

University of Maine System  
University Supervisors and Confidential Employees Advisory Council  
Minutes of Regular Meeting of October 14, 2009

Members Present: Michelle Beaulieu – UMFK, Mary Cady – UM, Rebecca Houle- UMF, Nancy King – SWS, Connie Laughlin – UM, Sharon Melanson - UM, Rose Mondville - UMM, George Pattershall- USM, Jeanette Rogers – SWS, Rick Wasson - UMPI

Also Present: Larry Pile, Administrative Liaison

Members not present: Pat Stover – UMA; Kay Farrell – UMA

The meeting was called to order at 9:40 by President George Pattershall. The minutes of the August 12, 2009 meeting were approved by Council vote.

**Old Business**

The Council was advised that Pat Stover, the rotating seat member from Augusta, has retired from the University. Best wishes for Pat in her retirement! Larry advised that he will start on the replacement member process for the open “rotating” seat per the USCEAC by-laws.

The Council also discussed and heard from Jeanie that she met with Tracy to discuss the proposed finished website product and the website is now active at <http://www.maine.edu/system/hr/usceac/index.php>. There is to be a comment period on the site from USCEAC members and an announcement to be prepared for finalization by the Council announcing the site system- wide. The Council thanked the current committee for their work and vigorously welcomed this new addition to the USCEAC focus.

Mary Cady and Nancy King announced that a draft recommendation of substantive USCEAC By-laws and Constitution changes will be sent to all Council members for comment and action as needed. Larry will present the finished product to Tracy Bigney for action as soon as the comment period by the Council members is completed.

A review of current USCEAC committee members include:

Wage/Retirement Committee: Sharon, Nancy and Michelle

Handbook Committee: George and Connie

Constitution/By-Laws Committee: Nancy, Connie and Mary

Website Committee: Becky, Jeanie and Rose

**New Business:**

Kawika Thompson, UMS Manager of Health Improvement, was the featured speaker for the Council and discussed interactively sundry aspects of the system-wide Wellness Initiative. The wellness incentive program will be implemented early in 2010 for

employee groups covered by this memo. Many details remain to be worked out. Major provisions of the incentive program are as follows:

Employees may participate in the wellness incentive program in order to receive a credit toward the employee share of the health insurance premium during 2010 and 2011. This program is available to all employees in the groups covered by this memo who are enrolled in the University health plan.

**Year 1 (CY 10, launch as early as possible in the year):**

If the employee completes requirements 1 and 2 listed below in the Year 1 Program requirements the employee will receive a one-time one hundred dollar (\$100) credit towards employee health premium contributions for calendar year 2010.

**Year 1 Program Requirements:**

1. Employees will need to obtain key bio-metric data (e.g. BP, BMI, Lipids)
  - o UMS will run "know your #'s" clinics for bio-metrics, OR
  - o Employees can have tests done by their own doctor
2. Employees voluntarily complete the Anthem BCBS on-line HRA
  - o Must complete entirely
  - o Must indicate a willingness to accept telephonic coaching

**Year 2 (CY 11):**

If the employee completes all three of the requirements specified below in Level 1 of the Year 2 Program Requirements he/she will receive a one-time one hundred dollar (\$100) credit towards employee health premium contributions for calendar year 2011.

In addition if as a result of completing Level 1 the employee is contacted by a nurse coach and completes the requirement specified below in Level II of the Year 2 Program Requirements he/she will receive an additional one time one hundred dollar (\$100) credit towards employee health premium contributions for calendar year 2011.

**Year 2 Program Requirements:**

**Level I –**

1. Employees will need to obtain key bio-metric data (e.g. BP, BMI, Lipids)
  - a. UMS will run "know your #'s" clinics for bio-metrics, OR
  - b. Employees can have tests done by their own doctor
2. Employees voluntarily complete the Anthem BCBS on-line HRA
  - a. Must complete entirely
  - b. Must indicate a willingness to accept telephonic coaching
3. Employees voluntarily participate in two (2) wellness activities such as lunch and learns, walking, nutrition, yoga, weight watchers, etc.

**Level II –**

If contacted by a nurse coach, employees agree to participate in the nurse/health educator based disease management program for a minimum of 6 months.

Note also Kawika asked for a USCEAC representative to serve on an ad hoc wellness committee on suggestions to support the wellness initiative. Jeanette Rogers will be that representative.

Council members provided reports of news and events at their respective campuses.

The next regular meeting of the Council is yet to be determined because of the Polycom scheduling – but will probably be in December. The major topics will be web site and Constitution and By-laws review and progress, and a benefits review.

The meeting was adjourned at 11:50 because the POLYCOM connection was broken at that time.

Respectfully submitted,

Larry Pile  
Administrative Liaison