



Town of Machias
Town Office
7 Court Street, Suite #1
P. O. Box 418
Machias, ME 04654



Machias Select Board Meeting
Wednesday, November 13, 2024 @ 6:00 PM
At Machias Tele-Business Center

Call to Order: Jacob Patryn, Chairperson

Adoption of Minutes - To review and adopt the minutes from Select Board Minutes October 23, 2024 and Select Board Minutes October 28, 2024

Items to be signed

1. Warrants

New Business

1. Public Works Used Truck Purchase
2. Sewer Abatement – 29 West Street
3. Computer Guy – Maintenance Proposal
4. Ambulance Contract Update
5. Ambulance Bid Opening
6. Ambulance New Hire
7. Cancel November 27th Meeting
8. MMA Legal Access – Sarah Craighead-Dedmond
9. Shellfish Conservation Ordinance
10. Full-Time Public Works Position – Reagan Smith
11. Domestic Partnership Policy
12. Mileage Reimbursement rate
13. Department Head Credit Cards

Old Business

1. Comprehensive Plan Updates
2. Town Email Update – AnnMarie
3. Sarah Dedmon extension of 45day period

Other Business

Executive Session to be held in accordance Title 36 MRSA §841

Executive Session to be held in accordance with Title 1 Chapter 22 MRSA § 405 Paragraph 6A

Adjourn

Next Meeting: Select Board 12/11/2024

Telephone: (207)-255-6621 E-Mail: townclerk@machiasme.org

Visit our website at machiasme.org

“Town of Machias is an equal opportunity/affirmative action employer.”

OCT 30 2024

Dear Machias Board of Selectmen

My name is Matthew Barrett and I am requesting an abatement of \$200 for my current sewer bill of \$378.88.

On August 29th 2024 I woke up to my basement with 2 to 3 inches of water on the floor. I immediately turned the water off and did an inspection. My water heater had rusted out from the bottom and I called Tim Gatcomb to get service and a replacement water heater. The next day, I had 2 technicians come over and replace the tank. I have enclosed the bill for documentation.

In closing, I want to say that I always pay my Machias bills on time and this bill is just too steep. Most of my water usage went through the ground and did not use the sewer. I will also say that my sewer bills now usually average around \$100 to \$130 while my most recent was \$157.10 because of the water heater failing.

Thank you for taking your time to assess this situation and hopefully we can come to an agreement on this.

Sincerely,

Matthew Barrett

29 West St. Machias, ME 04654

Town of Machias
 P.O. Box 418
 Machias, ME 04654
 (207) 255-6621

Account #	Billing Date	Current Sewer
243	10/16/2024	378.88

BARRETT, MATTHEW
 29 WEST STREET
 MACHIAS ME 04654

Account	Name	Location	Billing Period
243	BARRETT, MATTHEW	29 WEST ST.	07/01/2024 to 09/30/2024

Rate Class	Meter Reading		Date Meter Read	Consumption
	Present	Previous		
Category : 1	250,800	247,100	09/24/2024	3,700

Sewer	
Description	Amount
Regular	378.88

Total Due 378.88
 8.5% Annual interest on unpaid balances

Please notify the Town of Machias with any mailing address changes. Thank You.

Sewer

Account 243
Name BARRETT, MATTHEW
Location 29 WEST ST.

Date Due	Amount Due	Amount Paid
11/16/2024	378.88	



U0000243

Return this stub with payment

GATCOMB PLUMBING AND HEATING, INC

65 PARK STREET
CHERRYFIELD, ME 04622

Office # 207-259-2029
Cell # 207-263-7828

Invoice

DATE	INVOICE #
9/25/2024	15798

BILL TO
Matt Barrett

P.O. NO.	TERMS	PROJECT
	Net 15	

DESCRIPTION	QTY	RATE	AMOUNT
Installed new water heater			
Materials		962.19	962.19T
Labor		135.00	135.00
Sales Tax		5.50%	52.92

Total	\$1,150.11
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THE COMPUTER GUY

07/25/24

Dear Machias Town Office,

As the world becomes increasingly digitized, it is more important than ever to ensure that your computer system is secure and protected from threats. We at The Computer Guy, LLC understand that you rely on your computer for many aspects of your daily life, from work to communication to entertainment. That is why we are offering a Monthly Maintenance contract that includes comprehensive security measures to keep your computer safe from malware, viruses, and other cyber threats.

