

Healthcare Cost Containment Committee Minutes
May 2, 2018
3:30 p.m. to 5:00 p.m.

Attendees: Shannon Barnes, Peter Bergeron, Ashley Brigham, Marge Chiafery, Debie Clayton, Kim DeMaso, Linda Demakis, Mary Ethier, Jen Fitzgerald, Kelly Grassini, Rick Greenier, Linda Hastings, Marsha McGill, Teresa Porter Cascadden, Christine Soucy, Kathleen Walczak

Guest: Theresa Proia, Human Resources Director for Oyster River

1. Approval of April 4, 2018 Minutes

Kathleen Walczak moved (seconded by Kelly Grassini) to approve the April 4, 2018 minutes.

The motion passed 15-0-1 with Kim DeMaso abstaining.

2. Biometric Screening and Health Assessment Participation Rates

a) Participation Rates for April

Ashley Brigham reported the Biometric Screening participation rate for April increased to 21% and the Health Assessment participation rate increased to 37%.

b) Promotion Strategies for May

Ashley Brigham suggested focusing on biometric screening to align with National Stroke and High Blood Pressure Awareness month during May. There are two regional screenings available and the last day to submit biometric screening numbers is November 30.

Teresa Porter Cascadden noted May 16 will be National Employee Health and Fitness Day. In the past she organized a walk following a middle school faculty meeting. This year computer labs will be available for individuals to complete Health Assessment surveys.

Rick Greenier will continue to promote the 100 mile challenge at the upper elementary school. A workshop on the topic of stress will be offered on May 30.

Ashley Brigham will highlight percentage rate goals during open enrollment sessions.

Christine Soucy reported that computer labs with technical support were made available for individuals to either sign up for the 100 mile challenge or explore the HealthTrust portal. Some individuals used the time to purchase an activity tracker through the HealthTrust website.

3. Expenditure of HealthTrust Funds by the District Wellness Team

Rick Greenier explained the District Wellness Team's decision on how to disseminate the \$3,200 from HealthTrust for the 2017-2018 school year.

Thirty-two \$50 gift cards (\$1,600) will be purchased and used as incentives for participation in the 100 mile challenge and/or attending stress workshops.

\$200 will be used to purchase a \$100 Staples gift card plus a \$100 Party City gift card for supplies for the 2018 Wellness Fair.

The remaining \$1,400 will be allocated to the six schools using proportioned amounts.

Shannon Barnes moved (seconded by Mary Ethier) to spend \$3,200 as recommended by the District Wellness Team.

The motion passed 16-0-0.

4. Oyster River School District Wellness Fair Incentives

Theresa Prioa shared tips that have helped Oyster River run a successful Wellness Fair.

- Establish a theme for the fair.
- Schedule the fair when most people can attend.
- Schedule a short four hour event from 10:00 a.m. to 2:00 p.m.
- Oyster River uses remaining Flexible Spending Account money to fund its Wellness Fair.
- Embrace silliness and have a good time.
- Issue prizes that send people back to the vendor.
- Offer raffle prizes.
- Communicate with vendors (3 letters one month apart).
- Provide background music at the fair.
- Consider offering games, a photo booth, BBQ and ice cream.
- Invite local hospital representatives to attend the fair.

Oyster River's Biometric Screening is a separate event. They purchase lunch tickets from their food service program and use them as prizes.

Oyster River holds its fair on the first day of school. Different schools have designated times to attend the wellness fair. Buses transport people from the schools to the Wellness Fair.

Oyster River had fun with two prepared challenges, the Balance Program and Seven Simple Moves.

5. Response from HealthTrust Fund Representatives Regarding Specific Questions

Scheduling Biometric Screening for August Academy

Ashley Brigham reported that it would possible to schedule a biometric screening at the August Academy. She noted the screening outcome would be applied to the 2018 goal. Employees would need to be excused from training to accommodate the 15 minute rotation schedule at each station.

Marge Chiafery responded that she will take the possibility under advisement.

Email Notifications for Spouses

Ashley Brigham reported that all enrollees, spouses and retirees should be receiving email notifications from OnLife Health. Ashley offered to collect email addresses of individuals that are not receiving notifications and further investigate the situation. She hopes to have an update at the June meeting.

Life Resources Usage in 2017 for Merrimack

Jenn Fitzgerald reported the 2017 Life Resources Usage for the Merrimack School District was 1.09% compared to the 1.2% total HealthTrust utilization. She noted the rate seems low, but it is typical and that this percentage only relates to use of the toll free number (800-759-8122).

Areas of assistance include legal referrals, interpersonal needs, daily living issues, mental health, and financial referrals.

Merrimack School District's utilization for January 2018 through April 30, 2018 is 0.84% compared to the 0.42% total HealthTrust utilization.

Jenn Fitzgerald reported seven callers during the first four months of 2018 compared to nine callers during the entire 2017 year.

Jenn Fitzgerald will provide Linda Hastings with one box of updated EAP calendars for distribution.

6. Training Regarding Digital Overload Dilemma: How to Unplug and Rejuvenate

Jenn Fitzgerald condensed the workshop entitled, "Digital Overload Dilemma: How to Unplug and Rejuvenate" for the Healthcare Cost Containment Committee. School representatives might consider if this training would be appropriate for their colleagues.

7. Formulate Key Messages to Share

- Inform staff about the \$3,200 from HealthTrust and how it was utilized during 2017-2018.
- Make staff aware of the Biometric Screening percentage and the Health Assessment Survey percentage rate charts. Emphasize that a higher percentage rate could result in receiving additional money from HealthTrust.
- Encourage staff to attend the workshop entitled, "Embracing Stress" by Jenn Fitzgerald on May 30 at two different locations and times (Little Theater, JMUES library).

8. Other

- Thank you to Linda Hastings and Peter Bergeron for refreshments.
- Thank you to Teresa Porter Cascadden for her time and effort on the committee and best wishes to her in retirement.
- Ice Cream will be the nutritional focus for June.

2017-2018 School Year Meeting Dates

Meeting Date	Refreshments
June 6, 2018	Ashley Brigham, Debie Clayton