

Greater Tompkins County Municipal Health Insurance Consortium  
**Owning Your Own Health Committee**  
August 20, 2014  
9:30 a.m.  
Old Jail Conference Room

**Agenda**

1. Call to Order (9:30)  
Cook
2. Approve Minutes of July 16, 2014 Meeting (9:30)
3. Executive Director's Report (9:35)  
Barber
4. Update on Flu Clinic (9:40)  
Masucci/Barber
5. Update on Bio-metrix Health Screening Programs (9:45)  
Schiele/Barber
6. Discussion: Health Policy Template for Municipalities (9:50)  
Barber
7. Next Agenda Items (10:20)
8. Adjournment (10:30)

*Next meeting: September 18, 2013*

## Owning Your Own Health Committee

July 16, 2014

Legislature Chambers

9:30 a.m.

DRAFT

Present: Mack Cook, Jackie Kippola, Bev Chin, Andy Olmetti, Ted Schiele, Don Barber, Emily Maller, Ken Foresti

### **Call to Order**

Mr. Cook called the meeting to order at 9:32 a.m.

### **Approval of Minutes of June 18, 2014**

It was MOVED by Ms. Chin, seconded by Mr. Schiele, and unanimously adopted by voice vote by members present, to approve the minutes of the June 18, 2014 meeting as corrected. MINUTES APPROVED.

### **Update on Health Screening Pilot Program**

Mr. Cook reported on the Health Screening Pilot program study and said those who are participating are receiving feedback. He said he believes it is proving beneficial from both the online resources and the one-on-one sessions through the telephone. There is a lot of coaching taking place although much of it comes down to common sense. The one drawback from his perspective is the time spent trying to be coached during business hours makes it very difficult and he suggested having discussion of whether this could take place in the evenings to allow for more flexibility. The City of Cortland has five individuals participating in the program and all are participating in the coaching which is tailored to where the markers were from the screening. He said they are persistent in contacting him but he does not find it to be offensive. He speaks with a coach one time per week.

Mr. Schiele spoke of the survey sent to City of Ithaca participants and said it has been the hope that the same survey could have been sent to Cortland participants that would provide one survey used in both programs to try to have some data that could be looked at from both vendors on a comparative basis. Mr. Cook will forward e-mail addresses to Mr. Schiele so he can forward the survey to Cortland participants anonymously. Mr. Schiele said the survey was sent to the 33 participants in the City's program and they received 27 back.

The first question asked if the participant received any written communication from the vendor since the event and 22 said they had not received anything. In describing their overall health and whether they felt the event was worthwhile use of their time, two-thirds of the responders felt it was very much worthwhile and one-third felt it was somewhat worthwhile, and no one responded that it was not at all worthwhile. Mr. Schiele said there was some confusion with regard to the surveys but the final question asked "based on your overall experience, including information you may have received would you participate in biometric screening at work again?" 26 out of the 27 who responded said yes and the 27<sup>th</sup> said maybe.

Mr. Schiele said he feels that the overall consensus based on comments at the event and based on the actual surveys was that the particular vendor was successful in at least getting information to people. They will find out more about what the feelings were about the coaching once the program ends.

Ms. Chin suggested looking at a grid of objectives that the Committee would like to see come out of the screening program and evaluate each of the plans based on those objectives. Mr. Schiele spoke of another consideration being the cost factor and stated there were approximately one-quarter of the people who used the coaching and this would impact the cost of the program coaching was not included.

Mr. Cook said a determination needs to be made on what the next steps will be because he feels the positive responses will motivate this as a good thing. He suggested trying to put definitions on what is good and what success in the program would be. The Consortium has approximately 2,000 contracts that cover 5,000 lives and a cost estimate should be developed as well as attempts to develop an estimated cost benefit. Questions Mr. Cook suggested the Committee attempt to answer questions such as:

- How do we measure success and what are the expectations;
- How does a program get implemented as we are trying to tackle a global change in attitude towards wellness;
- What, if any, incentives could be offered; and
- Where would planning process and discussion on any incentives take place within the Consortium?

