

Healthcare Cost Containment Committee Minutes
June 6, 2012
3:30 p.m. to 5:00 p.m.

Attendees: Carolyn Belfiore, Sandy Eherenman, Linda Freeman, Linda Hastings, Debie Clayton, Jean Mazzarella, Karen Bonin, Marge Chiafery, Christine Soucy, David St. Jean, and George Markwell

1. Approval of May 2, 2012 Minutes

Linda Hastings moved (seconded by Sandy Eherenman) to approve the May 2, 2012 minutes.

The motion passed 7-0-1 with Carolyn Belfiore abstaining. Not all members were present during the vote.

Sandy Swanson will work with Mark Merrifield to get the healthcare cost containment committee meeting minutes posted on the district's web page.

2. Marketing the "On the Mark Assessment" Program via Key Messages

Marge Chiafery asked building representatives to post the On the Mark Assessment brochure in buildings and to initiate conversation with staff prior to the fall.

Sandy Swanson will provide the middle school, Thorntons Ferry and Reeds Ferry Sandy with copies of the brochure. Kim Demaso will post in the maintenance building.

3. Health Assessment Participation

Thank you to Linda Hastings for sending out an email that reminded staff to complete their health assessment survey.

Tim Parsons reported that 60% (722 people) of eligible individuals (1208 people) have completed the Health Assessment (HA) survey and 10% (73 people) of eligible individuals are participating in the health coaching program.

The committee members agreed that the end of the school year was not the best time to promote health assessment participation; however, it might help to promote participation during the summer months.

It was determined that a reminder notice placed on neon colored labels on the last paycheck would get employees' attention.

David St. Jean stated that some people may not be participating in the survey because they do not know their login username and password.

The June 2012 survey is ready for distribution. Linda Hastings asked the committee to review the survey and email her comments or edits directly so she can distribute the survey via email the week of June 8th. New questions, (#12-23), addressed the Health Awareness Program. She noted that it was important for people to answer questions 20 and 21 because they were pertinent to the recent changes to the Health Awareness Program.

4. Compass Smart Shopper Pilot Program

Debie Clayton introduced Rob Graybill from Compass in Bedford, NH. Mr. Graybill explained that Merrimack was selected to be a pilot site for this program. The program requires a two year commitment from the district. Individual participation in the program is voluntary. Shopping for a particular procedure could save on claims and would inform the consumer of procedure costs.

Mr. Graybill explained that most doctors are in a hospital system. The hospital system may not be cost effective. For example, the cost for an MRI could be different prices at two different facilities within a two mile area.

Health care is a competitive business. Some doctors are lowering prices to increase volume. This is a way to achieve health care savings to districts.

The Compass incentive program rewards those who shop for less expensive medical procedures. Shopping for pricing of medical procedures with Compass is a short phone call. Compass presents price options to the individual. Compass validates that the procedure has been completed as planned by reviewing the medical insurance claim prior to issuing the incentive.

A phone call must be generated in order to receive an incentive.

A home mailing would introduce individuals to the program. Frequent messages about the program will provide awareness that there are more expenses behind the copay.

It was noted that it is more difficult to explain any new program to school district employees because of their absence during the summer months.

The program provides individuals with options for medical treatment based on cost savings not quality. It also promotes conversation between patient and doctor. Ninety-three percent of Compass Smart members would recommend the program to other people. Many members are repeat users of the program. Engaged consumers will generate savings for the school district.

There is a two year contract commitment with Compass SmartShopper. There is no fee to participate in the program. Instead, Compass would receive a percentage of the cost savings to the district.

Mr. Graybill emphasized that no Compass information can be retrieved prior to membership. He offered to provide a demonstration for the group if desired.

Mr. Graybill suggested that a home mailing could introduce the program to individuals followed by a presentation in the fall.

5. Summary of Insurance Benefits by a Private Sector Employee

George Markwell presented an insurance benefit package offered by a private sector employer. A medical benefit summary sheet was provided to the committee members. Mr. Markwell reported large deductibles, high copayments, and high doctor visit costs. He reported that he pays 25% to 30% of the insurance premium for a single person plan.

Debie Clayton stated that the Local Government Center offers a comparable plan, minus the prescription coverage.

Tim Parsons asked the committee to read about Healthy Eating and Active Living (HEAL). Thorntons Ferry Elementary School was the first school to receive the HEAL award in June 2011. Christine Soucy was asked to share the Thorntons Ferry Elementary School HEAL application and the “Edies” award that Thorntons Ferry Elementary School received in the fall.

6. Planning for 2012-2013

Committee Composition

Marge Chiafery noted that David St. Jean and Jean Mazzarella will retire in June. The remaining committee members expressed a desire to continue to participate on the committee for 2012-2013.

Marge thanked all the committee members for their service this past year. She will ask the individuals not in attendance if they wish to continue to participate next year.

On the Mark Assessment will be the focus of the committee’s work in the fall.

Future Meeting Dates

The meeting dates will continue to be the first Wednesday of each month beginning on September 5, 2012.

Hospitality

Linda Freeman and Marge Chiafery volunteered to provide refreshments in September.

2012-2013 School Year Meeting Dates

Meeting Date	Refreshments
September, 2012	Marge Chiafery, Linda Freeman
October, 2012	
November, 2012	
December, 2012	
January, 2013	
February, 2013	
March, 2013	
April, 2013	
May, 2013	
June, 2013	