

## **Healthcare Cost Containment Committee Minutes**

**September 14, 2016**

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

**Attendees:** Karen Bonin, Bill Byron, Marge Chiafery, Debie Clayton, Shawn Croteau, Kim DeMaso, Mary Ethier, Kelly Grassini, Rick Greenier, Linda Hastings, Teresa Porter Cascadden, Sue Robinson, Rachel Schneider, Christine Soucy, Rich Urda, Kathleen Walczak

### **1. Welcome New Members**

Marge Chiafery introduced new members Mary Ethier, Paraeducator at Thorntons Ferry Elementary School and Merrimack Educational Support Staff Association (MESSA) Representative, Rick Urda, Health and Physical Education Teacher at Merrimack High School and Kathleen Walczak, Special Education Teacher at Merrimack High School.

The School Board representative is unknown at this time.

Marge Chiafery shared an article that was published in the July 27, 2016 edition of the Union Leader that cited the state of New Hampshire for receiving an “A” for helping residents make educated choices on healthcare via a website, NHHealthCost.org.

### **2. Approval of June 1, 2016 Minutes**

Mary Ethier moved (seconded by Shawn Croteau) to approve the June 1, 2016 minutes. Debie Clayton recommended all references to the Derry fitness fair be changed to the Derry wellness fair. The motion passed as amended 13-0-3 with Rick Urda, Mary Ethier and Kathleen Walczak abstaining.

### **3. Health Assessment Participation**

#### **a) Rate for June, July, August**

Bill Byron reported the Health Assessment participation rate for June, July and August was 54% each month. The eligibility count changed during the summer months due to new hires.

#### **b) Strategies for Fall Promotion**

Linda Hastings reported new hire orientations include a thorough explanation of health insurance benefits by Debie Clayton and Bill Byron.

Representatives should contact new hires to encourage them to complete the Health Assessment. Linda Hastings will provide building representatives with a list of new hires eligible to complete the Health Assessment in September and in October.

Bill Byron reported he promotes the single sign on website, [www.healthtrustnh.org](http://www.healthtrustnh.org), during all of his presentations.

Other opportunities to promote the HealthTrust single sign on include mentee meetings, faculty meetings, time in a computer lab for staff, training for staff on how an activity tracker can be synchronized to the HealthTrust’s single sign on point accumulation.

### **4. June 2016 Staff Health Survey Results**

Linda Hastings thanked Bill Byron for updating the HealthTrust terminology contained in the survey questions.

Linda Hastings reported 111 of the 130 people who completed the June Survey also completed the Health Assessment.

Bill Byron noted that some individuals do not want to complete the survey due to privacy concerns. HealthTrust does not share Health Assessment information but it cannot control the practice of third party vendors.

Sandy Swanson will send each representative an electronic copy of the June survey for posting.

## **5. Flex Spending**

Debie Clayton reported the HealthTrust offers a flexible spending account administration service. The rate for the administration fee decreased recently. She presented this as another option for Merrimack School District.

Benefit Strategies is currently the district's vendor for this service.

## **6. Overview of Slice of Life Program for 2017**

Bill Byron highlighted the 2017 Slice of Life Program. Details will be made public soon.

### Genetic Information Nondiscrimination Act (GINA)

In the spring of 2016, the U.S. Equal Employment Opportunity Commission (EEOC) released new wellness program regulations under the Genetic Information Nondiscrimination Act (GINA). These regulations prohibited an incentive for covered dependents age 18-26 for completing either a Health Assessment or a Biometric Health Screening. The EEOC has concluded that such information about dependent children constitutes family medical history and/or genetic information of the employee.

Effective January 1, 2017 dependent children including those age 18-26 will no longer be permitted to complete the Health Assessment and/or a Biometric Health Screening or receive financial incentives through the Slice of Life Points Program.

Instead, starting in 2017 dependent children age 18-26 will be eligible for the same reimbursements as dependent children under age 18 (up to \$200 per year reimbursement for eligible health and/or safety classes) through the Slice of Life Health Awareness Program.

Dependents can complete the Health Assessment through November 30.

Dependents can participate in the Biometric Health Screening through their doctor until November 1.

### Access

Effective January 1, 2017, enrollees, retirees and covered spouses who want to complete the Health Assessment and participate in Slice of Life will be required to have a secure online account at [www.healthtrustnh.org](http://www.healthtrustnh.org).

## Rewards

Effective January 1, 2017 Slice of Life participants can earn up to \$475 in rewards.

- \$50 for completing a Health Assessment
- \$75 for completing a Biometric Health Screening
- \$50 (and up to 200 points) for engaging a Health Coach
- Points for connecting a mobile fitness device and/or using online trackers
- More opportunities to win quarterly VISA card drawings

Committee members were asked to share their plans to promote changes to the 2017 Slice of Life Program within their respective buildings during the October meeting.

## **7. Naming Vendors to Participate in Merrimack Wellness Fair**

### Vendor Suggestions

FitLab (formerly Golds Gym)	CVS	HealthTrust
Big Kahuna	St. Joseph Medical Center	Walgreens
Convenient MD	Weight Watchers	YMCA
All Naturals in Bedford	CPTE	Earth Wind (alternative medicine)
Buckley's Café	OnLife Health	Smart Shopper

## **8. Approval of Future Meeting Dates/Sign-Ups for Hospitality**

Meeting dates were determined and the hospitality sign-up sheet was disseminated.

## **9. Other**

- Biometrics

Bill Byron stated he would prefer to add more nurse stations to the Biometrics Screening than increase the length of screening time. The biometric screening schedule will appear as a separate tile at the HealthTrust's single sign on. The HealthTrust goal is to have 50 biometric screenings between November 2016 and May 2017.

The biometric screening for the Merrimack School District will occur on January 19, 2017 in the Merrimack High School cafeteria.

## **2016-2017 School Year Meeting Dates**

<b>Meeting Date</b>	<b>Refreshments</b>
September 14, 2016	Sandy Swanson and Marge Chiafery
October 5, 2016	Karen Bonin and Shawn Croteau
November 2, 2016	Kim DeMaso and Mary Ethier
December 7, 2016	Rick Urda and Kathleen Walczak
January 4, 2017	Kelly Grassini, Rachel Schneider
February 1, 2017	Sue Robinson and Christine Soucy
March 8, 2017	Teresa Porter Cascadden and Marsha McGill
April 5, 2017	Linda Hastings, Nick Coler
May 3, 2017	Rick Greenier
June 7, 2017	Debie Clayton and Bill Byron