Mr. Schiele suggested rolling a program out slowly to groups that are interested and in the meantime to try to work with groups that may be resistant. He has explained wellness activities for many years to groups and offered the opportunity to meet with people and to let them express their issues and be responded to. He said in many cases there is a lot of progress that can be made in just letting people express their opinions and concerns. Mr. Cook said if this moves forward he believes there will need to be an independent person who does not have a stake in the outcome of negotiations to be involved so this discussion can be separated from the discussion of health care.

Mr. Barber said there has been discussion of having all of the municipalities create a health policy so there is thinking at the municipal level. This will be one way to begin a change in the culture because they would now be implementing things. He agreed it should be a non-management person connecting with labor and thinks the Executive Director could develop these relationships with labor. Using leadership from the Joint Committee would be helpful as well. At the last meeting labor was very engaged after hearing the utilization report from Excellus and learning there are things that they can do to impact costs to the Consortium.

Mr. Cook said Chatauqua County has been very successful as a result of its wellness program and they have adopted the lowest rate of premium increase that they have had in 20 years. The City of Batavia has also been very aggressive by going to a 30% co-pay that people could bring down to 5% and are seeing negative rate increases. It was noted that any change will be slow and take a long time to see results. Mr. Schiele said the Consortium could start out with other programs besides a bio-metric health screening program.

Mr. Olmetti said he does not support offering financial incentives to employees to participate in programs because funding often goes away. Mr. Schiele said there are other ways that funds can be used to help implement programs rather than being used as a direct payback type of incentive to an employee to participate.

*There was consensus by members that this Committee should continue to take ownership on this effort and keep efforts moving forward.*

Ms. Kippola said she would prefer to start slowly and on a small scale. She spoke of the biometric testing and said she thinks it will have to be strictly voluntary and doesn't think people need be monetarily compensated to participate in these kinds of things.

Mr. Schiele proposed that the next step be to try to reach out to entities and to invite a couple of people to attend a wellness initiation for the purpose of finding out what entities might be interested in forming a wellness committee. Within that committee which would be home-based there could be an employee interest survey that would identify what wellness areas they are interested in which could include the question of whether there is interest in doing a biometric screening. It is also a way to begin educating people by inviting them in to hear about the concept.

Mr. Barber spoke of the importance in keeping labor up-to-date on wellness activities and said that can happen through the Joint Committee on Plan Structure and Design. Through this Committee and the Consortium municipalities can be encouraged to have wellness committees within each of their organization with this Committee being the place where they would come together.

Mr. Cook said one of the things that stood out in the utilization report data that was presented by Excellus was that the Consortium has a higher than average emergency room usage and asked if that is an area this Committee could tackle with community education to minimize unnecessary visits to the emergency room which would lower expenses. It was suggested that information could be included in the newsletter that Mr. Barber will be developing. Mr. Schiele also suggested posting information on a workplace bulletin board that could be dedicated to wellness information.

### **Update on Flu Clinics**

Mr. Barber said the City of Ithaca, Towns of Ithaca, Dryden, Lansing, Villages of Trumansburg, Groton, and Dryden, City of Cortland, and Tompkins County are interested in conducting flu clinics and there are other municipalities that are interested in joining other sites. The City of Ithaca clinics will be held on October 16 and 24. He will be working with Ms. Masucci to coordinate information and will be ready to present a plan at the next meeting that will include doing outreach. Once all of the sites are known the Committee can identify areas where there may be a need for additional sites.

Mr. Barber reviewed the work plan he has developed for the Executive Director and highlighted the following items:

- Develop communication links with bargaining units and all municipal members;
- Regular communication in the form of a newsletter will begin in September;
- He is working with Locey and Cahill on developing an orientation manual;
- Helping chairs of committees follow-up on items discussed at meetings and helping with agenda preparation and getting information to members for meetings;
- Coordinating the flu clinics;
- Organizing bio-metric information and presenting it in a readable form; and

- Development of a health policy template to share with municipalities.

Mr. Barber will share his work plan with the Committee and noted it will be updated on a quarterly basis.

### **New Business**

Mr. Barber said a Consortium Retreat has been scheduled for September 15<sup>th</sup> at 5 p.m. Work is being done on the scope of content and he will be presenting the information at the next meeting. The Retreat will start with an overview of how the Consortium got started, what the healthcare industry is about, and implications of the Affordable Care Act. He is encouraging as many municipal members and employees as possible to attend.

### **Adjournment**

The meeting adjourned at 10:40 a.m.