

**Healthcare Cost Containment Committee Minutes**  
**December 2, 2015**  
**3:30 p.m. to 5:00 p.m.**

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

**1. Approval of November 4, 2015 Minutes**

Carol Smith moved (seconded by Carolyn Belfiore) to approve the November 4, 2015 minutes.

The motion passed 13-0-2 as amended with Carolyn Belfiore and Shawn Croteau abstaining.

**2. Health Assessment Participation**

- a) The Health Assessment Participation rate for November was 55.2%. Remind eligible dependents to complete the survey when they come home from college.
- b) Promotion Strategies for December will be to continue to provide benefit education that will consist of an overview of the Slice of Life program with fitness device and SmartShopper demonstrations.

One additional nurse station was added to the January 7, 2016 biometric screening event that is at 72% capacity.

A districtwide biometric screening reminder will be sent via email and highlighted at December faculty meetings. Eligible family members can participate in the event.

**3. Review of 2016-2017 Guaranteed Maximum Health Insurance Rate Materials**

Debie Clayton reported the 12.2% increase in the Guaranteed Maximum Health Insurance Rate is due to uncontrollable claims. There were no questions from committee members

2015 SmartShopper data will be presented in February.

Bill Byron provided the leadership team with a SmartShopper demo; it was very well received. The price differences for the same service were surprising to the administrators.

The SmartShopper demonstration will be offered to maintenance and eligible food service employees in the future.

**4. Impact of the Cadillac Tax**

Debie Clayton explained employers will be required to pay a 40% excise tax (for each affected employee) on the amount exceeding insurance premium thresholds in 2018. The annual insurance premium threshold for a one-person plan will be \$10,200; the annual insurance premium threshold for a two-person or family plan will be \$27,500 annually.

Each employer will need to decide how to recuperate the 40% excise tax. Many districts are adding language to contracts in preparation for the Cadillac Tax in 2018.

Debie Clayton will give a presentation on the Site of Service insurance option at the February meeting. The Site of Service Plan and SmartShopper go well together

## **5. The Better Body System**

Linda Hastings reported the June survey results indicate a desire for more information and/or workshops on the topic of weight management.

Linda provided personal testimony about the Better Body System. She wants to share the program with others who may be able to benefit from it as she has. She offered to present information about the program to staff at December faculty meetings. She wants to offer an eight week program for ten people in January. The program would include nutrition information, cooking classes, guest speakers and support for participants. Participants will be able to get \$100 from HealthTrust upon completion of the eight-week program.

Representatives were asked to consider the best way to provide this information to staff within their building.

Marge Chiafery thanked Rachel Schneider and Nick Coler for providing refreshments.

The meeting adjourned at 4:45 p.m.

### **2015-2016 School Year Meeting Dates**

<b>Meeting Date</b>	<b>Refreshments</b>
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