

Healthcare Cost Containment Committee Minutes
October 14, 2015
3:30 p.m. to 5:00 p.m.

Attendees: Karen Bonin, Bill Byron, Marge Chiafery, Debie Clayton, Nick Coler, Shawn Croteau, Kim DeMaso, Rich Greenier, Linda Hastings, Teresa Porter Cascadden, Davis Powell, Sue Robinson, Carol Smith, Christine Soucy

1. Approval of September 23, 2015 Minutes

Nick Coler moved (seconded by Sue Robinson) to approve the September 23, 2015 minutes.

The motion passed 11-0-3 with Nick Coler, Davis Powell and Karen Bonin abstaining.

2. Health and Safety Incentive Purchases for Each School

Rick Greenier expressed his appreciation to the HealthTrust for the \$1,000 Health and Safety Incentive.

James Masticola Elementary School purchased books, a blood pressure monitor and a scale for use in a future wellness area.

James Masticola Upper Elementary School purchased books, audio speakers, lighting and an inspirational poster for use in a future wellness area.

Reeds Ferry Elementary School purchased food and supplies for a staff breakfast in June 2015.

Thorntons Ferry Elementary School purchased stability balls, an electric inflator and drum sticks for a physical “drums alive” activity.

Merrimack Middle School purchased stability balls, pedometers, free weights and yoga mats.

Merrimack High School purchased bug spray and sunscreen that were raffled off at the end of the year barbeque for staff. Other purchases included ingredients for smoothies for the staff, pedometers, a stop watch and resistance bands.

Teresa Porter Cascadden will be the district’s third representative at the Health and Safety Academy in January 2016.

Marge Chiafery thanked Rick Greenier for facilitating the end-of-year purchases.

Rick Greenier reported the formula used for allocating money to the schools and noted the importance of allowing the purchase decisions to be made at the school level.

Marge Chiafery suggested that the building representatives begin to formulate a list of items they want to purchase with the anticipated incentive award for 2016.

Bill Byron informed the committee that the incentive amount will increase to \$2,000 (\$500 for each Health and Safety Coordinator). Districts can send as many Health and Safety Coordinators to the Academy in January; however, \$2,000 will be the maximum incentive awarded.

3. Further Review of Staff Health Survey Results

Marge Chiafery noted that the staff health survey results completed annually have been very valuable when applying for previous grants.

The following list represents various comments regarding the Personal Health Analysis.

- Unable to access the survey because the website was frozen.

Bill Byron noted that this is a carryover complaint prior to the availability of applications for tablets and smart phones. Bill Byron emphasized the call center hours 8:30 a.m. to 4:30 p.m. Monday through Friday.

- Unable to find time to complete the Personal Health Analysis.
- Unknown login information or forgot their username and password.
- Want the old health awareness program of \$300 for activity.

Sandy Swanson will email the above list to committee members before the November meeting date.

Christine Soucy suggested to building representatives that they make the biometric form available in a visible location and remind staff they have the option to ask their physician to complete the form or attend another biometric site such as the Town of Merrimack.

The committee members did not recommend any new or additional questions for the June 2016 survey.

4. Health Assessment Participation

a) Rate for June and September

Bill Byron reported a 52.9% Health Assessment participation rate for June and a 53.9% rate for September and half of October.

b) Promotion Strategies for Mid-October to November

- Make personal contact with eligible new hires before Thanksgiving.
- Continue to provide HealthTrust benefit trainings including Smart Shopper Demonstrations to all eligible individuals. Bill Byron can accommodate all shifts and work schedules.
- Promote the biometric screening date in January.

5. Health Summit Outcomes

Bill Byron and Debie Clayton reported 250 participants attended the Health Summit. Focus groups were held for one hour before the Health Summit.

Davis Powell thanked the HealthTrust for publicly highlighting the Merrimack School District's Healthcare Cost Containment Committee at the Summit.

Debie Clayton noted that other districts have been slow to implement a similar committee.

Davis Powell reported that two representatives from the Merrimack Teachers Association and two School Board members attended the Health Summit. He felt it was beneficial for the two groups to receive the same information at the same time.

Bill Byron reported the 2016 Slice of Life activation packet will be one page.

Debie Clayton highlighted the noon session, “Success Stories: Collective Bargaining and Plan Implementation”.

Marge Chiafery asked committee members to review the Health Summit sessions for topics of interest.

Davis Powell expressed an interest in learning more about the impact of the “Cadillac Tax” and Strategies to Contain Costs. This will be discussed at the November meeting.

Carol Smith expressed an interest in learning more about “Empowering Employees to Engage in Their Own Healthcare”.

Nick Coler was interested in how consumerism affects health insurance rates.

Bill Byron offered to provide the committee with presentations on topics of interest. There are many archived webinars available on the HealthTrust member site.

Debie Clayton will have the 2016-2017 Guaranteed Maximum Rate (GMR) for insurance at the November meeting.

2015-2016 School Year Meeting Dates

Meeting Date	Refreshments
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, Davis Powell
June 1, 2016	Debie Clayton/Bill Byron