

Meeting Notes  
IAC Meeting 10.02.19

**Present:** Marcia Cairns-Retiree, Leslie Guertin-General Accounting, Marion Karsina – WB Schools, Jim Bartlett-Police, John Fitch-Light Dept., Mike Coveney, Jack McCormick-Retiree Joy Layden – NFP  
Karen Gagliastre – Fallon Health Wellness Consultant

**Absent:** Roger Pontribriand-School; Eric Mensing-DPW

Meeting Called to order at 3:20

Karen Gagliastre from Fallon presented on Wellness. Karen reviewed the Healthy Health Plan Executive Summary with the IAC. Reporting period 7.1.2018 – 6.30.2019. She also reviewed a participation report, and the Workforce Admin. Report.

Interest was expressed in Nutrition & You program, which is a weekly program requiring 12 folks to commit to participate weekly. There is also a Holiday Health stress and nutrition program. School participation challenges were discussed with suggestions to hold programs at the schools either on Professional Development Days, or on the late Mondays, and to offer “PDP” credits for teachers participating. Also discussed wellness screenings and challenges. There is more information on challenges on Fallon Website.

Members who take the Health Risk Assessments receive \$100 for participating. This highlights areas to strengthen and provides a personal report summary. During the plan year since 7/1/2018 per the aggregate report 14.75% of the population participated, compared to last year where 32% participated. Discussed communication – emails to remind employees to take the Fallon HHP Health Risk Assessments. Can make dept. vs. dept. challenge to complete assessments.

Wellness target areas include physical activity and blood pressure screenings. (There had been previous concern with Police/Fire if their BP was found to be high they would be force to go on leave).

Leslie will email the dept. heads to have them remind their employees about the \$100 cash incentive to take the HRAs.

A question arose regarding the reimbursement for gym memberships, as the form on line says the wrong amount. It says \$300 but it should be \$400. Karen G. will check into the forms and verify the benefit amount. As of 1/1 fitness reimbursements will now include Beach Body on Demand programs.

Next Step: Marion will contact Roger regarding the school wellness sessions and confirm the release dates/times of the schools as HS and MS may be different. They will need a 30 day notice.

IAC normal business resumed after Fallon presented. It was pointed out that Fallon doesn't cover a hearing aid by "Miracle Ear". The Fallon Freedom/PDP plan increased 7.8%. Marcia felt that was high and it was decided NFP would obtain a proposal from Tufts Health for a MC Supp Plan in addition to negotiate renewal with Fallon.

Discussed Medicare Migration, however it was determined there are not a lot of folks on the pre-65 health plan that did not pay into Medicare earlier.

Mentioned NFP HIPAA Training, Fire & Police fall under HIPAA as first responders. (School has FERPA, not HIPAA).

Retiree fair timing, enrollment needs to end at least 1 week prior to 12/1 billing. Sarah established a retiree enrollment fair on Friday, November 1<sup>st</sup> from 10 am – 12 pm.

Next IAC Meeting will be October 16, at 3:15.

Approved 10/16/19  
Marcia Cairns