



Janet T. Mills
Governor

**STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061**

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

STATE EMPLOYEE HEALTH COMMISSION MEETING

Wednesday, September 17, 2025 @ 8:30am

Microsoft Teams Meeting

Burton M. Cross Building

111 Sewall Street

Conference Room 208

Augusta, ME 04330

Commission Members in Attendance Lois Baxter, Claire Bell, Cecile Champagne-Thompson, Michael Dunn, Jonathan French, Joan Hanscom, Christopher Ike, Shonna Poulin-Gutierrez, Heidi Pugliese, Joanne Rawlings-Sekunda, Kim Vigue and Nathaniel Zmek.

(Total = 12)

Commission Members Absent: Olivia Alford, Lynn Clark, Laurie Doucette, Kelly John, Rebekah Koroski, Danielle Murphy, Doris Parenteau, Chris Russell and Frank Wiltuck

Vacant Seat(s): 2

Others Present: Paige Lamarre, Emma-Lee St. Germain, Devon French, Roberta Dupont, Charles Luce, Emily Charlton, Neva Parsons, and Nathan Morse – The Office of Employee Health, Wellness, and Workers’ Compensation; Sabrina DeGuzman-Simmons and Kevin Fenton – Aetna; Becky Craigie, Kathryn Caiazzo and Kristine Ossenfort – Anthem Blue Cross and Blue Shield; Marie Bridges – Northeast Delta Dental; Kristin Poulin and Lori Fecteau – MCD Global Health; Deborah Palma – ComPsych; Kim Greenberg, Amy Deschaines, Terry LaMonica and Ken Ralff – Lockton; Lisa Nolan – Health Purchasers Alliance; Avni Doshi, Laura Kayvonfar and Brenden Horwitz – Capital Rx; Joe Miller – Novo Nordisk; Miriam White – University of Maine; Kimberly Jacques, and Corey O’Brien.

Agenda Item	Discussion	Action/Next Steps
I. Call Meeting to Order (8:33 am)	Labor Member, Jonathan French called the meeting to order.	
II. Introductions		
III. Review and Approval of Minutes (August 21, 2025)		Management Member, Michael Dunn made a motion to approve the August 21, 2025, minutes. Labor Member, Lois Baxter



Janet T. Mills
Governor

**STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061**

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

seconded the motion. Motion approved.

IV. Recurring Monthly Business

a. Employee Health and Wellness Highlights – The Office of Employee Health, Wellness, and Workers’ Compensation

Information contained in written report; highlights and discussion noted below:

Wellness Highlights –

- 2026 Health Premium Credit Launch: The 2026 Health Premium Credit Program launched on September 3, and a new server supporting the WellStarME platform was implemented. The MCD Global Health/WellStarME team supported the PRISM transition and will continue to support the Office of Employee Health, Wellness and Workers’ Compensation and the health plan members. The 2026 Health Premium Credit Plan home mailer has been sent, and members are encouraged to complete the requirements before the April 30, 2026, deadline.
- Wellness Wallet Pilot Program Enrollment (October 25): The Office worked with ThrivePass and the PRISM Implementation Team to prepare for the 2026 Wellness Wallet calendar year, with open enrollment using an online form scheduled for October 1 through November 31, 2025. Active plan members are eligible to apply for enrollment and participants must have completed either the 2025 or 2026 Health Premium Credit Program requirements to be eligible for the 2026 Wellness Wallet Program.

Communications Highlights –

- PRISM Launch Communications: All active State of Maine employees were sent an email on August 28 to inform them of upcoming operational changes with the go-live of PRISM. These changes included: Health, Dental, Vision, Life Insurance, Flexible Spending Account and Deferred Compensation enrollments, change requests and name or address updates submitted through PRISM; all health plan coverage enrollments and changes are effective on the first of the month after the enrollment or change is received and approved by the Office; benefit changes due to a Qualifying Life Event (QLE) require submission within



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

30 days of the event; and coverages remain effective until the end of the month in which termination or an unpaid leave of absence occurs.

