

Healthcare Cost Containment Committee Minutes

May 2, 2012

3:30 p.m. to 5:00 p.m.

Attendees: Ray Blank, Linda Hastings, Bob Gidari, Linda Murgio, Tim Parsons, Sandy Eherenman, Jean Mazzarella, Linda Freeman, Karen Bonin, Debie Clayton, David St. Jean, Marge Chiafery, Christine Soucy, Marsha McGill and Kim Demaso

1. Approval of April 4, 2012 Minutes

Bob Gidari moved (seconded by Linda Hastings) to approve the April 4, 2012 minutes. Not all members were present during the vote.

The motion passed 11-0-2 with Sandy Eherenman and David St. Jean abstaining.

2a. On the Mark Assessment Phone Call with Carrie Cruess

Tim Parsons introduced On the Mark Assessment staff members, Carrie Cruess, Belinda Marsel and Heather Jenkins.

Linda Hastings presented the prepared questions from the committee members regarding the On the Mark Assessment via a speaker phone.

Question #1: What is the point of the On the Mark Assessment?

Answer #1: The On the Mark Assessment is designed to find out as much about the organization in order to recommend programs appropriate for the specific population.

Question #2: What is the time commitment for a committee member and his/her school?

Answer #2: The assessment process takes approximately 6 hours from start to finish, excluding 2 hours for an optional employee survey that will identify preferred types of programs.

Question #3: Why would a school district want to know the assessment results?

Answer #3: The assessment data will identify barriers that are preventing staff from engaging in healthy behaviors and which programs staff will participate in. The assessment will provide quantitative and qualitative data about the work force and provide data that can be used as a map for incorporating healthy practices.

Question #4: How will the faculty benefit from this assessment?

Answer #4: The assessment will provide several low or no cost wellness recommendations that would be important to the population and will assist with positive health behavior changes.

Question #5: What is the underlying benefit to Merrimack School District?

Answer #5: The underlying benefit is to motivate employees to change behavior.

Question #6: How many school personnel and what roles are required to participate in the Assessment?

Answer #6: The level of participation is up to the Merrimack School District.

Question #7: Who has been involved in the assessment before and can we contact them about their experience?

Answer #7: Previous clients can be contacted and asked if they would be willing to have conversation with Merrimack School District personnel about their experience.

Question #8: How is the On the Mark Assessment more helpful than the group graphic report?

Answer #8: The group graphic report takes into account the Health Assessment information only. The On the Mark Assessment program also includes the physical environment and other areas of focus.

Question #9: What happens with the information that is gathered?

Answer #9: The information is compiled into an executive summary. The executive summary is not shared with any other entity or client.

Question #10: What are the expectations of the school district after participating in the On the Mark Assessment?

Answer #10: There is no requirement to follow up. The district decides if it wants to follow up and to what extent.

Question #11: Would the handbook would be available to everyone?

Answer #11: The handbook would be most appropriate for those planning a strategy for the population.

Question #12: Are there any added or future expenses for the District?

Answer #12: There will be recommendations that do not have a cost. The District is at liberty to use all or none of the recommendations that cost money.

Question #13: How much would it cost if an employer were to pay for the On the Mark Assessment?

Answer #13: The On the Mark Assessment would cost an employer between \$6,000 and \$10,000. There will not be a charge for the Merrimack School District.

The phone call ended at 4:15 p.m.

2b. Debrief the Phone Call and Consider Next Steps

The committee members felt that all their questions had been answered and that the conference call was very efficient. The committee members need to decide if they want the district to participate in the On the Mark Assessment.

Comments by committee members:

- Would like to participate because of the all encompassing factors.
- The experience will provide the district with ways to improve ongoing wellness efforts.
- Like the action-oriented plan aspect.

- The array of recommended opportunities will be from no cost to expensive which is appealing.
- Recommended opportunities will be tailored to the district's population and needs without obligation.
- Private sector employers have paid enormous amounts of money for similar wellness programs.
- An expensive program costing \$6,000 would equate to about \$100 per person.
- Eight (8) hours is a reasonable time commitment.
- There was no visible down side to the program. Options after the experience can be expanded upon.
- The people recommending opportunities are expert in their respective areas. The committee can decide what efforts the district should pursue.
- The Merrimack community should appreciate the district's efforts and outcomes.
- The data derived by the profile could help in some unknown opportunity.
- Why wouldn't the committee pursue this opportunity?

Marge Chiafery asked committee members to identify any reasons not to participate in the On the Mark Assessment.

Considerations:

- Release time needs to be arranged for participating individuals.
- Healthcare Cost Containment Committee participation
- Retiree participation
- A representative from all groups should participate.
- Building wellness committee participation
- It is very important that the On the Mark Assessment be promoted/marketed within the district prior to the assessment.
- Identify talking points.
- The actual visit needs to be orchestrated to ensure efficiency.
- The human resource department would be germane to the visit.
- The actual visit will represent one snapshot in time.

By consensus the committee agreed that the district should move forward with the On the Mark Assessment during the 2012-13 school year. Marketing of the On the Mark Assessment should take place during May and June. Key talking points should be requested from Tim Parsons.

It was suggested that approved Healthcare Cost Containment Committee minutes be posted in a public place such as the district website.

3. Health Assessment Participation

Tim Parsons reported the Health Analysis participation rate as of April is 57%.

Focus on Categories:

Tim Parsons reported that rates for individual categories (member, spouse, and retiree) are still not available.

Strategies for May:

Promote wellness reimbursement benefit for summer activities and completion of the health assessment survey.

Linda Hastings will prepare another district wide email that will provide an incentive for people to complete the Health Assessment and wellness activity reimbursement.

Tim Parsons suggested that the June survey contain four or five new questions about why people have not completed the Health Assessment. It was suggested that the June survey be sent out in late May with any new questions listed first. There was a request to include a phone number for individuals to call if they no longer have their Health Assessment survey material.

Focus on Health Coaching:

Sandy Swanson reported that the difficulties she had communicating with her health coach had been resolved.

Karen Bonin reported that she completed the Health Assessment survey and was not able to access her report. Tim Parsons will investigate the concern.

Next Month:

The focus for the June meeting will be preparation for On the Mark Assessment participation, the June survey results and the Compass SmartShopper pilot program.

Other:

Debie Clayton reported that the Merrimack School District has been selected as one of twelve groups to participate in a Compass SmartShopper pilot program and asked if the Merrimack School District wanted to participate. She explained that if an individual needed a procedure s/he could access Compass by phone or email for a list of participating providers for that procedure. If the individual utilized the most cost effective provider then the person would receive a predetermined cash incentive check from the Local Government Center.

Bob Gidari reported that Tim Parsons presented a one-hour stress management workshop at Reeds Ferry Elementary School. Eight of the nine people who attended enjoyed the one-hour session.