



Frequently Asked Questions about Domestic Partnership Benefits

Pinellas County offers its employees the opportunity to obtain domestic partner benefits including medical, dental and vision coverage. To obtain these benefits, an employee and their partner must complete an [Affidavit of Domestic Partnership](#) and submit the notarized form to the Benefits Department.

Who is eligible?

A domestic partnership is defined as an employee and one other person of the same or opposite sex. To obtain domestic partner benefits, the employee and domestic partner must meet the following conditions and attest to this by signing an Affidavit of Domestic Partnership:

- a) We are a couple in a relationship of mutual support, caring, and commitment.
- b) We are each other's sole domestic partner.
- c) We share the same permanent residence.
- d) We are not related by blood or a degree of closeness which would prohibit marriage in the law of state in which we reside.
- e) Each of us is at least 18 years of age.
- f) Each of us is mentally competent to consent to contract.
- g) Neither of us is legally married to anyone.

How do I enroll?

To enroll, you must first complete an [Affidavit of Domestic Partnership](#). You may enroll yourself and your domestic partner in a benefit plan at one of the following times:

- Within 30 days of your new hire enrollment window
- Within 30 days of your meeting the domestic partner definition
- During Annual Enrollment (usually offered in late October to early November)

What benefits are available?

The benefits provided to domestic partners are medical, dental and vision. View the [available medical health plans](#).

Is there coverage for children of a domestic partner?

Yes. Qualifying children of a domestic partner are eligible to receive health, dental and vision benefits under Pinellas County's group plans. Children may be eligible for health and vision coverage up to age 26, or for dental coverage up to age 25.

What is the tax treatment for domestic partner benefits?

Currently, the IRS does not recognize domestic partners and their children as dependents for federal income tax purposes. Domestic partner premiums will be subject to applicable federal taxes as premiums will be deducted on a post-tax basis.

What if I terminate my domestic partnership?

Upon termination of the domestic partner relationship, or if the domestic partner no longer satisfies the criteria for eligibility, the employee must notify the Benefits Department within 30 days.

As provided under [COBRA](#) (Consolidated Omnibus Budget Reconciliation Act), Pinellas County provides the opportunity for domestic partners to continue group health and dental benefits if coverage is terminated.

Am I required to register my domestic partnership?

No – to obtain medical health plan coverage, you do not need to register your domestic partnership. If you choose to [register with the Pinellas County Clerk of the Courts](#), you will receive a Certificate of Domestic Partnership Card which provides rights such as health care facility visitation, health care decision, funeral decisions and participation in education.

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