- Constant Contact Metrics: The following campaigns have been sent to one or more of the State of Maine groups in August 2025 – National Wellness Month Resources (14,695 Recipients, 50% Open Rate, 2% Click Rate), Back to School Month Resources (13,592 Recipients, 51% Open Rate, 2% Click Rate), and Wondr Health Promotions (14,643 Recipients, 39% Open Rate, 1% Click Rate). Please note that the Book of Business Open Rate is 50% and the Click Rate is 3%.

General Reminders –

- As of September:
 - Submission of benefits applications and required documentation approval is subject to normal business hours with standard processing time being 2 days.
 - The Ancillary group new hires and current employees are still expected to enroll in benefits using the digital Benefits Enrollment/Change form on the website.
 - State of Maine new hires and current employees will be expected to enroll in benefits using PRISM.
- The second 2025 SEHC Retreat is scheduled for November 20 at the Governor Hill Mansion.
- Governor Mills signed a proclamation that any pharmacist can administer COVID 19 vaccinations. State of Maine plan members can also access both influenza and COVID vaccinations through the health plan, Primary Care Provider office, and urgent care facilities.

b. Committee Updates - Chair

Both the Wellness Committee and the Bylaws Committee will have meetings scheduled shortly. Polls have been sent out with date options; if members haven't done so already, they should complete the polls to choose meeting dates for these Committees.



Janet T. Mills
Governor

**STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061**

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

V. QUARTERLY PLAN UPDATES

**a. State of Maine Health Plan –
Pharmacy Update – Capital Rx**

Information contained in written report; highlights and discussion noted below:

Q2 2025 Full Population Utilization –

- Utilization Summary: The plan pay is at \$24,175,099 and patient pay is at \$929,687 totaling 68,597 claims from 26,527 members with a gross cost per claim of \$365.97. Generic drugs are at \$1,237,050 while Brand totals \$11,628,911 and Specialty is \$11,309,138. The top 5 plan pay amounts by drug class are Anti-Obesity Agents at \$4.3M, Antipsoriatics at \$2.8M, Incretin Mimetic Agents at \$2.4M, Anti-TNF-alpha-Monoclonal Antibodies at \$1.6M, and Antineoplastic Enzyme Inhibitors at \$1M.
- Drug Classification Summary: With a claim count of 68,597 and a gross cost of \$25.1M, 96.1% of utilizers used Generic drugs at \$29 gross cost per claim, 30.4% used Brand drugs at \$1,099 gross spend per claim, and 3.3% used Specialty drugs at \$8,800 gross spend per claim.
- Top Drugs by Plan Spend: The top 10 drugs by plan spend were Wegovy at \$2.3M, Zepbound at \$2M, Stelara at \$1.5M, Humira (2Pen) at \$1.4M, Mounjaro at \$956K, Trikafta at \$737K, Dupixent at \$684K, Jardiance at \$611K, and Skyrizi at \$467K.
- Top Drug Classes by Plan Spend: The top 10 drug classes by spend (Non-Specialty and Specialty) were Anti-Obesity Agents at \$4.4M, Antipsoriatics at \$2.8M, Incretin Mimetic Agents at \$2.5M, Anti-TNF-alpha-Monoclonal Antibodies at \$1.6M, Antineoplastic Enzyme Inhibitors at \$1M, Cystic Fibrosis Agents at \$776K, Sodium-Glucose Co-Transporter 2 (SGLT2) Inhibitors at \$768K, Eczema Agents at \$713K, and Direct Factor Xa Inhibitors at \$561K.
- Pharmacy Channel Summary: The Specialty gross cost per claim was \$8,800, the Mail Order spend per claim was \$276 and the Retail gross spend per claim was \$201. Specialty Mail was \$10.9M while Specialty Retail was \$333K. Retail 30 day prescriptions were \$7.7M and retail 90 day prescriptions were \$4.7M. Mail Order was \$332K, while direct member reimbursement was \$64.

Nate Morse asked if Capital Rx has data over the last five to ten years on increases in drug plan pay for Glucagon-like peptide-1 (GLP-1) and Sodium-Glucose Co-Transporter 2 (SGLT2) inhibitors in their Book of Business. **Capital Rx responded** that they could look at this for the last five years to provide data.