On a monthly basis, our skilled technicians will conduct deep scans for malware and other threats, install the latest security updates, operating system corruption detection and correction, and hard drive health monitoring to ensure that it runs smoothly and securely. By subscribing to our maintenance contract, you can have the peace of mind that comes with knowing that your computer is protected by experts who are dedicated to your security. Your establishment can rest assured that your computer will receive the necessary attention and care it needs to remain in peak condition to avoid little to no down time.

If you follow the news, you may have seen reports of businesses and municipalities being hacked, resulting in sensitive customer data being stolen and sold to the highest bidder. In the state of Maine alone, there have been 14 reported data breaches in the past three years, affecting a variety of town offices and businesses. And those are just the ones that have been reported – who knows how many more have gone undetected? It is a frightening thought. So, we must ask: does your establishment have a contingency plan in place in case of a data breach? And what measures are being taken to prevent such incidents? Our monthly maintenance plan is designed specifically to prevent these types of situations. Without regular maintenance, your computer is at risk of slowdowns, crashes, and potential data loss due to malware and other threats.

We highly recommend subscribing to our monthly maintenance contract to ensure that your computer is secure and running smoothly. Do not leave your security to chance – let us take care of it for you. Please do not hesitate to contact us if you have any questions or concerns.

Thank you for your continued trust in The Computer Guy, LLC. We look forward to helping you stay secure and protected in the digital age.

Best regards,

J. Nicholas Landrum
Owner, The Computer Guy, LLC



THE COMPUTER GUY

SMALL BUSINESS

“Peace of Mind Plan”

Cost of Contracts 2023

For 3-8 computers, which takes 3-4 hours to process.
Discounted hourly rates for your peace of mind.

Monthly Maintenance:

Monthly \$195, Annually \$2,340

Monthly savings of almost \$200, and over \$2,000 annually!

Includes:

*Controlled updates *Patching for the operating system & software
*Deep scans for malware *Registry cleaning *Hard Drive
monitoring *Back up monitoring, etc.

Tech Support:

Monthly \$300, Annually \$3,600

Includes:

Call support, Remote support, and On-site support for unlimited
calls and visits during business hours, **excluding holidays.**

Want both?

Monthly \$495

Annually \$5,940



THE COMPUTER GUY

Why Monthly Maintenance?

Controlled updates

Ever had to sit there waiting for an update to do its thing? Or maybe had an update crash your computer or a printer function? With Monthly Maintenance this minimizes the chances of this happening. Regular updates are critical to the overall security and stability of your *Windows* operating system. Without them, your computer is vulnerable to security threats and may not function properly. However, it is equally important to ensure that updates are installed in a controlled manner to prevent unexpected disruptions to your workflow and/or data loss.

Updating third party software

Did you know that an infected ad or website can be a hacker's backdoor into your computer? All it takes is a "zero-day vulnerability" of your web browser or an employee accidentally open a PDF sent to you via email. Regular updates for third-party software like Chrome web browser, Adobe PDF Reader, and Office, etc. are crucial for the security and functionality of your computer. A controlled update strategy ensures timely and tested deployment of updates, minimizing downtime and data loss, and improving performance and user experience.

Deep scans for malware

An antivirus is very important but for the most part they do quick and general scans for viruses, yet occasionally it is wise to do deeper and broader scans of your computer system. Malware can wreak havoc on your computer, causing a range of problems from slow performance to complete data loss. Regular deep scans for malware are essential to maintain the security of your computer and protect your data.

Correction of operating system corruption

Have you ever experienced a corrupted Windows operating system (OS)? It can be difficult to identify the issue, but did you know that over 90% of computers have some degree of OS corruption? Symptoms can range from random restarts to slow performance or an inability to use the computer altogether. Our service includes regular scanning for OS corruption, which we address before it becomes a major issue, ensuring that your computer always runs at peak performance.

