Board of Trustees

Human Resources & Labor Relations Committee

October 26, 2026

Zoom Meeting

Present: **Committee Members:** Patrick Flood, Chair; Roger Katz, David MacMahon, Michael Michaud, Trish Riley & Richard Rosen. **Chancellor**: Dannel Malloy; **System Staff:** Carolyn Dorsey, Jeffrey St. John, Ryan Low, Susan Cameron, Amie Parker, Amon Purinton, Ryan Whitlock, Karla Varnum, Sam Warren & Elizabeth Stickler. **Presidents:** Joan Ferrini-Mundy

Committee Members Absent: none

Trustee Floor, Chair, welcomed everyone and called the meeting to order. The Clerk performed a roll call of the Committee members present.

Executive Session
On a motion by Trustee Michaud, which was seconded by Trustee Riley, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed to go into Executive Session under the provisions of:

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

On a motion by Trustee Riley, which was seconded by Trustee Michaud, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session

Welcome and Opening Remarks
Chair Flood welcomed new Trustees Richard Rosen and Roger Katz to the Committee and thanked the participants for joining the public session.

Health Scorecard Discussion
Chief Human Resources Officer Amie Parker introduced Karla Varnum, who presented the calendar-year 2025 scorecard. Varnum explained that 2025 was the final year of the prior health-plan vendor arrangement before the 2026 transition to Anthem and Capital Rx. The task force's work centers on network performance, plan design, wellness, and communications.

Active employee enrollment remained essentially flat at 4,172. Claims grew 12.8%, while the reported long-term average trend was 7%. High-dollar claims accounted for 34% of spending. The captioned per-member-per-month dollar amount is unclear and is flagged below. In-network

utilization was 98.8%; an early 2026 measure was 98.3%. Varnum identified primary care engagement as an area for attention and reported strong alignment with accountable care providers.

Generic dispensing reached 94.2%, and nearly 75% of fills used 90-day retail or mail-order arrangements. Employee assistance program engagement rose to 6.4%. Level one wellness completion was 86%, level two participation was 40%, and direct health-coaching engagement was 13%. The wellness program was redesigned for 2026 to renew participation.

Varnum described communications through the benefits website, vendor outreach, bargaining-unit representatives, and a planned monthly benefits newsletter beginning in January 2027. Adult preventive-visit compliance was 77.6%, gaps-in-care compliance was 82.9%, and medication adherence was 93.5%. Although 66% of members were in low or below-average risk categories, a small high-risk group accounted for a disproportionate share of costs. She emphasized prevention, network management, and support for members with greater needs.

Trustee Rosen asked whether the vendor change would affect the scorecard. Varnum anticipated possible revisions to goals and design while retaining comparable general information. Chair Flood asked how to increase telemedicine use. The discussion emphasized clearer communications about available services, scope of treatment, and reduced out-of-pocket barriers.

Trustee MacMahon suggested helping members obtain home blood pressure and oxygen-monitoring equipment. Staff discussed communicating the potential use of health savings and flexible spending accounts for eligible equipment. No formal action was taken.

Labor Relations Update

Ryan Whitlock Sr. Director of Labor Relations, joined by Susan Cameron, Director of Labor Relations, reported a September 18 tentative agreement with PATFA, representing approximately 800 active part-time faculty employees, following negotiations begun in May and expiration of the prior agreement on September 1. The proposed three-year agreement would expire September 1, 2029. Wage increases were 3.5% in the first year and 3% in each of the next two years; the first increase would begin January 1, 2027, without retroactivity to September 1, 2026. He also noted operational and retiree-benefit changes. Membership ratification remained pending, with an update expected in the first week of November.

Whitlock described early preparation for three MEA-affiliated bargaining units whose agreements expire July 1. UMPSA negotiations, covering approximately 1,800 professional employees, were scheduled to begin October 29 in Orono. ACSUM negotiations, covering approximately 480 clerical, office, laboratory, and technical employees, were scheduled for November 17. A November start was being explored for AFUM, covering approximately 900 faculty, in place of the initially anticipated January start; no date was final. Negotiating teams included human resources, labor relations, finance, and other relevant representatives, including deans for faculty negotiations. Proposals were being finalized and prioritized.

Adjournment

Additional information about the meeting can be found on the Board of Trustees website: https://www.maine.edu/board-of-trustees/meeting-agendas-materials/human-resources-and-labor-relations/

Kayla Flewelling for
Elizabeth Stickler, Clerk