

University of Maine System
Board of Trustees
Rudman Conference Room, 253 Estabrooke Hall, Orono

September 10, 2018

Human Resources & Labor Relations Committee

Present: Committee Members: Betsey Timm, Chair (at USM) James Erwin (at USM), Norman Fournier (at UMFK), Trevor Hustus (at USM), Sam Collins (at UMFK), and Kelly Martin (by phone). **Chancellor:** James Page. **Staff:** Ellen Doughty, David Demers, James Thelen, Ryan Low (at UMF), and Mark Schmelz (at USM). **Presidents:** Joan Ferrini-Mundy and John Short (at UMFK).

Committee Members Absent: Shawn Moody and James Donnelly.

Trustee Timm, Chair, called the meeting to order and welcomed everyone.

Human Resources & Labor Relations Committee Fiscal Year 2019 Work Plan. Chief Human Resources Officer Mr. Mark Schmelz reviewed the draft FY2019 Human Resources Committee Work Plan with the Committee in preparation for inclusion in the September 16-17, 2018 Board of Trustee meeting materials. The Work Plan is intended to cover both action items required for governance of the University of Maine System and those topics of importance and interest to the Board.

Employee Health Plan Task Force (EHPTF) Scorecard. Mr. Schmelz presented the Employee Health Plan Task Force (EHPTF) Scorecard and Executive Summary to the Human Resources and Labor Relations Committee. The EHPTF scorecard provides important highlights of how the University of Maine System's health and welfare programs are performing. Data is tracked on a calendar year basis for the last three year period, to identify any trends over time. The scorecard combines claims and demographic data, as well as health and plan management statistics, to provide a holistic view of the program.

The EHPTF Scorecard presented spanned the years of 2015 – 2017. The demographics show that total average claims have risen from \$566.92 to \$628.79 during the three year period. UMS employees using in-network providers are 97.1% which is over the Cigna norm of 93.3%. The report also states that UMS employee Emergency Room and Urgent Care visits are well below the Cigna norm for those categories. Level 1 Wellness Program participation has risen by 4% from 2015 to 2017 bringing the total to 88%. Level 2 participation has risen by 7%, bringing the total to 49% for 2017. Of the 4,080 communications sent to employees about health benefits only 2,646 or 66% were opened, which is the bottom of the national average. UMS is working on strategies to increase the percentage of communications opened by employees.

Executive Session.

On a motion by Trustee Hustus, which was seconded by Trustee Erwin, the Human Resources and Labor Relations Committee agreed to go into Executive Session under provisions of:

- 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.
- 1 MRSA Section 405 6-A to discuss the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment and duties.

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On a motion by Trustee Hustus, which was seconded by Trustee Erwin, the Human Resources and Labor Relations Committee concluded the Executive Session.

Additional information about the meeting can be found on the Board of Trustees website:
<http://staticweb.maine.edu/wp-content/uploads/2018/08/hrlr-meeting-materials-083018.pdf?0d0f03>

Adjournment.

Heather A. Massey for
Ellen N. Doughty, Clerk