Hard drive monitoring

Did you know the average lifespan of a hard drive is 3-5 years? Your computer's hard drive is where all your files and data are stored, making it one of the most important components of your computer. Over the years, several municipalities and businesses were able to be proactive, saving their data by transferring it to a new hard drive before it died. Regular monitoring of your hard drive's health is extremely important for maintaining the integrity of your data and ensuring that your computer is running smoothly.

Back up monitoring

When an emergency strikes, having a contingency plan in place is critical. However, discovering that your backup is out of date or not functioning properly can be a nightmare. That is where we come in. A managed backup monitoring strategy ensures that your backups are regularly checked and tested for integrity, helping to identify any issues before they become a problem.



Machias Ambulance Service

25 McDonald Drive, Machias, ME 04654

207-255-1032 EMERGENCY: 9-1-1

To:
Machias Selectboard

From:
Ryan Maker
Chief, Machias Ambulance

Subject:
New Hire - Maximus Ginn

Greetings Selectboard,

As we continue to grow as an EMS Service, the need is prevalent to increase our workforce and roster number in order to keep up with the demands of the job and to keep vehicles staffed to accomplish our mission. Recently, we have received an application for the position of per diem EMT from Mr. Maximus Ginn. After reviewing his application and interviewing him, I recommend that we hire Mr. Ginn for the position of EMT at Machias Ambulance Service. Mr. Ginn is a relatively new EMT, however he does have field experience in the Town of Carmel, as well as in-hospital experience at Eastern Maine Medical Center. Additionally, Mr. Ginn serves in the US Army Reserves. He has a flexible schedule and will be able to fill in shifts which we are struggling to fill. We feel she would be a great addition to the team, and I am asking the Board to please consider my recommendation to hire Mr. Ginn. Thank you for your continued work and service.

Respectfully,

Ryan J. Maker, NRP, A.A.S., I/C
Chief, Machias Ambulance Service



Machias Ambulance Service

25 McDonald Drive, Machias, ME 04654
207-255-1032 EMERGENCY: 9-1-1

To:
Machias Selectboard

From:
Ryan Maker
Chief, Machias Ambulance

Subject:
2026 Ambulance Contract Rates

Greetings Selectboard,


As you know, Machias Ambulance Service Primary 9-1-1 Response multiple communities outside of the Town of Machias. These communities include East Machias, Machiasport, Marshfield, Jonesboro, Cutler, Whitneyville, Northfield, Roque Bluffs, and 25% of the Town of Whiting. Machias Ambulance Service also maintains a contact with the University of Maine System for Primary 9-1-1 Response to the University of Maine at Machias. Each of these contracts have a term of one calendar year.

For the 2024 Calendar Year, we increased our rates substantially from \$12/capita to \$50/capita. Due to this substantial rise in rates, we chose not to increase these rates in the 2025 calendar year. Looking ahead, it is becoming increasingly obvious that it will be necessary to increase these rates for the 2026 calendar year. To allow each community as much time as possible (including a full budget cycle) to plan and prepare for this increase, I feel we need to decide on the amount of the rate increase, so I can draft a letter to each of these communities to be mailed with the 2025 Calendar Year Contracts. Below are some different options for the amount which we can increase the rate in 2026. My recommendation is highlighted in bold (\$60/capita).

Proposed Rate per capita	Combined Rate Total	Total Combined Increase
\$55/capita	\$398,475	\$36,225
\$60/capita	\$434,700	\$72,450
\$75/capita	\$543,375	\$181,125

It is important to note, Machias Ambulance Service still maintains a relatively low contract rate compared to other services in the county, while also continuing the busiest EMS Agency in the county. I will be willing, as I have done in the past, to offer each community an opportunity to attend a Town Meeting, Public Hearing, Selectboard Meeting, etc, to provide an explanation as to why these increases continue to be necessary and essential to our operation.

Respectfully,

A handwritten signature in black ink, appearing to read "Ryan J. Maker". The signature is fluid and cursive, with the first name "Ryan" being the most prominent.

