

Healthcare Cost Containment Committee Minutes
December 12, 2018
3:30 p.m. to 5:00 p.m.

Attendees: Ashley Brigham, Marge Chiafery, Debie Clayton, Shawn Croteau, Kim DeMaso, Linda Dimakis, Mary Ethier, Rick Greenier, Linda Hastings, Jennifer Lavigne, Marsha McGill, Christine Soucy, Rick Urda

Guests: Todd Allen, Assistant Superintendent
Susan Caswell, Business Administrator
Theresa Proia, Human Resources Director

Marge Chiafery reviewed the mission, vision and goals of the committee.

1. Introduce Guests from Oyster River School District

Marge Chiafery introduced Todd Allen, Susan Caswell and Theresa Proia from Oyster River School District.

2. Approval of November 7, 2018 Minutes

Mary Ethier moved (seconded by Kim DeMaso) to approve the November 7, 2018 minutes.

The motion passed 11-0-2 with Linda Dimakis and Marsha McGill abstaining.

3. Biometric Screening and Health Assessment Participation

a) Rate for November

Ashley Brigham reported the Biometric Screening participation rate for November was 24% and the Health Assessment participation rate was 43%.

Ashley noted that October's percentage rate (25%) was inaccurate; it included some 2017 biometric lab results. The correct rate for October should have been 24%.

b) Promotion Strategies for December

Highlight the biometric screening event on Thursday, January 24th at Merrimack High School from 1:00 – 6:00 p.m.

Watch home mail for a Journey Guide mailing that will outline the 2019 Slice of Life program. All incentives will remain the same for 2019.

Christine Soucy asked if it was possible to track how many individuals were using the portal and activity trackers to earn their quarterly incentive of \$75.

Ashley Brigham responded that it could be traced quarterly beginning next year.

4. Update on January Wellness Fair Plans

Rick Greenier reported 80% of vendors have responded they will be in attendance at the wellness fair. January 3 is the date for vendors to confirm their participation. Vendors will bring an item for a raffle drawing. The duration of the wellness fair will be shorter this year per the request of vendors.

5. Nutritional Promotion Focus

Ashley Brigham provided a comparison of pastas.

The committee shared ways this information is shared with staff and students.

Oyster River requested copies of the previous nutritional comparisons that Ashley Brigham developed.

Ashley Brigham will provide a nutritional comparison on bacon at the February meeting. A request was made to include cholesterol information on future nutritional promotions.

6. Response to Queries from Oyster River Committee Members

➤ How long has your District had the Healthcare Cost Containment Committee?

HCCC began in July 2006. The committee was created in an effort to reduce healthcare costs for employees.

➤ What strategies does your District use to increase participation in health assessments and biometric screenings?

- Debie Clayton and Linda Hastings created an informational video several years ago.
- The participation of HealthTrust representatives is valuable.
- Information received at HCCC meetings is shared at staff meetings
- A wellness fair and biometric screening event is held at the high school on an annual basis.
- Colorful and attention-getting districtwide emails were sent out promoting the incentive program.
- The Superintendent allows employees to complete surveys during the work day.
- Healthcare Cost Containment Committee representatives assist employees with the HealthTrust website when necessary.

➤ Do you incentivize your employees through premium reductions if they participate in certain programs?

Merrimack does not incentivize employees through premium reductions for participating in certain programs. The collective bargaining agreements do not address incentive programs. Health care providers have attended Healthcare Cost Containment Committee meetings to provide the committee with information. That information is shared with staff.

Funds from HealthTrust are given back to staff in many ways to support a healthy lifestyle such as:

- Salad luncheon in January
- Raffle items for summer such as sunscreen, bug spray, gift cards and other health-related items.
- Blenders were purchased for each school. Smoothies were made and distributed as part of a stress workshop.
- Tea pots and tea were purchased to reduce stress.
- Gift cards were distributed to staff during the year.
- Raffle prizes were offered for step challenge participation.

Workplace related training has been provided by AllOne Health representatives for committee members. Committee members (school representatives) decide if the training is appropriate for their school.

A LiveHealth Online demonstration simulating an online doctor visit was provided. Committee members were better prepared to promote the program and answer questions after viewing the demonstration.

The District Wellness Committee discovered that money in the form of gift cards motivated individuals to attend health-related events and programs.

➤ **Do you have any data that indicates if your absenteeism has decreased due to preventative programs?**

The committee has never focused on absenteeism and prevention programs.

7. Response to a Posed Question

Each member of the Healthcare Cost Containment Committee (HCCC) is a representative of an affiliated group. Below is a rendering of how they utilize information acquired at the meetings with their affiliate.

The School Board Chair provides a monthly HCCC report at the board meeting.

The Superintendent chairs the HCCC and is very supportive of the committee's efforts.

The Merrimack Teachers Association (MTA) representative shares information with the MTA president who informs the MTA Executive Committee and the membership.

The Merrimack Education Support Staff Association (MESSA) Representative, Mary Ethier provides a report to the MESSA executive board. Information is published in a MESSA newsletter for its members.

The administrator representatives provide HCCC updates to the Leadership Team after committee meetings.

Building representatives and/or wellness coordinators gain information about HealthTrust programs and motivation strategies to use in promoting the programs in their schools.

The Health Trust Wellness Advisor provides Health Assessment and Biometric Screening participation rates, nutritional promotions, shares problems/concerns with HealthTrust and provides the committee with resolutions to concerns.

The Health Trust Benefits Coordinator provides Guaranteed Rates, revisits rates, provides the stewardship report and accesses resources for the committee.

8. Key Messages

There were no key messages.

2018-2019 School Year Meeting Dates

Meeting Date	Refreshments
January 9	Kathleen Walczak, Linda Dimakis
February 6	Christine Soucy, Rick Urda
March 6	Jen Lavigne, Shannon Barnes
April 3	Linda Hastings, Marge Chiafery
May 1	
June 5	Debie Clayton, Ashley Brigham