

Healthcare Cost Containment Committee Minutes

June 4, 2014

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

Attendees: Carolyn Belfiore, Karen Bonin, Bill Byron, Marge Chiafery, Debie Clayton, Kim Demaso, Sandi Eherenman, Linda Freeman, Linda Hastings, Sue Robinson, Rachel Schneider, Carol Smith

1. Approval of May 7, 2014 Minutes

Carol Smith moved (seconded by Linda Freeman) to approve the May 7, 2014 minutes.

The motion passed 12-0-0.

2. Health Assessment Participation

a) Rate for May

Bill Byron reported the Health Assessment participation rate for May was 52.8% and the health coaching rate was 5%. He stated that although the Health Assessment rate is less than a year ago, the Merrimack School District is one of four HealthTrust members with a percentage rate above 50%. The average percentage rate for HealthTrust membership is approximately 37%.

The dependent category has 708 eligible participants compared to 568 eligible employees and 243 eligible retirees.

The Health Assessment survey revealed that people are most interested in weight management, blood pressure, nutrition, back injury prevention and women's health.

b) Promotion Strategies for June

The free HealthTrust workshop entitled "A Piece of Peace" was scheduled for the James Mastricola Elementary School but was cancelled due to low participation. It was determined that May and June are not the best months to offer after-school workshops. All other stress workshops and smoothie days will be canceled and rescheduled in the fall.

Bill Byron suggested sending out a weekly district-wide email containing tips for stress reduction. He offered to help facilitate the messages and felt it would be a better use of resources and time.

Linda Hastings reported that she sent out a district-wide email containing the annual June survey. Representatives were asked to spend time promoting the June survey rather than OnLifeHealth wellness items.

Individuals who do not have access to a computer will be given paper copies of the June survey.

3. Use of Wellness Funds

Smoothie Day

Each school will host a smoothie day consisting of a presentation by Bill Byron followed by a non-dairy smoothie.

It was reported that Rick Greenier was in the process of purchasing a blender for each of the schools. It was suggested that a grocery gift card be purchased with remaining funds to be used to buy produce for future smoothie days.

There was discussion about the workshop being part of the smoothie day experience.

It was suggested that year round employees might enjoy a smoothie day during the summer months.

4. Affordable Care Act

Debie Clayton reviewed the 2018 Cadillac Tax and the implications to the District. She used a calculator tool created by HealthTrust to compare the financial impact of the Cadillac Tax without benefit changes to the financial impact if all employees were to move to a lower cost plan. She explained that the out-of-pocket limit amounts of \$6,350/\$12,700 include medical deductibles and copays for July 1, 2014 and will include prescription drug copays on July 1, 2015. All fees currently being charged due to the Affordable Care Act are included in the rate setting process and can be seen on the rating summary.

Marge Chiafery suggested that Debie Clayton provide the same update to staff. It would be beneficial for all bargaining parties to have an equal understanding of the Affordable Care Act prior to bargaining sessions.

5. Back Up Information Regarding District Insurance Rate

Debie Clayton compared the July 2014 Guaranteed Maximum Rate (GMR) Renewal data to the July 2014 Revisit Renewal data line by line.

It was suggested that other groups may profit from having the same presentation.

6. Membership for 2014-2015 and Tentative Meeting Date Schedule

Meetings for the 2014-2015 school year were reviewed. Some meeting dates will occur on the second Wednesday of the month instead of the first Wednesday as the date is close to the start of school or too close to the return from a vacation.

Linda Freeman will retire on June 20. Marge Chiafery thanked her for her six years of service and commitment to the Healthcare Cost Containment Committee.

2014-2015 School Year Meeting Dates

Meeting Date	Refreshments
September 10, 2014 (second Wednesday)	Sandy Swanson, Marge Chiafery
October 1, 2014	
November 5, 2014	
December 10, 2014 (second Wednesday)	
January 14, 2015 (second Wednesday)	
February 4, 2015	
March 11, 2015 (second Wednesday)	
April 1, 2015	
May 6, 2015	
June 3, 2015	