Ryan J. Maker, NRP, A.A.S., I/C
Chief, Machias Ambulance Service



Machias Ambulance Service

25 McDonald Drive, Machias, ME 04654
207-255-1032 EMERGENCY: 9-1-1

To:
Machias Selectboard

From:
Ryan Maker
Chief, Machias Ambulance

Subject:
New Hire - Sarah Morad

Greetings Selectboard,

As we continue to grow as an EMS Service, the need is prevalent to increase our workforce and roster number in order to keep up with the demands of the job and to keep vehicles staffed to accomplish our mission. Recently, we have received an application for the position of per diem EMT from Ms. Sarah Morad. After reviewing her application and interviewing her, I recommend that we hire Ms. Morad for the position of EMT at Machias Ambulance Service. Ms. Morad has extensive EMS experience both here in Maine, as well as in Missouri. She has a flexible schedule and will be able to fill in shifts which we are struggling to fill, and has a desire to take Interfacility Transfers which is a large part of our mission. We feel she would be a great addition to the team, and I am asking the Board to please consider my recommendation to hire Ms. Morad. Thank you for your continued work and service.

Respectfully,

Ryan J. Maker, NRP, A.A.S., I/C
Chief, Machias Ambulance Service

Two Samples of Domestic Partnership Language from Other Towns

Brunswick

Sec. 12-71. Health insurance. (a) The town makes a group health insurance plan available to eligible employees through the Maine Municipal Employees Health Trust. (b) Regular full-time employees and part-time employees who work more than twenty (20) hours a week on a year-round basis, are eligible to participate. An employee must apply for coverage under the insurance plan. (c) Eighty-five (85) percent of the premium for a regular full-time employee, spouse, family, and/or domestic partner as defined by the insurance carrier is paid by the Town of Brunswick, and fifteen (15) percent is paid by the employee in the form of the payroll deduction on a pre or post-tax dollar basis. Health insurance premium payment may be pro-rated for regular part-time employees regularly scheduled for more than twenty (20) hours per week on a year-round basis, based on the hours worked for that particular position. Regular part-time employees also must earn a sufficient amount in each week to meet the required payroll deduction.

Bar Harbor simply includes domestic partners in its definition of Family.

1.12 Family - For the purposes of Health Insurance coverage, family will include wife, husband, legally dependent children, and domestic partner as defined by the affidavit provided by the Maine Municipal Employee Health Trust.

The next 9 pages are The MMA's Domestic Partner info packets & include (on p. 3) the policy verbiage to adopt if you vote in favor.

Currently Machias pays 100% of its employees medical insurance & 60% of the delta between 1 person & a couple's rate or family rate.

SCD



MAINE MUNICIPAL EMPLOYEES HEALTH TRUST

60 Community Drive | Augusta, ME 04330-9486

TO: Health Trust Employer Groups Requesting Information on Domestic Partner Benefits

FROM: Kristy Gould, Director, Health Trust Services

RE: Domestic Partner Information Packets

Thank you for your recent request for information on the domestic partner benefits offered by the Health Trust. In response to your request, we are enclosing this information packet. The packet includes information about implementing domestic partner coverage, such as possible tax consequences to the employee seeking to provide coverage for his or her domestic partner. In addition, we have included a copy of the affidavit which the Health Trust will require employees and their domestic partners to complete.

Please note that, although the Health Trust began offering the optional domestic partner coverage effective January 1, 2000, participating employers are able to choose when (and if) to offer this coverage on an individual basis. In any event, the Trust will require a formal vote of the municipal officers or governing board (as evidenced by a copy of the meeting minutes), and written notification, in order to add domestic partner coverage.

If your group is interested in offering domestic partner coverage, or if you would like to discuss such coverage in more detail, please contact your Field Service Representative at 1-800-852-8300. We would be happy to discuss this coverage in more detail with your group's officials or governing board, and to answer any questions that you may have regarding the offering of domestic partner benefits.



Addition of Domestic Partner Process

There are some requirements that a group must fulfill in order to offer employees Domestic Partner coverage for all MMEHT applicable plans.

***MMEHT has a Tax Implications summary and Question/Answer document about adding Domestic Partner Coverage available to any employer group interested in adding this coverage. Please ask your Field Service Representative for either of these tools when considering Domestic Partner coverage.*

(1) Certified Meeting Minutes of Authorization Vote

The governing body of the public entity (Town Meeting, Town or City Council, Board of Trustees, Board of Directors etc.) must vote to authorize allowing Domestic Partner Coverage for the Health Trust benefits.