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

- **Member Utilization Drill Down:** The highest percentage of gross spend by age and gender was 27.7% for females aged 51-65 and 20.9% for males aged 51-65. The lowest percentage of gross spend was 3.4% for females over 65 and 2.6% for males under 21. From a gross spend of \$25,104,786, subscribers were 70.7%, spouses were 20.2% and children were 9.2%.

Active Population Utilization –

- **Utilization Summary:** The plan pay is \$21,748,191 and patient pay is \$833,763 totaling 61,356 claims from 24,933 members with a gross cost per claim of \$368.05. Generic drugs are at \$1,108,639 while Brand totals \$10,466,413 and Specialty is \$10,173,138. The top 5 plan pay amounts by drug class are Anti-Obesity Agents at \$4.1M, Antipsoriatics at \$2.6M, Incretin Mimetic Agents at \$2.2M, Anti-TNF-alpha-Monoclonal Antibodies at \$1.4M, and Antineoplastic Enzyme Inhibitors at \$860K.
- **Drug Classification Summary:** With a claim count of 61,356 and a gross cost of \$22.5M, 95.9% of utilizers used Generic drugs at \$29 gross cost per claim, 29.9% used Brand drugs at \$1,090 gross spend per claim, and 3.2% used Specialty drugs at \$9,012 gross spend per claim.
- **Top Drugs by Plan Spend:** The top 10 drugs by plan spend (Non-Specialty and Specialty) were Wegovy at \$2.1M, Zepbound at \$1.9M, Stelara at \$1.4M, Humira (2 Pen) at \$1.3M, Mounjaro at \$871K, Trikaftka at \$737K, Dupixent at \$657K, Jardiance at \$512K, and Skyrizi Pen at \$467K.

Retiree Population Utilization –

- **Utilization Summary:** The plan pay is \$2,426,908 and patient pay is \$95,924 totaling 61,356 claims from 1,586 members with a gross cost per claim of \$348.41. Generic drugs are at \$128,412 while Brand totals \$1,162,497 and Specialty is \$1,135,999. The top 5 plan pay amounts by drug class are Incretin Mimetic Agents at \$285K, Antipsoriatics at \$198K, Anti-Obesity Agents at \$182K, Antineoplastic Enzyme Inhibitors at \$146K, and Sodium-Glucose Co-Transporter 2 (SGLT2) at \$131K.



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

- Drug Classification Summary: With a claim count of 7,241 and a gross cost of \$2.5M, 97.9% of utilizers used Generic drugs at \$28 gross cost per claim, 36.4% used Brand drugs at \$1,187 gross spend per claim, and 4.8% used Specialty drugs at \$7,265 gross spend per claim.
- Top Drugs by Plan Spend: The top 10 drugs by plan spend (Non-Specialty and Specialty) were Skyrizi at \$128K, Wegovy at \$107K, Jardiance at \$99K, Humira (Pen 2) at \$98K, Mounjaro at \$84K, Stelara at \$82K, Kesimpta at \$82K, Zepbound at \$79K, Revlimid at \$73K, and Eliquis at \$73.

Clinical Overview - Full Population –

- Prior Authorization Summary: Of the total 1,692 Prior Authorization cases, 1,153 or 68% were approved, and 539, or 32%, were denied. The urgent rate was 20% and appeal rate was 6%. The average turnaround time was 17 hours. Of those prior authorizations denied, 28 were an excluded benefit (specific drugs or categories of drugs not covered by the plan), 508 were deemed not medically necessary (member didn't meet clinical parameters required) and 3 had missing information.
- Diabetes Drugs: Opportunity Analysis: For diabetes drugs, there was a claim count of 4,497 for 1,810 unique utilizers. The plan pay was \$3,768,847 for a Per Member Per Month cost of \$47.36. The proportion of the diabetes plan pay by drug administration type was 75.3% injectable and 24.7% oral medications. The top five diabetes drugs were Incretin Mimetic Agents (Glucagon-Like Peptide-1) at 66% of the Diabetes drug plan pay, Sodium-Glucose Co-Transporter 2 (SGLT2) Inhibitors at 19.8%, Insulin at 12.1%, Dipeptidyl Peptidase-4 (DPP-4) Inhibitors at 1.2% and Antidiabetic Combinations at 0.5%.
- Glucagon-Like Peptide-1 (GLP-1) Agonists: Opportunity Analysis: From April 1, 2025, to June 30, 2025, the plan spend was \$2,485,817 for 895 unique utilizers with 1,994 claims and a Per Member Per Month cost of \$31.24. The monthly plan pay went from \$808K in April 2025, to \$852K in June 2025.
- Weight-Loss Drugs: Opportunity Analysis: From April 1, 2025, to June 30, 2025, the plan spend was \$4,353,641 for 1,387 unique utilizers with 3,430



