

## **Healthcare Cost Containment Committee Minutes**

**January 4, 2017**

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

**Attendees:** Linda Hastings, Sue Robinson, Rachel Schneider, Nick Coler, Shannon Barnes, Teresa Porter Cascadden, Karen Bonin, Mary Ethier, Kim DeMaso, Debie Clayton, Ashley Brigham, Kathleen Walczak, Rick Greenier, Rick Urda, Marge Chiafery, Marsha McGill, Christine Soucy

Marge Chiafery noted that Cindy Polermo, Director of Human Resources for the Salem School District would attend the February meeting. Wendy Parker, Executive Director for HealthTrust will be a guest at the March meeting.

### **1. Approval of December 7, 2016 Minutes**

Mary Ethier moved (seconded by Sue Robinson) to approve the December 7, 2016 minutes.

The spelling of the word TBOTA needed to be changed to TABATA.

The motion passed as amended 11-0-5 with Rick Urda, Kathleen Walzak, Karen Bonin, Nick Coler and Linda Hastings abstaining. Not all members were present during the vote.

### **2. Health Assessment Participation**

#### a) Participation Rate for December

The Health Assessment Participation rate for the month of December remained at 56%.

The 2017 Health Assessment survey incentive will be \$50 and the 2017 biometric incentive will be \$75.

#### b) Promotion Strategies for January

The promotion strategy for January will be to promote the HealthTrust single sign-on.

Ashley Brigham reported Thorntons Ferry Elementary School held a successful two hour luncheon workshop to promote the single sign-on. Christine Soucy was pleased many paraeducators attended the luncheon which would not have been the case if the content had been promoted during a faculty meeting. She added interest was high and there were many questions. The luncheon was held in a double classroom with an audio visual presentation and lots of free salad.

Individuals must complete the Health Assessment survey to qualify for the Health Awareness Program. Individuals can receive a maximum of \$100 a year reimbursement for the cost of one activity tracker and/or qualifying health and fitness classes. There is also a \$50 quarterly incentive for points accumulated from using the activity tracker.

### **3. Establish a Health Assessment (HA) Percentage Goal for 2017**

Ashley Brigham reported the HealthTrust no longer allows covered dependent children ages 18 to 26 to complete the Health Assessment and Biometric Health Screenings due to new regulations issued by the U.S. Equal Employment Opportunity Commission (EEOC), under the Genetic Information Nondiscrimination Act (GINA) and the Americans with Disabilities Act (ADA). Instead, these adult children are eligible for the same Health Awareness Program reimbursements as dependent children under age 18.

The following variables were considered prior to establishing a participation goal for 2017.

- Dependent children ages 18 to 26 will not participate.
- Retirees may be reluctant to complete the Health Assessment survey.
- Newly retired employees are more apt to continue to complete the survey.
- Methods of communicating with retirees is limited.

Teresa Porter Cascadden moved (no second) to set the Health Assessment participation rate for 2017 at 56%.

Sue Robinson moved (seconded by Linda Hastings) to set the Health Assessment participation rate for 2017 at 58%. The motion passed 16-1-0 with Teresa Porter Cascadden voting in the negative.

Shannon Barnes suggested setting an incentive stretch goal of 60% for the participation rate.

Ashley Brigham reported an 84% (140 of 162 possible slots) participation rate two weeks before the biometric screening. Ashley Brigham and Linda Hastings will coordinate by adding one additional nurse station with a districtwide email announcing more appointment times.

#### **4. Wellness Fair Final Preparations**

Fifteen of twenty vendors have confirmed attendance at the Wellness Fair. They are: FitLab, YMCA, Merrimack Vision, Shaw's, Service Federal Credit Union, DCU, Convenient MD, Elliot Orthodontics, Contemporary Trends, Yoli Representatives, Fleet Feet Receptive, Big Kahunas, CVS, New Balance and Broadway Bound.

Posters and a districtwide email will be used to promote the Wellness Fair.

Wellness Fair Preparation:

- Wellness Fair tables will be set up in the lobby by the cafeteria
- The Wellness Fair hours will be the same as the biometric screening appointment time.
- Each vendor will bring a raffle prize. Individuals do not have to be present to win.
- Each person will receive 20 raffle tickets for attending Wellness Fair.
- Participating vendors will be highlighted in a districtwide email.
- Flyers will be used to inform the custodians and food service employees about the Wellness Fair.
- Email will be used to notify the retirees about the Wellness Fair.
- The Wellness Fair will be highlighted during building staff meetings.
- The Merrimack Teachers Association will be asked to inform its members about the Wellness Fair.
- The distribution of the Merrimack Educational Support Staff Association newsletter occurs after the Wellness Fair.
- Vendors will provide music, demonstrations or something special for Wellness Fair participants.
- Ashley Brigham can provide a station for people to login to the secured single sign-on and complete the survey on site.

The Wellness Fair outcome will be discussed at the February meeting. The Committee would like to recognize the participating vendors at a future board meeting or by issuing them a certificate of appreciation and/or by writing a newspaper article.

## 5. Additional Information Regarding Future Moms Program

Ashley Brigham provided additional information regarding Anthem's Future Moms program. She explained the program is an opt in by calling 1-866-347-8360. Women can opt in at any time during their pregnancy. HealthTrust offers a \$50 incentive check for completing the program. Ashley Brigham distributed the Anthem brochure further explaining the program. Additional brochures will be available at the Wellness Fair. Linda Hastings will offer Anthem's brochure to future moms when she meets with them. Brochures will also be given to all school nurses.

## 6. Information Regarding Anthem's Away From Home Care Option

Debie Clayton explained Anthem's Away From Home Care Option. This may be beneficial for specific situations such as a long-term traveler (snow bird) or for family members living apart.

Nick Coler noted that his college age dependent student participated in Anthem's Away From Home Care Option and the cost was very reasonable.

## 7. A Nutritional Promotion

Ashley Brigham compared nutritional information between cow's milk, almond milk and soy milk.

- Almond milk is mostly water.
- Unsweetened almond milk and unsweetened soy milk have less sugar than regular almond milk and regular soy milk.
- Soy milk is a good option for those who are lactose intolerant.
- Cow's milk is less expensive than almond milk or soy milk.
- The nutritional difference between organic cow's milk and regular cow's milk is very little.

Building representatives will post the milk comparison. Students in health classes will also benefit from these types of reports.

Debie Clayton will bring a nutritional promotion to highlight to the February meeting in Ashley Brigham's absence.

Linda Hastings thanked the HealthTrust for facilitating a smooth transition from Benefit Strategies to HealthTrust flexible spending account. The Merrimack School District is the HealthTrust's largest flexible spending account effective January 1, 2017.

## 2016-2017 School Year Meeting Dates

Meeting Date	Refreshments
February 1, 2017	Sue Robinson, Christine Soucy
March 8, 2017	Teresa Porter Cascadden, Marsha McGill
April 5, 2017	Linda Hastings, Nick Coler
May 3, 2017	Rick Greenier, Shannon Barnes
June 7, 2017	Debie Clayton, Ashley Brigham