Specific vote wording is required. The **required wording** for each Health Trust employer group is provided on the next page. A **copy of the minutes of the meeting** where the vote is taken, attested by the appropriate person (Town Clerk, Secretary of governing body, or other authorized person,) should be sent to the Health Trust at the address below. Please make sure that the **name of the body voting**, the **date of the vote**, and the **results of the vote** are included.

(2) Letter of Intent

The same person(s) authorized by the vote of the governing body must send a letter to Field Service Representative indicating that the employer group wishes to added Domestic Partner coverage. This letter should be accompanied by the minutes from the meeting authorizing this change.

(3) Send Executed Items to the Health Trust

After photocopying all completed documents, please send items at least **60 days** prior to your effective date of requested coverage to **Maine Municipal Employees Health Trust ▪ Attention: (Your Field Service Representative) ▪ 60 Community Drive ▪ Augusta, ME 04330.**

For more information or questions, please contact your Field Service Representative, Lauren Gaudet (lgaudet@memun.org) or Debbie Bridges (dbridges@memun.org), by email or telephone phone at 1-800-452-8786.

Required Language for Adoption of Domestic Partner Coverage

Any participating employer in the Maine Municipal Employees Health Trust wishing to adopt Domestic Partner Coverage must do so via a vote of the public governing body.

The language below must be approved, as written, and in accordance with the individual employer requirements:

Effective _____ (Month) **01, 20**____ (year), _____ (Name of Employer Group) amends its personnel benefits policy to allow any employee who is eligible to enroll in the employer benefits the option of enrolling a domestic partner.*

Any employee who wishes to add a domestic partner will be advised of the requirements set forth in the Domestic Partner Affidavit to add said partner. Furthermore, said employee has been advised there could be tax implications for adding a domestic partner.

The Domestic Partner of an Employee shall be:

- A “life partner of either the same sex or opposite sex of the employee;
- Not legally married or separated, to either the employee or anyone else;
- At least 18 years of age and mentally competent to consent to contract;
- Are each other’s Domestic Partners and intend to remain so indefinitely;
- Have been each other’s Domestic Partner for at least 12 months prior to the date of the signed Affidavit;
- Are not related by blood to a degree of closeness that would prohibit marriage in the State of Maine
- Are jointly responsible for each other’s common welfare; share financial obligations and share their primary residence

Please note:

Passage of Domestic Partner coverage will allow enrollment in all of the following MMEHT applicable benefits offered by the employer group: **Medical, Dental and Vision**. Domestic Partner coverage must be employer-wide. It cannot be limited to specific unions, departments, or certain hours worked.



MAINE MUNICIPAL EMPLOYEES HEALTH TRUST

From the Maine Municipal Employees Health Trust Health and Dental Plan Documents:

Domestic Partner - The Domestic Partner of an Employee shall be:

- a. a “life partner” of either the same sex as or opposite sex from the Employee;
- b. not married, either to the Employee or to anyone else; and
- c. at least 18 years of age and mentally competent to consent to contract.

In order for the Domestic Partner to obtain coverage under the Trust’s Health and/or Dental Plans, the Employee and his/her Domestic Partner must both sign an Affidavit of Domestic Partnership asserting that they:

- a. are each other’s Domestic Partners and intend to remain so indefinitely;
- b. have been each other’s Domestic Partners for at least 12 months prior to the date of the Affidavit;
- c. are jointly responsible for each other’s common welfare;
- d. share financial obligations; and
- e. share their primary residence.

They must also be able to provide evidence of joint responsibility as may be requested by the Plan to verify such Domestic Partnership.

We understand that domestic partners are subject to the other eligibility provisions of the Health Trust benefit plans.

We agree to notify the Maine Municipal Employees Health Trust and the employee's employer within thirty (30) days of the termination of our domestic partnership. A written termination statement shall be provided and shall affirm that the partnership is terminated and that a copy of the termination statement has been mailed to the other partner.