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

	<p>claims and a Per Member Per Month cost of \$54.71. The monthly plan pay went from \$1,408,608 in April 2025 to \$1,472,535 in June 2025. The top five weight loss drugs by plan pay were Wegovy, Zepbound, Imcivree, Saxenda and Qsymia.</p> <ul style="list-style-type: none"> • <u>Award-Winning Customer Service</u>: The average time to speak to a pharmacist was 8 seconds and the average time to speak to a customer care representative was 18 seconds. First call resolution of issues was 95% and 91% of representatives are Pharmacy Technician Certification Board (PTCB) certified pharmacy techs. 	
<p>b. Plan Experience Summary – Active Medical & Dental - Lockton</p>	<p>Information contained in written report; highlights and discussion noted below:</p> <ul style="list-style-type: none"> • <u>State of Maine Health Insurance Administrative Payments</u>: For Policy Year July 2025 through June 2026, administrative payments by the State of Maine to all vendors to administer the network and process claims, as well as various fees to other entities, currently total \$1,880,403. • <u>State of Maine Experience Detail - Total active population</u>: For July 2025, the plan ran over budget by 107.3%, which is a \$1.8M deficit compared to July 2024 which was 117% over budget at a \$3.8M deficit. • <u>State of Maine Experience Detail by Status (Active)</u>: Active population ran over budget at 104.2% which is a \$961K deficit for 13,423 employees. • <u>State of Maine Experience by Detail by Status (Retiree)</u>: The retiree population of 1,457 members was at 147.1% of budget with a \$847K deficit, which is almost half of the total deficit for all members. • <u>State of Maine Experience Detail - Self-Funded Dental through July 2025</u>: In July 2025 the plan was running at 100.4% of budget with a \$2,600 deficit. 	

VI. SEMI-ANNUAL UPDATE



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

**a. Living Resources Program –
ComPsych**

Information contained in written report; highlights and discussion noted below:

Our Journey So Far: 6 Months of Insights, Growth and Innovation –

- High Touch Navigation Support: Key program components include concierge appointment scheduling support, enhanced case management and navigation for key diagnoses, medication management support, and seamless integration with alternative care options like self-coaching and digital self-care tools. If psychiatric services are needed, a care navigator will coordinate care and follow up to ensure connection with a psychiatric network of more than 500 providers from 165 insurers, with guaranteed availability in fewer than five days. Psychiatric services are billed to the individual’s health plan and are integrated with all ComPsych lifestyle and daily living needs.
- Well-Being Coaching: Preventive and holistic support is delivered by an in-house staff of behavioral change specialists. The ideal is to support life stressors, transitions and everyday challenges as well as address mental health, physical health and well-being through one holistic solution. Coaching complements Employee Assistance Program (EAP) and Work-Life Services in addressing burnout, cardiovascular disease prevention, intentional eating, and time management. The program is fully integrated to ensure access to higher level clinical services when necessary and is attractive to members who aren’t open to therapy as a first step.
- Our Well-Being Coaching Program is NBHWC (National Board for Health & Wellness Coaching) Accredited: The National Board for Health and Wellness Coaching sets the gold standard for health and wellness coaching and recognizes excellence in coaching standards, ethics and education. The accreditation journey is a rigorous evaluation which includes a review of curriculum and coaching practices, and a commitment to best practices and ethics. Accreditation assures the member that the program meets the highest standards in the industry and is a best in class coaching program and provides access to highly skilled and qualified coaches.
- ComPsych Huddles: ComPsych Huddles are hour-long interactive online support groups focused on education, skill building and peer connection

Labor Member, Jonathan French

asked how utilization of the ComPsych app by State of Maine plan members compares with ComPsych’s Book of Business. **ComPsych responded** that they believe it to be on par but will research this question for confirmation.



