

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

Attendees: Carolyn Belfiore, Linda Freeman, Debie Clayton, Karen Bonin, Marge Chiafery, Bob Gidari, Marsha McGill, Ray Blank, Christine Soucy, Sandi Eherenman, Tim Parsons, Sharon Putney, Sue Robinson and Davis Powell for George Markwell

1. Welcome to New Committee Member

Marge Chiafery welcomed Sue Robinson, a retired physical education teacher to the committee. Sue Robinson taught at Thorntons Ferry Elementary School for twenty-three years.

School Board Member Davis Powell attended in place of School Board Member George Markwell.

2. Approval of September 5, 2012 Minutes

Bob Gidari moved (seconded by Carolyn Belfiore) to approve the September 5, 2012 minutes. The September minutes will be placed on the district's web site by the end of the week.

The motion passed 10-0-4 with Tim Parsons, Sandy Eherenman, Sue Robinson and Davis Powell abstaining.

3. Review Health Assessment Participation Rate for September and Strategies Employed to Increase Percentage

Tim Parsons reported that the personal health analysis completion rate for September was 61.3% compared to 62% in August. He explained that the .7% reduction was due to attrition.

Carolyn Belfiore and Bob Gidari reported that they are continuing their successful practice of making personal contact to remind individuals to complete the personal health analysis survey.

Linda Hastings will be asked to provide representatives with a list of employees who are eligible to complete the personal health analysis in their respective buildings. The goal is to reach a 79% completion rate by the end of December 2012.

Representatives were asked to share the committee's goal of 79% at faculty meetings in November.

Tim Parsons offered to provide a written script detailing the benefits of completing the survey.

Some reasons people will not participate in the Health Assessment Survey are:

- They are uncomfortable with their personal information being in a database.
- They do not want to receive calls from a health coach.
- They are concerned that it will affect their ability to get insurance at a later date.
- They are concerned that their medical information could be compromised if there were a breach in computer security.

4. Future Changes to Slice of Life Program

Tim Parsons reviewed the 2013 Slice of Life Program. He explained that the budget for this program did not change. The budget is being allocated differently for 2013-2014.

Slice of Life highlights include:

- A \$75 incentive for completing the Health Assessment Survey.
- The biometric incentive increased from \$25 to \$50.
- Sweepstakes will be awarded to some individuals based on their level of participation in health coaching and the use of online tools.
- The Health Awareness incentive will be \$100 for physical activity and \$100 for non-physical activity.
- A new Future Moms program will be introduced. The offering will provide an opportunity for mothers to obtain a \$100 savings bond for their newborn child.

5. Medical Rate Setting

Debie Clayton announced that the guaranteed maximum insurance rate for the Merrimack School District for 2013-14 will be between 3.5% and 4.0 %.

Bob Gidari inquired about the guaranteed maximum insurance rate for school districts that are similar in size to Merrimack and do not have a Healthcare Cost Containment Committee.

Debie Clayton will provide that information at the November meeting.

Committee Goals for 2012-2013:

- Participate in the On the Mark Assessment Program
- Understand and promote the 2013 Slice of Life Program to staff
- Promote Consumerism

Debie Clayton thanked the Merrimack School Board for being supportive of the Healthcare Cost Containment Committee. She reported that other school districts are not receiving school board support for the formation of similar committees.

Linda Freeman noted that she discovered a few free web sites that provide fair costs for surgeries and procedures. She compared it to the COMPASS SmartShopper service.

6. Information Regarding On the Mark Assessment Program

Carrie Kruess and Heather Jenkins from Onlife Health, Tim Parsons from the Local Government Center and Marge Chiafery participated in a conference call to discuss the process and schedule tentative dates for the On the Mark Assessment.

Marge Chiafery stated that November 6th and 7th were chosen as tentative dates for the On the Mark Assessment. If confirmed, On the Mark Assessment interviews would be scheduled during the November 6th teacher workshop day. November 7th would be designated for building audits via observational tours followed by a verbal report to the Healthcare Cost Containment Committee.

Carrie Kruess requested copies of Healthcare Cost Containment Committee minutes and any other data to support employee demographics.

The Healthcare Cost Containment Committee will serve as a focus group for the On the Mark Assessment. Committee members are familiar with organizational culture, the wellness policy and building wellness team efforts. Committee members will receive questions for their consideration prior to the focus group experience. Linda Hastings, Director of Human Resources, Dave Dziki, Food Service Director and building administrators will participate in the assessment.

Marge Chiafery will prepare the Leadership Team for the On the Mark Assessment process.

Employees who participate in the On the Mark Assessment are not required to prepare for the interview.

2012-2013 School Year Meeting Dates

Meeting Date	Refreshments
September 5, 2012	Marge Chiafery and Linda Freeman
October 3, 2012	Bob Gidari and Karen Bonin
November 7, 2012	Christine Soucy and Linda Murgo
December 5, 2012	Sharon Putney and Ray Blank
January 2, 2013	Marsha McGill
February 6, 2013	Carolyn Belfiore and Kim DeMaso
March 6, 2013	
April 3, 2013	
May 1, 2013	
June 5, 2013	