



**Town of Baldwin, Maine**  
**SELECTMEN MEETING MINUTES**  
**TUESDAY, NOVEMBER 25, 2025, 6:12 P.M.**



**Note:** This meeting was recorded and can be viewed on the website [www.baldwinmaine.org](http://www.baldwinmaine.org).

**Attendance:** Selectmen: Robert Flint, Dale Miner as well as members of the Public.

1. **Review/ Approve minutes.** Dale Miner moved to accept and approve November 11th, 2025, minutes as written. Robert Flint seconded the motion. The Selectmen voted 3-0 to accept the minutes.
2. **Review/ Approve warrant.** Robert Flint moved to accept and approve the November 25th, 2025, warrant. Dale Miner seconded the motion. The Selectmen voted 3-0 to accept the warrant.
3. **Employee Health Insurance Premiums:** Town Clerk, Debbie Wakefield and Deputy Clerk, Sara Chase presented. Effective January 2026, employee health insurance premiums will increase. The monthly premium for individual coverage will increase approximately from \$1290.00 to \$1406.00 per month. Per Baldwin's Personnel Ordinance, the Town currently is required to pay 80% of an employee's health insurance for those who opt for the coverage offered through Maine Municipal Health Trust; the employee is responsible for the remaining 20%. Family health coverage is made available but is not covered by the Town. With the rate increase in January 2026, the Town employee opting for family health coverage will be contributing approximately \$2000.00/month for health insurance or 51% of his income. Town employees propose the Town pay 100% of individual health coverage to help offset the insurance rate increase. Employees are offered dental and vision insurance; those who opt for the coverage are responsible for paying these premiums themselves. One percent of each employee's wages are designated for Maine's Paid Family Medical Leave Program. The program is financed through a mandatory premium based on employee wages, capped at 1%. The employer pays  $\frac{1}{2}$  -1%. No more than one-half percent can come from the employee. Changes which alter the Town's contribution to employee health insurance and Maine's Family Medical Leave will need to be brought to a Town meeting for decision. The Selectmen plan to review the budget.

**Reminders:** Town Office closes tomorrow, November 26<sup>th</sup>, at noon and is closed Thursday, November 27<sup>th</sup> and Friday, November 28<sup>th</sup> for Thanksgiving holiday.

**Public Question and Comment:**

**Adjournment:** Robert Flint moved to adjourn at approximately 6:35 pm. Dale Miner seconded. The selectmen voted 3-0 in favor.

Respectfully submitted,  
  
Jim Dolloff

Robert Flint

Dale Miner