

CITY OF APPLETON

HUMAN RESOURCES DEPARTMENT



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To: Human Resources/Information Technology Committee, and Appleton Common Council

From: Human Resources Director Jay Ratchman

Date: March 15, 2022

Re: Mental Health

The City of Appleton is committed to the mental and emotional health of our employees. By addressing this in the workplace, employers can reduce health care costs, improve job performance and productivity, better engage employees in their work, and help employees improve their daily quality of life.

The National Alliance on Mental Health reported the following:

- 21% of U.S. adults experienced a mental health illness in 2020 (1 in 5 adults)
- 5.6% of U.S. adults experienced a serious mental health illness in 2020 (1 in 20 adults)
- 6.7% of U.S. adults experienced a co-occurring substance use disorder and mental illness in 2020.

The Human Resource department, along with our benefits broker USI, recently completed a mental health assessment. The purpose of this assessment was to determine if employees and their family members had appropriate access to mental health services through the City of Appleton. As part of this assessment, data was considered from the employee assistance program, the health insurance program, and through other wellness programs offered. Additionally, we explored how these programs integrated with the City of Appleton employee near site Connecting Care Clinic.

Through this assessment we concluded the following:

- That the employee assistance program had a strong utilization rate and that timely access to services were not identified as a concern.
- That appropriate access and utilization to mental health benefits were available through the City of Appleton health insurance program.
- That employees were provided with access to mental health benefits in a variety of forums. This includes in-person, via telephone, virtual, and through other resources and materials provided.
- That the Connecting Care Clinic has been referring employees to the appropriate resources.

Focusing on the mental and emotional health of our employees and controlling our health insurance costs remain a top priority. We will continue to review that the appropriate programs and interventions are being offered.