We certify, under penalty of perjury, that the foregoing is true and correct. We, the undersigned employee and the Domestic Partner, understand that falsification of information contained in this Affidavit may cause immediate termination of Health Trust health and/or dental plan coverage, and may subject us to civil action to recover any losses, including reasonable attorney's fees incurred by the Maine Municipal Employees Health Trust for benefits provided under its health and/or dental plans. We also understand that falsification of information contained in this Affidavit may lead to disciplinary action, up to and including immediate termination of the employee's employment.

Signature of Employee

Date

Signature of Domestic Partner

Date

A. Dependent Child Certification

I, _____ certify that my Partner's child(ren) named below meet the following requirement:

Subscriber Name

1. I, the subscriber, have a court-appointed legal relationship with the child(ren) (i.e., adoption, guardianship), and my Partner is the biological parent, or legal guardian of the child(ren).

Partner's Dependent Child(ren)

Last Name

First Name

M.I.

Last Name

First Name

M.I.

Last Name

First Name

M.I.

Last Name

First Name

M.I.

I understand that falsely certifying as to dependent's eligibility or failure to inform the Health Trust when a dependent no longer meets applicable eligibility requirements may cause immediate termination of Health Trust health and/or dental plan coverage, and may subject me to civil action to recover any losses, including reasonable attorney's fees incurred by the Maine Municipal Employees Health Trust for benefits paid on behalf of the dependent child(ren) named above under its health and/or dental plans. I also understand that falsely certifying as to a dependent's eligibility or failure to inform my employer when a dependent no longer meets applicable eligibility requirements may result in disciplinary action, up to and including immediate termination of employment.

Signature of Employee

Date

Approved by the Maine Municipal Employees Health Trust

By: _____

Signature

Date

Title

The following section is for certification to an employer of the legal tax dependent status of a domestic partner.

B. Partner Certification as a Tax-Qualified Dependent

Based on consultation with a tax advisor, I certify that the previously named person whom I am enrolling for coverage is my legal tax dependent as defined in the IRS Code Section 152. I understand that falsification of this certification of dependency status may result in disciplinary action, up to and including immediate termination of employment, as well as potential charges of tax fraud. I agree to notify my employer immediately of any change in this tax status.

By: _____
Signature of Employee

Date

**Maine Municipal Employees Health Trust
Domestic Partner Coverage
Questions and Answers**

1. Why is the Maine Municipal Employees Health Trust offering coverage to domestic partners?

The Health Trust Board of Trustees believes that it should respond positively to the requests of its member employer groups and that the Trust should follow other socially responsible employers and groups in Maine and elsewhere in offering domestic partner coverage. Offering domestic partner coverage will also be important for the Trust to remain competitive so it can retain current members and enroll prospective members as well as to provide service to its participants.

2. Is domestic partner coverage offered Trust-wide or on an employer by employer choice basis?

Domestic partner coverage may impose some administrative and tax reporting impositions on employers, not to mention the policy decision employers must consider. Employers must be willing to accept these possible administrative requirements.

For these reasons, the Trust has made domestic partner coverage available on an employer by employer choice basis. The Trust will require a formal vote of the municipal officers (council or board of selectmen) or governing board (board of directors or trustees) and written notification in order to add domestic partner coverage.

3. Does the Trust offer domestic partner coverage to same sex partners and/or opposite sex partners?

The Trust offers domestic partner coverage to both same sex and opposite sex partners in order to adhere to a policy of equity and fairness. Individual employer groups will not be allowed to alter this policy, if they elect domestic partner coverage.

4. Is domestic partner coverage available to partners of active employees only? Or is it also available to partners of retirees (under and over age 65)?

Domestic partner coverage is available to eligible partners of active employees only. It is not available to retirees or surviving spouses.

5. Has the addition of domestic partner coverage affected Health Trust costs and claims experience?

Claims experience and cost data show that plans that have included domestic partners in benefit programs for several years have seen only incremental increases in costs. Plan sponsors have found that very few domestic partners – usually 1% or less – are enrolling in benefit programs. Data has shown that, on average, domestic partners seem to cost less than covered spouses and the average age of domestic partners enrolled in plans seems to be lower than the average age of dependents in general. The Trust expects similar experience. The Trust has experienced no change in the premium the Trust pays for reinsurance by adding domestic partner coverage. The cost to the Health Trust to provide the required communication and administrative materials for domestic partner coverage is minimal.

