

**Healthcare Cost Containment Committee Minutes**  
**October 2, 2019**  
**3:30 p.m. to 5:00 p.m.**

**Attendees:** Peter Bergeron, Debie Clayton, Shawn Croteau, Kim DeMaso, Mary Ethier, Kelly Grassini, Jennifer Lavigne, Marsha McGill, Mark McLaughlin, Tammy O'Connor, Christine Soucy, Sandy Swanson

Tammy O'Connor, a special education teacher at Merrimack High School will replace Kathleen Walczak as a high school representative.

**1. Approval of September 11, 2019 Minutes**

Christine Soucy moved (seconded by Mary Ethier) to approve the September 11, 2019 minutes.

Kelly Grassini's name will be added to the list of attendees.

The motion passed as amended 8-0-3 with Marsha McGill, Tammy O'Connor and Kim DeMaso abstaining.

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

a) Rates for September

The Biometric Screening participation rate for September was 20%. The Health Assessment participation rate for September was 39%.

b) Promotion Strategies October.

Sandy Swanson provided each representative with a list of new hires with insurance through the District. Representatives should continue to encourage new hires to complete the Health Assessment survey and participate in the Biometric Screening opportunities.

Remind individuals that Friday, October 4 is the last day to register for the HealthTrust sponsored 100 Mile Challenge.

**3. Health and Dental Insurance and Rate Process**

HealthTrust provides member districts with a Guaranteed Maximum Rate (GMR) for medical insurance for budgeting purposes. Dental insurance will increase by 3.9% next year. The Guaranteed Maximum Rate for medical insurance is expected to increase by 8.4%, pending approval by the HealthTrust Board of Directors on October 7. HealthTrust will revisit the insurance rates in March. The insurance increases could be less, but not more.

The overall HealthTrust membership increase for medical insurance was 5.2%

#### **4. Hospitality Sign Up**

Sandy Swanson distributed the sign-up sheet for hospitality.

#### **5. 2020 Biometric Screening and Wellness Fair Update**

The Wellness Fair Subcommittee (Rick Greenier, Kelly Grassini, Christine Soucy, Kim DeMaso and Sandy Swanson) met. The Biometric Screening will be held from 1:00 to 6:00 p.m. and the Wellness Fair be held from 2:00 to 5:00 p.m. on January 23, 2020 at Merrimack High School in the cafeteria. Wellness Fair Committee members are contacting vendors. There will not be a snow date for the wellness fair. New this year will be an area to occupy children.

#### **6. Healthcare Cost Containment Committee Reorganization Proposal**

Mark McLaughlin explained that he finds it awkward chairing the committee without knowing the history and direction of the committee. There were no volunteers to chair future meetings.

He explained he is committed to the committee and will continue to support the committee the best he can which may be in a different way. He asked the committee members for their thoughts or recommendations for future agenda items, changes to the committee's direction or preference to continue the meetings as they are.

Sandy Swanson suggested a change from tracking participation rates to planning how to spend the \$3,000 HealthTrust incentive money throughout the year rather than waiting till the end of the school year. Conversations with Matt Shevenell and Ashley (Brigham) Dennis resulted in an auditor friendly plan to accommodate year-round spending.

Kelly Grassini noted people have privacy concerns and will not complete the assessment survey. She supported spending the \$3,000 during the school year.

Debie Clayton reported since 2007 the law does not allow sharing of survey information.

Christine Soucy believes the committee can provide Mark McLaughlin with the committee's history and direction. The Superintendent's attendance at the monthly meetings emphasizes the importance of the committee.

Peter Bergeron suggested the Superintendent may consider attending one meeting per quarter.

Debie Clayton suggesting committee members could send agenda items to Sandy Swanson, any member can run the meeting allowing Mark McLaughlin to be a member of the committee.

Sandy Swanson asked if committee members wanted to continue to have Lisa Maloney from All One Health provide monthly training. There was interest in having training on an as need basis. It was noted that Lisa Maloney offers workshops to staff upon request.

Sandy Swanson will ask the accounting department if gift receipts are an acceptable practice.

The \$3,000 incentive from HealthTrust represents \$500 each for six representatives who attend the wellness coordinator workshops in October and January.

## 7. Key Messages

- Promote the Slice of Life programs to new hires
- Encourage individuals to register for HealthTrust’s 100-mile challenge
- Encourage individuals to attend the District’s flu clinics or take advantage of free flu shots provided at various locations.
- Encourage individuals to sign up for their Biometric Screening (January 23<sup>rd</sup> at MHS)

## Future agenda items:

- Introduce Melissa Gagne, HR Manager
- New Cycle for Flexible Spending
- 2020 HeathTrust Programs

The meeting adjourned 4:32 p.m.

## 2019-2020 School Year Meeting Dates

<b>Meeting Date</b>	<b>Refreshments</b>
November 6, 2019	Mary Ethier, Kim DeMaso
December 11, 2019	Peter Bergeron, Shawn Croteau
January 8, 2020	Kelly Grassini
February 5, 2020	Christine Soucy
March 11, 2020	Jen Lavigne
April 1, 2020	Marsha McGill
May 13, 2020	Tammy O’Connor, Linda Dimakis
June 3, 2020	Debie Clayton, Ashley Dennis