

Healthcare Cost Containment Committee Minutes
February 3, 2016
3:30 p.m. to 5:00 p.m.

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

1. Approval of January 6, 2016 Minutes

Carolyn Belfiore moved (seconded by Shawn Croteau) to approve the January 6, 2016 minutes as amended.

The motion passed 16-0-1 with Carolyn Belfiore abstaining.

2. Health Assessment Participation

a) Rate for January

Bill Byron reported the Health Assessment participation rate for January was 31%.

b) Strategies for February

- Continue the HealthTrust demonstrations for the single sign-on process, Slice of Life program and Smart Shopper at the remaining four schools.
- Empower employees to engage in their own healthcare.

Ways the district can promote HealthTrust programs districtwide on a smaller scale include:

- A drawing/prize for participation
- Invite Mark Merrifield to the March meeting to discuss strategies and implementation
- District Wellness web site
- Provide retirees with a resource to access from their home
- Promote the short pod casts located at www.healthtrustnh.org.
- Wear red for heart health on Friday, February 5.
- Ask staff if they received their HealthTrust information in the U.S. mail.
- Promote biometric screenings on March 8, 2016 at McKelvie Middle School in Bedford and on April 21, 2016 at the John O'Leary Center in Merrimack.

c) Receipt of \$1,500 Check from HealthTrust and its Designation

The district received a \$1,500 check from the HealthTrust. The \$1,500 represented \$500 for the participation of each of the three participants (Christine Soucy, Teresa Porter Cascadden and Rachel Schneider) at the Safety and Health Academy held on January 11, 2016.

Bill Byron reported new HealthTrust programs and the use of upgraded technology will be introduced in the near future.

The \$1,500 check has to be accepted by the School Board on February 15, 2016 before the funds can be expended. The money will be used for Healthcare Cost Containment efforts or activities similar to last year.

3. Biometric Screening Outcome

Bill Byron reported the schedule for biometric screening reached 95% capacity. He noted 80% capacity is considered successful. Merrimack School District was the second largest screening; Keene was the largest. Keene's schedule consisted of 10 stations over a seven hour period.

Linda Hastings asked if future biometric screenings could be managed differently to make it easier for employees at school dismissal times. Ideas were discussed. Bill Byron explained earlier start times result in higher participation than the later end times.

Marge Chiafery suggested two biometric screening sites such as the high school and the upper elementary school be offered at the same time. Carol Smith noted if the screening was scheduled on a high school block schedule day it may allow for an earlier start time at the high school. Set up for the screening takes about one hour. Site(s) options for next year's biometric screening need to be explored prior to the beginning of the school year.

Bill Byron stated that next year's biometric screening schedule may be built by HealthTrust itself.

4. 2015 Smart Shopper Data

Bill Byron reported a SmartShopper cost savings of \$97,310 in 2015 compared to a cost savings of \$48,850 in 2014. The potential savings in 2015 could have been \$753,341. It is important to share the potential savings of \$753,341 with staff. Labwork, mammograms and colonoscopies were the top three SmartShopper categories.

Bill Byron recommended having the SmartShopper phone number (800-824-9127) readily available in the event technology should fail while shopping. Smart Shopper will do the shopping for you. Google Chrome is the best search engine to use when accessing www.heathtrustnh.org.

5. Site of Service Insurance Plan Option

Marge Chiafery explained the Site of Service insurance plan was placed on the agenda as the result of committee members wanting to learn more about the plan.

Debie Clayton explained many member groups were interested in insurance plans that would not be impacted by the Cadillac tax. For some groups, the Site of Service insurance plan was the only plan they could offer that was not impacted by the tax.

Debie Clayton compared the Site of Service insurance plan to the existing insurance plans offered by the district. The Site of Service insurance plan is a lower cost plan with copayments and a deductible. The copayments do not apply to the deductible. The Site of Service plan would be offered to employees at no cost to the employees. Beginning in 2017, the Site of Service plan will be able to accommodate July to June plans.

It was noted that vision discounts may be larger if a Delta Dental insurance card is presented rather than an Anthem insurance card.

6. Reconsideration of March Meeting Date

Committee members agreed to meet on March 2nd rather than March 9th.

Sandy Swanson will send out a reminder notice.

The meeting adjourned at 4:50 p.m.

2015-2016 School Year Meeting Dates

Meeting Date	Refreshments
March 2, 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