...meeting community needs...enhancing quality of life."*

## HUMAN RESOURCES DEPARTMENT

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## MEMO

To: Alderperson Konetzke and Member of the Human Resources Committee  
From: Sandy Matz, Human Resources Director  
Date: April 20, 2018

Re: Request to approve the addition of a Health Coach Position and a Physical Therapist Position to the Connecting Care Clinic. The Request is for authorization up to full-time for each position with the initial staffing at half time.

The Connecting Care Clinic oversight team which includes District employees, City employees, ThedaCare employees and Associated Benefits & Risk Consulting employees, is proposing to increase staffing at the Connecting Care Clinic. The proposal is to add a half time Health Coach and a half time Physical Therapist. We anticipate demand to grow rather quickly for both services and are asking for authorization to add hours to meet demand up to full-time for each position.

Health Coach: Both the District and the City offer Personal Health Assessments for employees and their spouses. The purpose of the Health Coach will be to assist participants in improving their overall health and wellness education. Currently, the RN at the clinic is providing outreach for these participants as her schedule allows. For city employees, in just a few short months, she has helped a nicotine user quit and has engaged four participants with elevated glucose levels in a Diabetes Prevention Program. Participants in the Diabetes Prevention Program are averaging a 12 lb. weight loss after 3.5 months in the program! Our goal is to have a staff person focus on these areas and continue to help our employees improve their health.

Physical Therapist: As many of us know, physical therapy can be quite expensive and can be a large time drain on your schedule. We can offer physical therapy to our employees at a fraction of the cost through the traditional health insurance model. Additionally, we can help employees get in and out quicker and back to their normal schedule. Musculoskeletal claims under our medical plan have continued to be a cost driver and we see this as an opportunity to impact those claim costs by adding this service to the clinic.

Attached is the proposal from ThedaCare on the costs of staffing and initial setup costs for furniture and equipment for the two staff positions.

We are excited about the opportunity to expand our partnership with the Appleton School District and ThedaCare and to be able to expand this benefit for City employees.

If any of you have any questions regarding the proposal, please contact me.