

Healthcare Cost Containment Committee Minutes
November 4, 2015
3:30 p.m. to 5:00 p.m.

Attendees: Karen Bonin, Bill Byron, Marge Chiafery, Debie Clayton, Shawn Croteau, Kim DeMaso, Rich Greenier, Karen Hammes, Teresa Porter Cascadden, Sue Robinson, Rachel Schneider, Carol Smith, Christine Soucy, Linda Hastings arrived at 4:20 p.m.

Guest: Kevin Flannigan, member of HealthTrust Benefits Team

1. Approval of October 14, 2015 Minutes

Carol Smith moved (seconded by Sue Robinson) to approve the October 14, 2015 minutes as amended.

The motion passed 12-0-0. Not all members were present during the vote.

2. Health Assessment Participation

a) Rate for October

Bill Byron reported a 55.1% Health Assessment participation rate for October. Twenty (20) individuals completed the survey in the last seven days. The efforts of the representatives to make personal contact with eligible new hires was noted.

b) Strategies for November

Bill Byron presented the Slice of Life program to employees in three schools. Additional presentations are being scheduled for the remaining schools.

The deadline for completing the 2015 Health Assessment survey is December 31, 2015. The last day to submit biometric information is November 30, 2015.

It was noted that employees are hesitant to complete the Health Assessment survey during their work day and that affirmation from the Superintendent might result in a few more completed surveys.

Carol Smith shared the half-sheet handout that she created for the high school staff. The handout included contact information (phone number and web site) for the HealthTrust call center, SmartShopper, CVS/Caremark, Delta Dental, LifeResources, Onlife, Anthem, Future Moms Program and the 24/7 Nurseline.

3. Address Participants' Responses to the 2015 Health Survey

Participants' Responses Regarding 2015 PHA Completion	Healthcare Committee's Response
Unable to access the Survey because the website was frozen	This is no longer an issue. Effective January 2016 the single sign on will make the login process much easier.
Unable to find time to complete the PHA	Individuals need to be reminded that they can use district computers during work hours to complete the survey.
Unknown login information Forgot Username or Password	HIPAA (Health Insurance Portability and Accountability Act) laws require the individual login. The OnLife call center will assist individuals with the login process if they do not know their username and/or password.
Want past incentive program of \$300 for activity(ities)	Individuals can receive a maximum of \$425 a year. Complete the Health Assessment survey (\$75), submit biometrics (\$50), health awareness classes (\$100), accumulate 500 points Jan-June (\$100), accumulate 500 points July-Dec (\$100).

Bill Byron offered to meet with the maintenance department at a convenient time to them to explain the Slice of Life program. Marge Chiafery will confer with Maintenance Director Tom Touseau to schedule the Slice of Life presentation.

It was suggested that one day be dedicated to promoting the completion of the Health Assessment survey and to informing individuals of the various ways to accrue wellness tracking points.

4. Guaranteed Maximum Rate for Health Insurance for 2016-2017 – Debie Clayton

Debie Clayton reported the Guaranteed Maximum Rate (GMR) for the district's health insurance is 12.2%. The average for the July pool overall is 8.6%.

Debie Clayton distributed material for the committee to review and will answer questions at the December meeting.

Bill Byron distributed and reviewed the Merrimack School District Lifestyle Related Data.

Teresa Porter Cascadden asked for an explanation about insurance relief in November.

Debie Clayton explained that HealthTrust returned fiscal year 2014 surplus funds to the District.

Marge Chiafery asked committee members to review the handouts for content that could be promoted in 2016. For example, stress contributes to mental illness.

5. Impact of the Cadillac Tax – Debie Clayton

Benefit comparisons, rate summary sheets and the impact of the Cadillac tax will be discussed at the December meeting.

The meeting adjourned at 4:55 p.m.

2015-2016 School Year Meeting Dates

Meeting Date	Refreshments
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