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

facilitated by ComPsych counselors and coaches. The huddles are a digital solution focused on prevention and low acuity with a low barrier entry point. They provide social support and new group topics can be easily added.

Program Engagement –

- Program Engagement Overview: 2025 mid-year engagement is strong at 61.02%, which is far above ComPsych’s Book of Business average of 9%. Compared to Q2 2024, this is a 28.6% higher total utilization with a 2.21% increase in live utilization, a 12.36% increase in online access, and three times the number of training sessions.
- Clinical Engagement: Year-to-date there have been 323 counseling cases with 294 unique clients, and the primary counseling modality was face-to-face. Of presenting clients, 21% sought counseling for relationships, 19% for anxiety, 15% for stress, 13% for psychological issues and 10% for depression. Members were provided with real time confirmed provider availability with immediate scheduling of appointments in 0-5 days, and dedicated support ensuring patient success. The Health Premium Credit Program is driving member spouses to the Living Resource Program services.
- Well-Being Coaching Engagement: There have been 182 service requests year to date with 235 sessions completed as compared to 49 requests in 2024 with 106 completed sessions. Employees constituted 85% of sessions completed year to date, while 15% were completed by spouses. There were 44 sessions for Weight Management, 35 for Sleep, 33 for Exercise, 23 for Nutrition, 27 for Consultations, 22 for Building Resistance and 4 for Tobacco and Nicotine Cessation. The top requested coaching topics were Consultation, Sleep, Exercise, Nutrition, Weight Management and Coping with Stress.
- Live Utilization – Work/Life Resource: Approximately 14% of all live cases were seeking legal, financial and lifestyle issues with fully-integrated, internally staffed services providing unlimited support for employees and household members. ComPsych recommends continuous campaigns to members on



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

	<p>targeted life events, including incorporating these services in new hire and leave of absence packets and in education for leaders.</p> <ul style="list-style-type: none"> • <u>Digital Engagement</u>: The GuidanceConnect online scheduling tool had 117 cases initiated between January to June 2025. The Connect Me option allows for both immediate appointment scheduling and/or review of counselor options within the platform. The assessment tool on the Assess Me option was completed by 104 State of Maine users and 9.71% of users booked the recommended services. • <u>Well-Being Assessment and Personalized Well-Being Plan Book of Business Data</u>: Over ComPsych Book of Business, tens of thousands of assessments were completed, with the average time for completion at 8 minutes and the average time to complete one well-being plan at 10 days. There was an average improvement of up to 15% on pillar reassessment with a 21.8% improvement on the Patient Health Questionnaire-9 (PHQ-9) and a 25.3% improvement on the General Anxiety Disorder-7 (GAD-7). There was an average of 1.6 service recommendations per user and just over 50% of service recommendations were for counseling support. Approximately 20% of users acted on the counseling recommendations. • <u>State of Maine Digital Assessment Engagement</u>: Initial assessments completed totaled 104 with an average Patient Health Questionnaire-9 (PHQ-9) score of 8.5 (mild depression range) and an average General Anxiety Disorder-7 (GAD-7) score of 8.3 (mild anxiety). Assessment scores by Well-Being Pillar were Mental at 65, Emotional at 81, Physical at 83, Social at 78, Financial at 75 and Legal at 67. There were 175 service recommendations and 9.71% of users booked the recommended services. Of the service recommendations, 2% were Financial Consults, 5% were Child Care Consults, 11% Elder Care Consults, 12% Legal Consults, 25% Well-Being Coaching, and 40% Therapist. 	
<p>b. MCD Wellness Program – MCD Global Health</p>	<p>Information contained in written report; highlights and discussion noted below:</p> <ul style="list-style-type: none"> • <u>Activated WellStarME Registrations</u>: As of May 1, 2025, there were 22,297 individuals registered in WellStarME, with 1,141 new health plan members registered in 2024-2025. 	<p>Labor Member, Jonathan French asked if the decrease in the Health Premium Credit Program participation by State of Maine plan members has been analyzed as to</p>



