

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

Attendees: Peter Bergeron, Ashley Brigham, Marge Chiafery, Debie Clayton, Shawn Croteau, Kim DeMaso, Linda Dimakis, Mary Ethier, Kelly Grassini, Rick Greenier, Linda Hastings, Marsha McGill, Christine Soucy and Rick Urda, Kathleen Walczak

Guests: Carrie Chag, Health and Wellness Program Manager from Anthem
Solera Representative via phone conference

1. Approval of September 19, 2018 Minutes

Kathleen Walczak moved (seconded by Shawn Croteau) to approve the September 19, 2018 minutes.

The motion passed 13-0-2 with Kim DeMaso and Rick Urda abstaining.

2. Biometric Screening and Health Assessment Participation

a) Rates for September

Ashley Brigham reported the Biometric Screening participation rate for September remained at 24% and the Health Assessment participation rate for September decreased by 1%. The decrease was likely due to an increase in the number of eligible participants inclusive of summer hires.

Ashley reported Health Assessment participation by categories as of September 30.

Category	Completed HA	Eligible Participants
Employee	285	588
Spouse	146	412
Retiree	93	301

Ashley Brigham clarified that all regional biometric screening results will apply to 2019.

b) Promotion Strategies for October

Ashley Brigham suggested representatives continue to remind new hires, covered spouses and retirees to complete the Health Assessment.

Linda Hastings will make an effort to provide custodians and six maintenance mechanics the opportunity to complete the Health Assessment Survey by October 31st with help from the Assistant Director of Maintenance. All maintenance employees will have their own district email accounts.

Ashley Brigham announced there will be a Health for the Holidays Challenge through OnLife. A prerequisite will be to have access to OnLife Health through the HealthTrust single sign on.

Ashley Brigham clarified participation in the Health Assessment survey and the Biometric Screening is no longer a prerequisite for participation in Slice of Life programs.

Kathleen Walczak noted that activity trackers are more expensive through the HealthTrust web site than other resources.

Ashley Brigham acknowledged that HealthTrust is aware of the expense and is exploring other vendors.

The few eligible food service employees should be targeted to try to enlist their participation.

3. Further Information Regarding the Solera Program

Carrie Chag, Health and Wellness Program manager from Anthem provided an overview of the diabetes prevention program offered by Solera.

Highlights of Carrie's presentation included:

- There are 4,000 people in New Hampshire participating in Solera's Diabetes Prevention Program (DPP).
- The main goal of the program is diabetes prevention.
- Losing just 5% to 7% of body weight can result in a reduction of 58% risk for diabetes.
- The 16 week program is designed to help participants adopt healthier lifestyle habits and lose a modest amount of weight.
- The program focuses on healthier eating, increased physical activity, and managing the challenges that are associated with lifestyle change.
- After the initial 16 weeks, participants attend monthly sessions to reinforce the new lifestyle habits they've adopted.
- Free mobile applications and online programs accompanied by wireless scales and activity trackers are other options available through Solera.
- Examples of Diabetes Prevention Programs in our area include Weight Watchers and Shaws'
- Participants must be 18 years and older.
- Solera is directing people to the Diabetes Prevention Programs that have been available for years.
- Go to solera4me.com/healthtrust to answer a few quiz questions.
- After 4 weeks of active participation in a program, individuals will have an opportunity to receive a Fitbit from Solera.

Question: How does a coach from Solera compare with a coach from OnLife Health?

Answer: Utilizing a coach from Solera does not qualify for HealthTrust incentive rewards. A person could take advantage of a coach from Solera and a coach from OnLife Health.

Question: Do Solera programs vary from person to person?

Answer: The programs are determined by the answers provided by the individual based on their preferences. Online/mobile application/meetings/coach, zip code, proximity/mileage radius all contribute to the individual's program.

Question: Can there be a lapse in time between the qualifying date and enrollment date?

Answer: Revisit solera4me.com/healthtrust or call Solera directly at 844-503-5117.

Comment: Persons who do not qualify can retake the qualifying quiz after a three or four month wait period.

Question: What do you do if your preferred program is not listed as an option after qualifying?

Answer: Change the proximity (mileage radius) or search for the preferred program in the search box.

Question: What happens if you are not able to meet the program's minimum monthly attendance requirement?

Answer: A make-up session is an option. Solera is flexible in these situations.

Question: Are coaches on the mobile applications real people?

Answer: The Lark program uses artificial intelligence.

Question: Can you change programs if the program you selected is not what you expected?

Answer: You can change programs within a certain period of time. Contact Solera for assistance on a case by case basis.

4. Stewardship Report Follow-Up

Debie Clayton offered to answer any questions on the Stewardship report she presented in June. Debie added that urgent care visit participation is being reviewed and is expected to be included in future reports.

Rick Greenier referred to page 11 of the Stewardship report and noted the cost associated with overweight/obesity lifestyle behavior was the most expensive of all lifestyle behaviors.

Debie Clayton suggested issuing the Stewardship report twice a year. She explained the information in the Stewardship report is not identifiable by any person, but some people do take it personally. She suggested that representatives inform staff that the report is available if one wants to review it.

5. Biometric Screening Date and Wellness Fair Discussion

Marge Chiafery reported that the location of the 2018 August Academy changed from the Raddison Hotel in Nashua to Alpine Grove in Hollis. The Alpine Grove facility was not able to accommodate a biometric screening and wellness fair.

The regional biometric screening for the Merrimack School District will be Thursday, January 24, 2019 from 1:00 to 6:00 p.m. at Merrimack High School. There will not be a scheduled snow date. Individuals can attend another regional biometric screening or visit a Convenient MD, or have a primary care physician conduct the screening.

The Wellness Fair Subcommittee (Linda Hastings, Rick Greenier, Kim DeMaso, Kelly Grassini, Christine Soucy) will convene and share initial thoughts at the November 7 meeting.

6. FY 2020 Medical and Dental Rate Changes

Debie Clayton reported the medical and dental rates will be finalized by the HealthTrust Board on Tuesday, October 9. The district's proposed rate increase for dental is 2.3% and medical 13.7% effective July 1, 2019. She asked that this information not be shared yet. She will provide guaranteed maximum rates at the November meeting.

7. Nutritional Promotion Focus

- Bread

Ashley Brigham created, distributed and discussed a nutrition facts sheet comparing breads. Rye, Pepperidge Farm white and sourdough are the less desirable options.

The next nutritional comparison will be pasta.

8. Key Messages

- Promote diabetes prevention program offered by Solera.
- Post the bread nutrition comparison chart.

2018-2019 School Year Meeting Dates

Meeting Date	Refreshments
November 7	Kelly Grassini, Shawn Croteau
December 5	Mary Ethier, Kim DeMaso
January 9	Kathleen Walczak, Linda Dimakis
February 6	Christine Soucy
March 6	Jen Lavigne
April 3	Linda Hastings, Marge Chiafery
May 1	
June 5	Debie Clayton, Ashley Brigham