



STATE OF MAINE
 DEPARTMENT OF ADMINISTRATIVE & FINANCIAL SERVICES
 Bureau of Human Resources
 Office of Employee Health and Benefits
 61 State House Station
 Augusta, ME 04333-0061



Janet T. Mills, Governor
 Kirsten LC Figueroa, Commissioner

Kurt Caswell, Executive Director

TO: State of Maine Employee

FROM: Office of Employee Health & Benefits

SUBJECT: IRS Reporting Requirements for Domestic Partner Health Insurance Coverage Effective 7/1/19

Based on IRS regulations the premium paid by the State of Maine for your domestic partner’s and domestic partner’s child(ren), if applicable, health coverage is income and taxable wages to you, the employee. Therefore, you will have the value of the additional state paid portion of the premium added to your taxable income every two weeks. This will result in income tax withholdings being made for that additional amount each bi-weekly pay period.

Below you will find the taxable benefit amount for each plan type:

State contribution level towards employee's premium	100%	95%	90%	85%
Family Plan <i>Employee, domestic partner and <u>domestic partner's child(ren)</u></i>	\$420.90	\$419.84	\$418.79	\$417.73
Family Plan <i>Employee, domestic partner and <u>employee's biological/adopted child(ren)</u></i>	\$233.72 <i>(same for all four levels)</i>			
Two-Person Plan <i>Employee and domestic partner</i>	\$310.87	\$309.81	\$308.76	\$307.70

For questions relating to tax reporting, contact the Office of the State Controller at (207)626-8420. Benefit questions should be directed to Employee Health & Benefits at (207)624-7380 or 800-422-4503.

Thank you.