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

- 2025 Health Premium Credit Eligibility: To be eligible for the Health Premium Credit, members must complete a Wellness Questionnaire reporting their behaviors around nutrition and physical activity, mental health and stress, general health and wellness, preventative health, and a prediabetes risk test. Additionally, they must complete one of four “My Health” Options: having a well-being visit, receiving a flu shot, undergoing an annual physical exam, or getting labs done.
- Number of Primary Subscribers Eligible for the Health Premium Credit Each Program Year: There were 7,340 eligible subscribers for the 2025 Health Premium Credit Program, down slightly from 7,528 in 2024.
- “My Health” Options Comparison, 2024-2025: In comparing options chosen by plan members for the Health Premium Credit, Option One (providing lab results) increased by 8.2% between 2024 and 2025. Option 2, getting a flu shot, had a 0.9% increase, Option 3, getting an annual physical exam, has a 17.1% increase, and Option 4, participating in a well-being visit, had a 9.3% increase. The percentage of Wellness Questionnaires completed decreased by 0.7%.
- 2025 My Health Options: The My Numbers option was chosen by 1,257 members, Flu Shot was chosen by 3,317 members, Annual Physical Exam was chosen by 4,065 members, and Well-Being Visit was chosen by 1,854 members.
- My Numbers-Average for Each Metric: The average Fasting Blood Glucose for members providing lab result numbers was 102, which is above the Optimal Range of 70-99. The average Hemoglobin A1c was 7.5 which is above the Optimal Range of <5.7.
- Self-Reported Health Risk Assessment Overview - Stress: Consistent trend of members reporting higher levels of stress. Percentage of members reporting “lots of stress” is at 13%, which is an increase over the last few years, but is flattening. The percentage of those reporting that they “manage stress well” is

the cause. **WellStarME** responded that they have no answer now but can research this question.



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

at 56%, which is a decrease over the last few years, but this trend is stabilizing.

- Self-Reported Health Risk Assessment Overview – Physical Activity: When asked whether they engage in moderate physical activity outside of work for at least 20 to 30 minutes, at least 5 days per week, 12% of respondents reported “rarely/never”, which is a decrease from 2024. Respondents who reported “sometimes” was 41% which is the same as 2024, while those who reported “usually/often” was 47% which is a 1% increase from 2024.
- Self-Reported Health Risk Assessment Overview – Primary Care Provider: Participants were asked if they had acquired a Primary Care Provider over the last year. Of these, 75% reported that they already have a Primary Care Provider, 12% reported that they had acquired one, 5% reported that they have not acquired one, and 8% reported that this question was not applicable to them.
- Self-Reported Health Risk Assessment Overview – Routine Checkup: A routine checkup is a general physical exam, not an exam for a specific injury, illness or condition. Of the 9,794 respondents, 85% had had a routine checkup within the past year, 9% within the past two years, 2% within the past 5 years, 1% more than 5 years ago, and 2% preferred not to answer.
- Self-Reported Health Risk Assessment Overview – Preventive Health Screenings: When asked if participants are up to date with all recommended preventative health screenings based on recommendations from a health professional, 88% responded yes, 2% no, 7% unsure and 3% preferred not to answer.
- Self-Reported Health Risk Assessment Overview – Independent Labs and Imaging: Through the State of Maine health plan, members have access to independent labs and imaging facilities at no cost. When participants were asked if they had ever utilized these benefits, 24% said yes, 70% said no, and 6% preferred not to answer.