6. Does the Trust extend coverage to dependent children of an eligible domestic partner?

Most employers that offer domestic partner coverage extend coverage to a domestic partner's dependent children only if the children are the legal tax dependents of the employee. The employee would have to be the biological parent or have a court appointed legal relationship with the children, such as adoption. Under this approach, dependent children of domestic partners are treated the same as "dependents" by the plan. Few plans extend coverage to the dependent children of a domestic partner absent the child's legal tax dependent relationship with an employee. The Health Trust follows the example set by other plans,

and extends coverage to the dependent children of domestic partners only if they are the legal tax dependents of an employee.

7. How does the Trust certify eligible domestic partners and what certification criteria are used?

All employers providing domestic partner coverage require an employee and his/her domestic partner seeking coverage to certify by affidavit or declaration that they meet the employer's requirements for a valid domestic partnership. Most employers use similar requirements for validating domestic partner relationships. One of the most common variables is the acceptable length of a domestic partnership. The Trust requires that a domestic partnership be in existence for at least twelve months prior to the effective date of the signed affidavit form.

8. When does the Health Trust allow employees to enroll eligible domestic partners?

Eligible domestic partners are allowed to enroll for coverage at the following dates: 1) upon the employee's initial employment date (assuming valid affidavit), 2) upon the employer group electing to offer domestic partner coverage (assuming valid affidavit), 3) at annual enrollment when first able to certify valid domestic partnership, or 4) if a portability situation occurs (assuming valid affidavit). Portability would occur when an eligible domestic partner of a Trust employee loses his/her group health coverage from another employer.

9. In which benefit plans does the Trust allow enrollment of eligible domestic partners?

The Health Trust allows eligible domestic partners to enroll in the health, dental and vision plans only.

Please note: It is important for employers to understand that reimbursement accounts such as Flexible Spending Accounts (FSAs) and Health Reimbursement Arrangements (HRAs) are governed by IRS regulations. These regulations only permit reimbursement of a domestic partner's expenses in very limited circumstances (i.e., if the domestic partner meets the IRS definition of a tax qualified dependent). There are also tax implications for allowing domestic partners to receive reimbursements under an HRA. Employers that offer an HRA or FSA to their employees should consult their HRA or FSA vendor to ensure that they understand these rules.

10. Does the Trust provide COBRA continuation of coverage benefits to domestic partners of active employees when a domestic partner loses coverage due to an active employee termination, death, retirement or dissolving a relationship?

The Health Trust does not provide federal COBRA coverage, but does provide COBRA-like coverage for up to eighteen months under the following situations: 1) when the employee's coverage is terminated, 2) when the employee retires, 3) when the employee dies and 4) when the employee dissolves the domestic partner relationship. If a domestic partner becomes eligible for Medicare during the 18 months extended coverage period, his or her coverage will end on the date Medicare coverage begins.

11. How can I get more information on the Trust's policies for domestic partner coverage and employer group administrative considerations? Who can I call for more information about the Trust's domestic partner coverage?

Call your Field Service Representative or the Health Trust Billing and Enrollment Services Manager.

