

Healthcare Cost Containment Committee Minutes
January 8, 2014
3:30 p.m. to 5:00 p.m.

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

Guest: Rick Greenier, District Wellness Committee Chair

1. Introduction of Rick Greenier

Marge Chiafery introduced Rick Greenier, Physical Education Teacher at James Mastricola Upper Elementary School and The District Wellness Committee Chair.

2. Profile of the District's Health

Debie Clayton reported that the Guaranteed Maximum Rate for health insurance is 11.4% for 2014-2015. She noted there is no report to show how many claims were avoided as a result of the work of the Healthcare Cost Containment Committee.

Debie Clayton distributed and summarized district profile material to the committee members for review. Debie stated that she will answer questions at the February meeting. She invited committee members to email her their questions prior to the February meeting.

Marge Chiafery explained that the distributed materials will guide the committee's thinking and actions. She asked that the material not be shared with staff at this time.

Questions and Comments from Committee Members:

1. Explain the reference to MC3 on the Prescription Drug Claims Executive Summary.
2. What is the difference between "Formulary Brand (FB)" and "Non Formulary Brand (NFB)" on the Prescription Drug Claims Executive Summary?
3. Is the information contained within the reports confidential or to be shared with the district?
4. Please provide last year's traditional rating for a comparison to this year.
5. Would like to provide the staff with explanation why the Guaranteed Maximum Rate for insurance is 11.4%.
6. How large are the pooled claims?
7. The medical trend (line H) appears large.

3. Approval of December 4, 2013 Minutes

Sandi Eherenman moved (seconded by Nick Coler) to approve the December 4, 2013 minutes.

The motion passed 9-0-4 with Kim Demaso, Linda Hastings, Sandi Eherenman and Rick Greenier abstaining.

4. Health Assessment (HA) Participation

a) Rate for December 2013

Tim Parsons reported thirteen people completed the Health Assessment in December 2013. The Health Assessment participation rate for 2013 was 68%. Tim Parsons announced that the Merrimack School District had the highest participation rate in 2013 of the entire member group and is a model for other member groups.

Marge Chiafery stated that Tim Parsons' and Debie Clayton's attendance at meetings has been a contributing factor in the success of the committee's work.

b) Targeted Goal for 2014

Linda Freeman moved (seconded by Nick Coler) to strive for a 70% targeted goal for the 2014 Health Assessment Completion rate.

Tim Parsons added that effective January 1, 2014 dependents 18 years and older are eligible to complete the Health Assessment Survey. He noted that the number of eligible dependents could result in approximately 300 additional Health Assessment surveys. The packet of material for eligible dependents will be mailed after employees, spouses and retirees.

It was suggested that individuals be encouraged to complete the Health Assessment Survey during the months January, February and March. The completion rate leveled off during the months of May through November.

It was noted that many college students are home for spring break during the March break and should be encouraged to complete the survey before returning to school.

The motion passed 12-0-1 with Rick Greenier abstaining.

5. Outcome from Conversation with Tom Touseau Regarding Custodians' Health Assessment Participation

Marge Chiafery stated that Maintenance Director Tom Touseau informed each member of his maintenance department, on an individual basis, about the Health Assessment Survey and the availability of assistance, if desired.

Linda Hastings added that the individuals from the maintenance department that utilized the computers at central office and/or assistance were appreciative of the help.

6. Restatement and Approval of HCCC's Goals for 2014 and the Proportional Distribution of Funds

The committee reviewed the proposed goals created by the subcommittee. The committee eliminated the proposed goal pertaining to the vending policy for students and staff due to the fact that not all schools have vending machines for students. Discussion regarding healthier food choices in vending machines will continue at a future meeting with the director of food service.

The topic of the vending machines is important to the committee because it was referenced in the 2013 OnTheMark Wellness Strategy Report issued by Onlife Health.

2014-2015 Goals and Objectives

- 1. Encourage HealthTrust covered employees, spouses, retirees and dependents to continue to participate in the Onlife Health Health Assessment and Health Coaching tools in order to exceed participation rates from 2013.**
 - a. Place marketing materials in faculty rooms and other common staff areas.**
 - b. Conduct an event in the school district where local retirees can attend and learn from Onlife Health and HealthTrust representatives how to complete the Health Assessment and participate in the Slice of Life program.**
 - c. Provide quarterly open lab dates for staff to complete their Health Assessment in the school's computer labs.**
 - d. Encourage enrollees with dependents 18 and older on their health plan to complete the Health Assessment. Remind them of the \$75 incentive received upon completion of the Health Assessment.**
- 2. Provide Health and Safety Academy funding for the Wellness Committee at each school to assure targeted approaches to wellness.**
 - a. Utilize funds on staff wellness initiatives that incorporate the greatest number of staff.**
 - b. Incorporate one of the wellness challenges provided through the Health and Safety Coordinator Academy.**
- 3. Encourage greater utilization of the Compass Smart Shopper program**
 - a. Increase participation in the program by 10% for the period January 2014 – June 2014.**
 - b. Market the program at all schools and buildings.**

Linda Hastings, Paula Williams and Sandy Swanson will work on creating a Vision, Mission and goals flyer for posting.

The question was asked if Compass Shopper will be promoted by the HealthTrust after June 2014.

Carol Smith moved (seconded by Linda Freeman) to approve the proposed goals and objectives as amended by the Healthcare Cost Containment Committee.

The motion passed 12-0-1 with Rick Greenier abstaining.

The wellness funds received from the HealthTrust were given to the District Wellness Committee Chair. The plan is to expend the funds by December 2014. A combined meeting between the Healthcare Cost Containment Committee and the District Wellness Committee may occur in the future.

It was noted that the walking trail at Thorntons Ferry Elementary School may qualify for a grant from the New Hampshire Fish and Game if an application is submitted.

Tim Parsons announced that he accepted a position at Dartmouth College and this would be his last meeting.

Marge Chiafery thanked Tim Parsons for his contribution, knowledge and commitment to the Merrimack School District.

The meeting adjourned at 5:05 p.m.

2013-2014 School Year Meeting Dates

Meeting Date	Refreshments
February 5	Linda Freeman, Karen Bonin
March 5	Bob Gidari, Paula Williams
April 2	
May 7	Marge Chiafery, Sandy Swanson
June 4	Debie Clayton, Bill Byron