

**Healthcare Cost Containment Committee Minutes**  
**March 6, 2019**  
**3:30 p.m. to 5:00 p.m.**

**Attendees:** Shannon Barnes, Peter Bergeron, Ashley Brigham, Marge Chiafery, Debie Clayton, Shawn Croteau, Kim DeMaso, Linda Dimakis, Mary Ethier, Kelly Grassini, Rick Greenier, Linda Hastings, Jennifer Lavigne, Christine Soucy, Rick Urda, Kathleen Walczak

Guest: Lisa Maloney

**1. Approval of February 6, 2019 Minutes**

Kathleen Walczak moved (seconded by Mary Ethier) to approve the February 6, 2019 minutes.

The motion passed 13-0-0. Not all members were present for the vote.

**2. Biometric Screening and Health Assessment Participation**

a) Rate for February

Ashley Brigham reported the February participation rates were 28% for the Health Assessment and 13% for the biometric screening.

b) Promotion Strategies for March

- Utilize the Town of Merrimack's biometric screening event on April 16. Sandy will email a flyer containing the details to committee members.
- Post the Onlife Health flyer identifying five ways to strengthen your immune system.
- Post the half sheet flyer explaining how to complete the Health Assessment.
- Thorntons Ferry Elementary School will provide several 45 minute workshops on mental well-being topics during the month of March for staff.

**3. District Wellness Committee's Recommendations for Use of HealthTrust Incentive Check**

Marge Chiafery reported that the School Board is expected to accept the \$3,000 check from HealthTrust on March 18.

Rick Greenier explained that some District Wellness Committee members are content to continue past practices; however, other members want to provide an event that would include more people.

Suggestions:

- Hold a painting event on site.
- Show an informational or entertaining video.
- Rent a facility to be able to offer an exercise-related activity.
- Continue to purchase wellness incentives for employees in schools.
- Invite the entire district to a large wellness event.

- Offer an end-of-year celebration/retreat (Alpine Grove, YMCA, Wasserman Park, Watson Park and/or Grater Woods at the middle school).
- Offer one large unified activity or choices of breakout sessions such as yoga, painting, different activities at the same time at the same venue.
- Consider parking arrangements, if a large event.

Rick Greenier will provide an update at the April 3 meeting.

#### **4. Review Memo Regarding Use of Gift Cards**

Marge Chiafery explained that per audit requirements, the grant funds have to be used to promote good health through a healthy lifestyle via various strategies and education and provide an audit trail that directly relates to health. The use of gift cards where anything can be purchased as a prize or incentive cannot continue.

Sandy Swanson will distribute the memo to the committee via email.

#### **5. Review of Delta Dental and Delta Vision Discount Plans**

Marge Chiafery noted that dental and vision plans have not been discussed at the Healthcare Cost Containment Committee meetings. She felt it was time to increase awareness and begin dialogue.

Debie Clayton explained Northeast Delta Dental is community rated. Unlike the medical plans, it is one large pool. There will be an increase in premiums next year. The last insurance premium increase was in 2013. An outline of benefits for Dental Plan Option 8A was given to each committee member for review.

Health through Oral Wellness (HOW) is a program that works with the existing dental benefits to help achieve and maintain better oral wellness. Debie Clayton explained that premier dentists charge more money than PPO dentists. Utilizing a PPO dentist will allow dental allotment to stretch further.

Kelly Grassini and Ashley Brigham agreed to confer after the meeting about two people at RFS who are not accruing dollar incentives for dental cleanings.

Debie Clayton noted that Northeastern Delta Dental is not part of the single sign on. She encouraged individuals to visit and explore Northeastern Delta Dental's website at [NEdelta.com](http://NEdelta.com)

Debie Clayton explained that Northeastern Delta Dental has a vision discount program. Anthem BC/BS also has a vision discount program.

The dental plan coverage needs promotion due to the increase in dental costs. Dental cleanings can be performed quarterly. It is important for individuals to know that the cost of their dental cleanings will be applied toward their benefit maximum.

Shawn Croteau asked if it was possible to change to a dental plan with a higher maximum amount.

Debie Clayton will investigate if dental procedures can be added to shopper list. It may require creating partnerships that do not currently exist.

### **6. How to change Habits: Personal and Professional Training**

Lisa Maloney condensed a 1.5 hour training session entitled “How to Change Habits: Personal and Professional” into a 30 minute presentation.

### **7. Key Messages**

- Dental information
- Vision information
- Health Assessment and Biometric Participation Rates and Goal Percentages
- AllOne Health Trainings

### **2018-2019 School Year Meeting Dates**

<b>Meeting Date</b>	<b>Refreshments</b>
April 3	Linda Hastings, Marge Chiafery
May 1	
June 5	Debie Clayton, Ashley Brigham