

Domestic Partnership

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Domestic Partnership Benefits

The guidelines for the Domestic Partnership benefit can be found on this page and are posted on the Employee Benefits Web site, www.palmbeach.k12.fl.us/risk.

- This is a post-tax benefit
- Elections may only be made/changed during an Annual Enrollment Period
- Residents of Palm Beach, Broward or Miami-Dade County are required to submit a completed Domestic Partner Affidavit and proof of registration and recording as domestic partners through the county they reside in. At the time of publication of this book, information on how to register could be found at www.pbcountyclerk.com/courtservices/circuitcivil/domesticpartner.htm.
- Non-residents of the tri-county area are required to submit a completed Domestic Partner Affidavit and supporting proof as outlined on the non-resident section of the affidavit.
- All documents must be sent to the Risk & Benefits Management Department of the Palm Beach County School District.

Annual Enrollment: Domestic Partner Affidavit and any other required documents must be sent by November 20, 2009.

New Hires: Domestic Partner Affidavit must be sent within 30 days of your date of hire.

Domestic Partnership Eligibility

All regular employees who are otherwise eligible for medical benefits are eligible to enroll their domestic partner in the medical, dental and/or vision plans. You may enroll as a new hire or during annual enrollment only. Once coverage is elected, changes may only be made during an Annual Enrollment Period.

Employees and their domestic partners must meet the following requirements in order to enroll in a medical plan:

- Must both be 18 years of age and mentally competent.
- Must not be related by blood in a manner that would bar marriage under the law of the State of Florida.
- Must be considered each others sole domestic partner and not married to or partnered with any other spouse, spouse equivalent or domestic partner.
- Must have shared the same regular and permanent residence in a committed relationship for at least one year and intend to do so indefinitely.
- Both parties agree to be jointly responsible for each others basic food, shelter, common necessities of life and welfare.
- Neither partner can have had another domestic partner at any time during the 12 months preceding this enrollment.

A signed affidavit attesting to the above will be required by both partners as well as proof that both are financially interdependent and living together. See page 17 for the required documents.

Visit www.palmbeach.k12.fl.us/risk for Document Verification Guidelines and Affidavits.

How To Enroll Online for Domestic Partner Benefits

You should enroll in employee-only coverage under medical, dental and/or vision (or employee and child(ren)), then scroll down to the Domestic Partner medical, dental and/or vision section to enroll your domestic partner and domestic partners child if eligible.

Remember to provide required documents to Risk & Benefits Management prior to November 20, 2009 to finalize your elections.

Domestic Partnership

Premiums

Domestic partner rates will be the equivalent of the medical rates on page 31. The Employee-only rate will be pre-tax and the balance of the deduction will be taken on an after-tax basis.

Imputed Income

The District subsidizes the actual premium, so you only pay the amounts listed on page 31. However, due to IRS regulations, the amount paid by the District will be imputed income and you will be taxed on that amount.



Did you read about...

- The benefits overview?
- Domestic Partner eligibility requirements?
- How to enroll online?
- Premiums for Domestic Partners?
- Imputed income?