

# County of Aroostook

## COMMISSIONERS' OFFICE

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### COUNTY ADMINISTRATOR

RYAN D. PELLETIER

### COMMUNITY SERVICES DIRECTOR

JOHN W. GIBSON



### COUNTY COMMISSIONERS

PAUL J. UNDERWOOD  
PRESQUE ISLE

DANIEL V. DEVEAU  
CYR PLANTATION

WILLIAM T. DOBBINS  
HOULTON

## MEMORANDUM

**DATE:** April 10, 2025  
**TO:** Ryan D. Pelletier, County Administrator  
**FROM:** John Gibson, Community Services Director  
**RE:** Ambulance Services for Molunkus

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Attached is a proposal from Lee Fire Rescue for ambulance service to cover Molunkus Township. After contacting other EMS providers in the area this is the only offer we have received.

This agreement is for coverage in Molunkus only.

They are proposing a cost of \$25,000 annually.

Based on the above information, it is my recommendation that the proposal is presented to the County Commissioners for discussion and possible action.

# Lee Fire Rescue

We are a licensed transporting service permitted to the paramedic level.

We have 3 ambulances:

2 stocked to the Paramedic level

1 stocked to the Advanced level

Our 2 frontline rigs carry jaws of life onboard

We have 24 hr. staffing and typically respond with 3 personnel

We have: 7 Basic EMT's

3 Advanced EMT's

3 Paramedics

We have mutual aid with East Millinocket

The cost to cover the Molunkus area would be \$25,000.00 yearly

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April 11, 2025

TO: County Commissioners  
FR: Ryan D. Pelletier, County Administrator

RE: Human Resources Director Appointment Confirmation

Dear Commissioners:

The County received 20 applications for the position of Human Resources Director. I appointed an initial review team consisting of ARPA Program Director Steve Pelletier; Director of Finance Dana Gendreau, Finance Committee member Ryan Bushey and Oxford County Human Resources Director Tiffany Baker to individually review applications and select their top candidates for interviews.

Following this initial review, four candidates were selected for first round interviews and the interviews were led by Dana with Steve and Tiffany also serving.

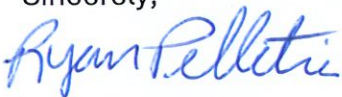
The committee provided me with their top two choices and Dana and I met and selected one individual to move forward with for a second interview.

Dana and I interviewed the preferred candidate and it is my pleasure to recommend Ms. Beth L. Hummel of Ashland for the position.

Ms. Hummel holds a MBA from Husson University and a BA in Business Management from UMPI. She has many years of experience both in the private, public and health care sectors in human resources management, recruitment, and training.

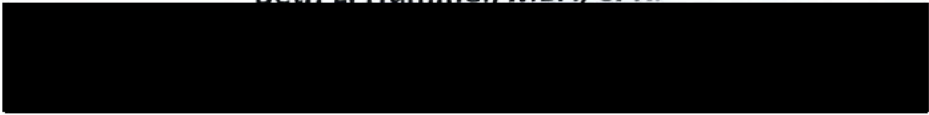
We believe she will make an excellent addition to the Aroostook County Administration team, and I respectfully request her appointment effective on or about May 5, 2025.

Sincerely,



Ryan D. Pelletier  
County Administrator

Beth L. Hummel, MBA, CPRP



March 11, 2025

Ryan D. Pelletier, County Administrator  
County of Aroostook  
144 Sweden Street, Suite 1  
Caribou, ME 04732

Dear Mr. Pelletier:

I am writing to express my interest in the Director of Human Resources position that you recently shared through Facebook. With comprehensive experience in human resources, I am confident in my ability to bring innovation, efficiency and potential advancements to the County of Aroostook's human resources operations. Please consider me a candidate for this position.

For almost nine years I have had the opportunity to lead human resources related initiatives and manage workforces across diverse job sectors. In these roles, I collaborated closely with upper management and was influential in strategic planning and decision making for these organizations. This variety has given me unique expertise and perspective in various aspects of human resources to include rural recruitment, complex labor relations, employee performance and development, compensation and benefits, policy implementation and compliance with labor laws and collective bargaining agreements. Additionally, I have demonstrated success in managing human resources programs and implementing process improvement efforts that have positively impacted employee engagement and acceptance rates, as noted in my attached resume.

What also sets me apart is my ability to build trusted relationships with employees at all levels, providing them with the support and guidance they need to be successful in the workplace. I communicate effectively under pressure and handle stressful situations with ease, securing me a solid reputation for exceptional service. I am a team player accustomed to working autonomously with considerable latitude for the use of initiative, discretion and decision making. I have led and supported several special projects and enjoy the research and analysis that goes along with a new challenge.

I look forward to the possibility of supporting the mission of the County of Aroostook and playing a key role in positively impacting the people living and working here.

I would be pleased to have the opportunity to further discuss my qualifications. You may contact me at [blhunter@hotmail.com](mailto:blhunter@hotmail.com) or (207) 227-3558 to schedule a time to speak.

Thank you for your time and consideration.

Sincerely,

*Beth Hummel*

Beth L. Hummel, MBA, CPRP

## Beth L. Hummel, MBA, CPRP

### PROFESSIONAL EXPERIENCE

NORTHERN LIGHT HEALTH | AR Gould Hospital, Presque Isle

Feb 2022-present

#### ***Provider Recruiter II (Hybrid)***

Responsible for full-cycle recruitment of physicians and advanced practitioners, ensuring a high-touch candidate experience.

