

**Healthcare Cost Containment Committee Minutes**  
**September 23, 2015**  
**3:30 p.m. to 5:00 p.m.**

**Attendees:** Carolyn Belfiore, Bill Byron, Marge Chiafery, Debie Clayton, Shawn Croteau, Kim DeMaso, Rick Greenier, Karen Hammes, Linda Hastings, Marsha McGill, Teresa Porter Cascadden, Sue Robinson, Rachel Schneider, Carol Smith, Christine Soucy

**1. Welcome New Member**

Marge Chiafery introduced Karen Hammes, the nurse at Merrimack High School.

**2. Approval of June 3, 2015 Minutes**

Carolyn Belfiore moved (seconded by Christine Soucy) to approve the June 3, 2015 minutes.

The motion passed 15-0-0.

**3. Health Assessment Participation**

- a) Bill Byron reported the Health Assessment participation rate for July was 53.1%, August was 54.1%, and up to September 22 was 53.3% (June rates will follow). The percentage rate decreased slightly in September due to the number of new hires.

Two hundred more individuals need to complete the Health Assessment in order to meet the committee's goal of 66%. Health Assessment completion should be promoted during the months of September and October. Linda Hastings will provide building representatives with a list of eligible new hires.

- b) Strategies for Fall Promotion include:

- Person to person contact
- Remind new hires to review the Slice of Life material they received at new hire orientation.
- Encourage dependents to fill out the assessment.
- Smart Shopper program presentations will include a reminder for individuals to complete their Health Assessment Surveys.
- Highlight key messages during September or October faculty meetings.

Bill Byron offered to make a presentation to custodians who work the second shift. He could combine his visit with other topics of interest for custodians.

Sue Robinson will ask retirees who take the District's health insurance if they want a presentation from a HealthTrust representative in her annual letter.

#### **4. June 2015 Staff Health Survey Results**

Linda Hastings distributed the 2015 June survey results. She reported 154 individuals completed the survey. All survey participants were aware that spouses can receive \$75 for completing the Health Assessment. Ninety percent (90%) of respondents were aware that dependents between the ages of 18-26 can receive \$75 for completing the Health Assessment.

Reasons why individuals did not complete the Health Assessment included not enough time to complete the form, the information is too personal and fear of health insurance companies obtaining the individuals' health information.

Bill Byron clarified that there is a New Hampshire law that does not allow sharing of the Health Assessment survey with a third party.

It was suggested that a question and answer document might clarify some of the reasons why people are hesitant to complete the survey.

Less than half of the June survey participants participated in the biometric screening.

The three health and safety topics participants were most interested in are weight management and nutrition, physical activity and stress and quality of life.

Health and safety webinars with active participation are presented on a regular basis from 12:00 noon to 1:00 p.m. The webinars are archived and can be viewed anytime.

June survey participants indicated they want to receive health information via email and programs at work.

The Staff Health Survey results will be further discussed at the October 14<sup>th</sup> meeting.

#### **5. Benefit Changes**

Debie Clayton reviewed the following insurance plan updates effective July 1, 2016.

1. Matthew Thornton Blue will become Access Blue New England which means a broader network and no in-network referrals needed.
2. Medical plan options will be consolidated which means the JY plan will be discontinued.
3. Deductibles and out-of-pocket maximums will reset at the beginning of a new plan year.

#### **6. Overview of Slice of Life Program for 2016**

Bill Byron reported the SmartShopper savings for the second quarter of 2015 was \$44,583 compared to a potential savings of \$371,308.

Bill Byron clarified that a reduction in the number of medical claims reduces the cost of insurance premiums. Wellness programs and SmartShopper savings mitigate some claims.

Bill Byron reported few modifications to the 2016 Slice of Life Program.

1. Health Trust mailings will promote only the completion of the health assessment. Other opportunities will be introduced incrementally over time.
2. Single Sign On will eliminate steps.
3. Phone applications will be introduced for Anthem, CVS, Delta Dental, etc.
4. Some fitness devices will be able to synchronize to the Health Trust trackers which compile points.

Bill Byron noted many of the changes introduced were a result of conversations from previous Healthcare Cost Containment Committee meetings. Bill references the Merrimack School District’s active Healthcare Cost Committee when speaking with other member groups.

The registration process for biometric screenings begins on Monday, September 28<sup>th</sup>. A different company will be performing the screenings this year. There will be a total of 46 biometric screening sites compared to 40 last year. The Town of Merrimack is one of the new sites.

Topics for discussion at the October meeting will include workshop recommendations, biometric screening, the Health Summit and a summary of Health and Safety incentive purchases from May.

**7. Approval of Future Meeting Dates/Sign-Ups for Hospitality**

Meeting dates were determined and the hospitality sign-up sheet was disseminated.

**8. Other**

Denied claims should be brought to the attention of the HealthTrust claims advocate.

The meeting adjourned at 5:00 p.m.

**2015-2016 School Year Meeting Dates**

<b>Meeting Date</b>	<b>Refreshments</b>
September 23, 2015	Sandy Swanson and Marge Chiafery
October 14, 2015	Carol Smith, Karen Hammes
November 4, 2015	Rick Greenier/Shawn Croteau
December 2, 2015	Rachel Schneider/Nick Coler
January 6, 2016	Christine Soucy/Sue Robinson
February 3, 2016	Kim DeMaso/Carolyn Belfiore
March 9, 2016	Shawn Croteau/Karen Bonin
April 6, 2016	Teresa Porter Cascadden/Marsha McGill
May 4, 2016	Linda Hastings
June 1, 2016	Debie Clayton/Bill Byron