

Healthcare Cost Containment Committee Minutes

November 6, 2013

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

Attendees: Sue Robinson, Carol Smith, Sandi Eherenman, Nick Coler, Tim Parsons, Marge Chiafery, Kim Demaso, Linda Hastings, Linda Freeman, Karen Bonin, Debie Clayton, Christine Soucy, Linda Murgo, Bob Gidari, and Paula Williams

Marge Chiafery welcomed Paula Williams, Human Resources Administrative Assistant. Paula will help with preparation of material for marketing.

1. Approval of October 2, 2013 Minutes

Linda Freeman moved (seconded by Nick Coler) to approve the October 2, 2013 minutes.

The motion passed 11-0-3 with Linda Murgo, Bob Gidari and Paula Williams abstaining. Not all members were present for the vote.

2. Health Assessment Participation

Tim Parsons stated that the Health Assessment participation rate for October was 66%. He reported the breakdown of the three categories (employees, spouses, and retirees). The employees have the highest participation rate of 71%, followed by 63% of spouses and 51% of retirees. The retirees are less likely to complete the Health Assessment survey, but are six times more likely to participate in Health Coaching.

It was noted that the district's percentage rate is one of HealthTrust's highest rates.

It was suggested that promotion for men's health currently scheduled for the month of June be incorporated into another month's effort to increase the participation rate.

The committee needs to promote and provide program support for the custodians.

The November focus will be promotion of the Health Assessment participation rate at faculty meetings. Representatives should post the participation rate by categories located on the back of the November 6, 2013 agenda in faculty rooms. Recommended slogans for the months of November and December could be "\$75 for holiday shopping" or "the gift of life".

The Health Assessment Participation rate could reach 67% if just four individuals complete the Health Assessment Survey by the end of November.

Tim Parsons informed the committee that beginning January 1, 2014 dependents 18 years and older will be eligible to complete the Health Assessment Survey and receive the \$75 incentive.

Tim Parsons clarified that completion of the Health Assessment Survey is not a requirement for the Compass Smart Shopper program.

3. Guaranteed Maximum Rate for Health Insurance for 2014-2015

Debie Clayton reported the guaranteed maximum rate for health insurance for 2014-2015 is 11.4%.

Debie Clayton agreed to present the profile of the District's health information and to explain stop loss at future meeting(s) for the benefit of newer committee members.

4. Proposed Mission and Vision Statements

Tim Parsons, Christine Soucy, Linda Freeman, Nick Coler and Bob Gidari drafted a Mission Statement and Vision Statement for consideration by the Healthcare Cost Containment Committee.

The Mission Statement: The Healthcare Cost Containment Committee is committed to promoting the physical and mental well-being of all members of the school/district community and to reducing healthcare costs through sustainable and easily accessible programs and services.

Sandy Eherenman moved (seconded by Kim Demaso) to approve the proposed Mission Statement. The motion passed 15-0-0.

The Vision Statement: To increase physical and mental well-being at the lowest cost

Linda Hastings moved (seconded by Nick Coler) to approve the proposed Vision Statement. The motion passed 15-0-0.

Marge Chiafery noted that the mission and vision statements were accomplished as a result of the "OnTheMark" Wellness Strategy Report.

The committee approved Tim Parsons's request for permission to share both statements with an organization from the state of Maine.

5. Process for Goal Setting and Expenditure of Funds

Marge Chiafery explained that last year the district received a total of \$750 from the HealthTrust to spend on wellness efforts. HealthTrust requested that the district provide a plan on how it will utilize \$500 of the \$750.

Tim Parsons, Christine Soucy, Linda Freeman, Nick Coler and Bob Gidari agreed to meet for the purpose of creating two goals that will encompass the \$750 expenditure in January 2014.

Linda Hastings suggested that the subcommittee review the District's June survey results, the OnTheMark Wellness Strategy Report and meeting minutes to assist the group with proposed goals.

Food Service Director Dave Dziki will be invited to attend a future meeting after the goals are defined.

6. Ongoing Testimony Regarding Use of Compass Smart Shopper

The Compass Smart Shopper pilot program runs through June 2014. It is not known at this time if the program will be extended beyond June 2014.

Sandy Swanson reported five people at central office shopped for eight procedures. One procedure did not meet the 24 hour requirement, two procedures resulted in an incentive and five procedures with incentives did not sway the employees from leaving their facilities for new ones. Three people shopped online and two people shopped by phone.

Linda Hastings reported that she received a call from an employee who was experiencing difficulty using the program. Debie Clayton was able to resolve the issue.

Karen Bonin reported that one person from James Masticola Elementary School received a \$50 incentive.

Sue Robinson reported that she spoke with one retiree who was surprised to learn of the cost difference for procedures between different facilities.

2013-2014 School Year Meeting Dates

Meeting Date	Refreshments
December 4	Carol Smith, Linda Hastings
January 8	Carolyn Belfiore, Kim DeMaso
February 5	Linda Freeman, Karen Bonin
March 5	
April 2	
May 7	Marge Chiafery, Sandy Swanson
June 4	Debie Clayton, Tim Parsons