- Evaluate and identify rural healthcare recruitment trends to develop and implement strategies that attract qualified candidates through multiple sourcing platforms. In FY23, increased provider hires by 18% and acceptances by 29% over previous year through improved workflow processes.
- Pre-screen candidates ensuring compliance with immigration, credentialing, licensing, and HR.
- Schedule virtual and in-person interviews for leadership and conduct red carpet candidate visits.
- Present benefits and compensation packages and extend offers.
- Train practice leaders and medical directors on recruitment processes and best practices.
- Implement retention strategies; created a new quarterly provider turnover report to monitor trends.
- Led a systemwide taskforce to develop regional community information flyers to highlight our favorite recreational activities, annual events, and cultural opportunities across the State.

✓ MCCAIN FOODS | Easton

Jan 2021-Feb 2022

#### ***Human Resources Specialist***

Provided local human resources support for a global company, supporting over 440 employees.

- Led high-volume recruitment efforts; hired and onboarded over 100 employees in 9 months, bringing a production line back online.
- Conducted new hire orientation, assisted employees with open enrollment and processed benefits and leave changes.
- Led employee engagement initiatives; implemented activity that increased response rate to annual engagement survey by 16%.
- Managed leave of absences to include worker's comp, short- and long-term disability, and FMLA.
- Managed and tracked annual performance reviews, developed performance improvement plans, and monitored training and professional development programs.
- Responsible for progressive discipline, conducted investigations, and processed separations.
- Coordinated drug testing and pre-hire screening appointments, and managed background checks.

NORTHERN MAINE COMMUNITY COLLEGE | Presque Isle

Sept 2009-Jan 2021 & Jun 1997-Aug 2004

#### ***Human Resources and Payroll Coordinator***

May 2016-Jan 2021

Lead administrator responsible for all human resource functions and employee relations for the college.

- Served as a member of the management team and local liaison for the system legal and human resources departments.
- Functioned as the expert for interpretation and implementation of multiple collective bargaining agreements, compensation structures, and all benefits including MPERS.
- Oversaw hiring, salary placement, reclassification of positions, onboarding and exit practices, and maintained personnel files.
- Administered all personnel policies and procedures and managed voluntary and involuntary separations.
- Coordinated employee engagement events, feedback meetings, professional development events and other activities to influence a positive working culture.
- Processed biweekly payroll and benefits enrollment activity for 175 employees.
- Developed annual wage and benefits budget and responsible for annual IPEDS (federal educational data) reporting.

**Business Technology Instructor**

Jan 2013-May 2016

Instructed college level business administration and computer technology courses, in person and online.

- Developed course curriculum, syllabi and utilized multiple learning management systems.
- Advised students and assisted with job placement.
- Implemented and evaluated program learning outcomes.
- Collaborated with advisory board members from the business community.

**Business and Industry Coordinator**

Sept 2009 – Dec 2012

Provided administrative and operative support for the Continuing Education Division of the college.

- Planned, developed and oversaw division's triannual non-credit course guide offerings. Increased non-credit student headcount by almost double in 2 years.
- Supported workforce development initiatives; met with employers to design and implement various customized training programs for staff development.
- Managed division budgets, grant monies, and related reporting.
- Composed training proposals, contracts, correspondence, marketing materials and news releases.
- Supervised and directed work study staff.

**EDUCATION**

Master of Business Administration Degree | Husson University

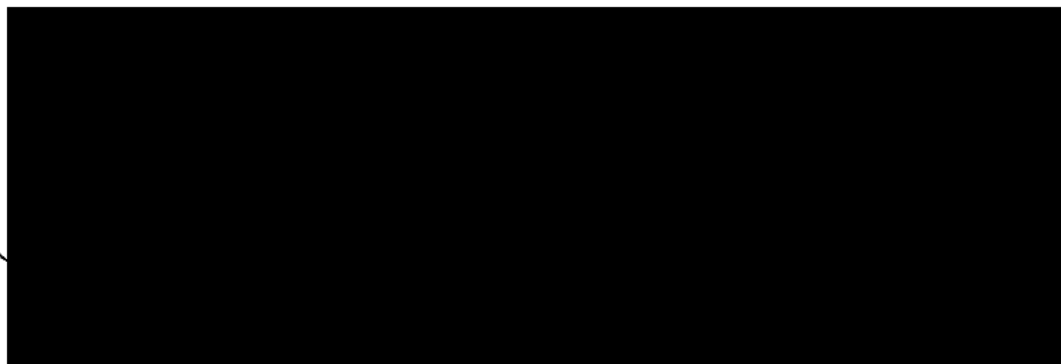
Bachelor of Arts Degree, Business Management | University of Maine at Presque Isle

Associate in Applied Science Degree, Office Administration | Northern Maine Technical College

**OTHER**

- Physician/Provider Recruitment Professional Certification (CPRP)
- Microsoft Office 2013 Specialist Certification
- Member, Northeast Society for Human Resource Management (NESHRM)
- Volunteer Fundraising Coordinator, Portage Lakers Snowmobile Club & Ashland Sno-Mobile Club

**REFERENCES:**



# County of Aroostook

COMMISSIONERS' OFFICE

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**FINANCE DIRECTOR / DEPUTY TREASURER  
INTERIM HUMAN RESOURCE DIRECTOR**  
Dana L. Gendreau



**COUNTY COMMISSIONERS**

**PAUL J. UNDERWOOD  
PRESQUE ISLE**

**WILLIAM T. DOBBINS  
HOULTON**

**DANIEL V. DEVEAU  
CYR PLANTATION**

April 16, 2025

**RE: Combined Insurance & VALIC**

Based on a review of interest, our recommendation is to discontinue our offer of Combined Insurance and VALIC retirement as of April 16, 2025. The few employees currently enrolled will not be affected but we will no longer be offering the benefit moving forward.

Regards,

Dana Gendreau  
Finance Director