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

- Self-Reported Prediabetes Risk Test: Of the 9,794 participants 60% reported a low risk of prediabetes (a score of 4 or lower), 30% reported a high risk (a score of 5 or more), and 10% reported that they had been diagnosed with diabetes.
- Current Wellness Programs: The current WellStarME programs available to members are the Enhanced WellStarME Platform, the Health and Wellness Navigation Team, the Wellness Ambassador Network, the National Diabetes Prevention Program, Health and Wellness Pilot Programs, Wellness Presentations, Monthly Signage Program, Customized Health and Wellness Resources, Secure Message Center, and others.
- Health and Wellness Navigation and Wellness Center: There were over 1,600 Health and Wellness Navigation interactions in the 2025 program year. There was a 36% increase in utilization of the Message Center, with a total of 632 unique users and 2,338 messages since the Message Center launch.
- WellStarME Resource Hub: Members have access to a comprehensive health and wellness Resource Hub on the WellStarME platform with 23 Health and Wellness categories with 839 resources. The total number of resources accessed was 58,110. The top resources accessed in 2025 were LiveHealth Online, Independent Labs, Handling Holiday Stress, How to Fulfill a Well-Being Visit, and My Health Record Form.
- Bumper Crop Pilot Program: State of Maine employees enrolled in the health plan as of July 1, 2025, received \$30 in Bumper Crop vouchers for use at more than 50 participating farmers' markets across Maine. The coupons expire on March 31, 2026, so that they may be used at winter farmers' markets.
- Wellness Ambassador Network: The Wellness Ambassador Network provides an opportunity for participants to learn about wellness initiatives and offerings firsthand. Virtual meetings focus on many of the great health and wellness offerings that are available to State of Maine health plan members. The total number of Wellness Ambassadors across the state of Maine is 53.



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

- 2026 Health Premium Credit Program is Now Live: First time users must register for a WellStarME account to participate in the program. Returning users simply log in to their WellStarME accounts. Members must then complete the Wellness Questionnaire and complete at least 1 of the 4 My Health Options. The deadline for completion of these steps is April 30, 2026, at 11:59 PM.

VII. OTHER BUSINESS

a. Anthem and Northern Light Negotiations Update

Anthem reported that the first mediation between themselves and Northern Light was held last week, with another scheduled for the end of September because of limited mediator availability.

Discussions are ongoing and Anthem remains optimistic that an agreement will be reached. Currently, there's no extension in place for professional services to continue after October 1, but if there's no agreement at the next mediation, an extension is a possibility. Anthem is taking proactive steps to ensure primary care access and are identifying providers with capacity. Anthem is providing a webinar session for members to communicate what continuity of care means and how their coverage with Northern Light can continue if the member falls into certain categories which include pregnancy, cancer and chronic disease. Continuity of Care letters were sent to identified members to initiate the process for them if or when the time comes.

Management Member, Joanne Rawlings-Secunda asked what plan members are told about the contract negotiations when calling Anthem customer service. **Anthem responded** that she can provide the talking points used by customer service.

Labor Member, Jonathan French asked if health plan members are switching providers. **Anthem** will do research to provide the number of members who have done so.

b. Seat Vacancy

Labor Member Jonathan French reported that with Labor Member Kevin Dionne's resignation, there is a vacancy for the AFCSME seat in addition to the other three vacancies on the Labor side. There will be more conversation with the Bylaws Committee regarding the quorum.

Management Member, Shonna Poulin-Gutierrez will be sent the Continuity of Care webinar slides by Anthem.

c. Executive Session

d. Open Discussion

An Executive Session was scheduled for this meeting regarding a letter received by the Commission, but the Commission's response letter has further edits to be incorporated before presenting it to members for review. The response letter will be available at the next meeting, and more information will be sent to members via email.



Janet T. Mills
Governor

STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061

Jonathan French
Labor Member, Co-Chair

Michael Dunn
Management Member, Co-Chair

	Management Member, Shonna Poulin-Gutierrez asked that any requests for specific educational topics for the November State Employee Health Commission retreat be sent to her.	
a. VIII. Adjourn Meeting (10:43 am)		Labor Member, Joan Hanscom made a motion to adjourn. Management Member, Heidi Pugliese seconded the motion. Motion approved.

2025 meeting schedule available at www.maine.gov/bhr/oeH