This is The plan Match as
 offers. Just FYI



MONTHLY PREMIUMS FOR POOLED (NON-RATED) GROUPS
 EFFECTIVE JANUARY 1, 2024

M E D I C A L P L A N S	ACTIVE EMPLOYEES & NON-MEDICARE RETIREES	POS-A	POS-C	POS 200	PPO 500	PPO 1500	PPO 2500	
	Employee Only	\$1,412.41	\$1,242.93	\$1,183.33	\$1,144.18	\$1,055.57	\$1,015.49	
	Employee & Spouse	\$3,168.28	\$2,788.08	\$2,654.34	\$2,566.55	\$2,367.79	\$2,277.90	
	Employee with children	\$2,304.67	\$2,028.11	\$1,930.81	\$1,866.98	\$1,722.39	\$1,656.99	
	Family	\$3,168.28	\$2,788.08	\$2,654.34	\$2,566.55	\$2,367.79	\$2,277.90	
	COBRA REGULARS (18 Months)							
	Employee Only	\$1,440.66	\$1,267.79	\$1,207.00	\$1,167.06	\$1,076.68	\$1,035.80	
	Employee & Children	\$2,350.77	\$2,068.67	\$1,969.43	\$1,904.32	\$1,756.84	\$1,690.13	
	Employee & Spouse or Family	\$3,231.64	\$2,843.84	\$2,707.42	\$2,617.88	\$2,415.15	\$2,323.46	
	COBRA DISABILITY (up to 29 Months)							
Employee Only	\$2,118.62	\$1,864.40	\$1,774.99	\$1,716.27	\$1,583.36	\$1,523.23		
Employee & Children	\$3,457.01	\$3,042.16	\$2,896.22	\$2,800.48	\$2,583.59	\$2,485.48		
Employee & Spouse or Family	\$4,752.42	\$4,182.12	\$3,981.50	\$3,849.83	\$3,551.68	\$3,416.85		

R E T I R E E S	MEDICARE RETIREE GROUP COMPANION PLAN						
	<i>Participants must also have Medicare Part A & Part B</i>						
	Retiree Only with Medicare	\$659.34					
	Retiree & Spouse with Medicare	\$1,318.68					
	SPLIT CONTRACTS						
<i>Dependent on Medicare eligibility</i>							
Subscriber with Medicare, Spouse on Active Plan	POS-A	POS-C	POS 200	PPO 500	PPO 1500	PPO 2500	
Subscriber on Active Plan, Spouse with Medicare	\$2,071.75	\$1,902.27	\$1,842.67	\$1,803.52	\$1,714.91	\$1,674.83	
	\$2,071.75	\$1,902.27	\$1,842.67	\$1,803.52	\$1,714.91	\$1,674.83	
<i>Please contact the Health Trust for Premium Rates for Retirees with children</i>							

O T H E R B E N E F I T P L A N S	DENTAL PLAN	ACTIVE	RETIREE	COBRA	Employee paid 100%.
	Employee Only	\$43.79	\$44.67	\$44.67	
	Employee & Spouse	\$75.60	\$77.11	\$77.11	
	Employee with Children	\$144.29	\$147.17	\$147.17	
	Family	\$144.29	\$147.17	\$147.17	
	VISION PLAN	ACTIVE	COBRA		
	Employee Only	\$5.58	\$5.69		
	Employee & Spouse	\$11.15	\$11.37		
	Employee with Children	\$11.94	\$12.18		
	Family	\$19.09	\$19.47		
INCOME PROTECTION PLAN	\$2.14	Per \$100 of coverage per month			
LIFE (No Medical coverage)	\$0.30	Per \$1,000 of coverage per month		Per	
SUPPLEMENTAL LIFE	\$0.30	\$1,000 of coverage per month			
DEPENDENT LIFE	\$1.75	for Option A	\$3.75	for Option B	
LONG TERM DISABILITY					
EMPLOYER PAID:	\$0.44	Per \$100 of Covered Payroll			
EMPLOYEE PAID:		Age banded (Call the Health Trust for details)			

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From: Ann-Marie Evans <annmarie.evans.maine@gmail.com>
Sent: Saturday, November 02, 2024 12:54 PM
To: Carole Porcher; Ben Edwards; Benjamin Edwards; Sandra Sinford; Jake; mhinerman@machiasme.org
Cc: Sarah Dedmon; Jane Foss; Jim Jackson; Tora Johnson
Subject: Machias Comprehensive Plan

Afternoon all,

Can the Machias Comprehensive Plan Committee be added to your 11/13 Board meeting.

We will be asking for approval of new board members, so far we have Chris Meroff, Wendy Schoppee and Andrew Mulholland. I hope to have a few more by the meeting.

We will also be asking for approval to advertise for additional members and also scheduling our first meeting. I will be supplying drafts for both.

Please let me know.

--

Ann-Marie Evans
Cell: 603-490-3395

Life should not be a journey to the grave with the intention of arriving safely in a pretty and well preserved body, but rather to skid in broadside in a cloud of smoke, thoroughly used up, totally worn out, and loudly proclaiming, "WOW!!! What a ride!!!"