



Domestic Partner Coverage

Deduction and Tax Information

Coverage Costs

If you enroll your domestic partner and their eligible children in a medical or dental plan, the value of the benefits provided may be taxable to you as ordinary income. The taxability of the benefits depends on whether your domestic partner (and children, if any) qualifies as a dependent under the Internal Revenue Code.

The Internal Revenue Code allows employers to provide employees and their eligible dependents with certain benefits such as medical and dental plans on a tax-free basis if they are "tax-qualified" dependents. In addition, IRS rules permit employees to make pretax contributions to medical and dental plans, and health care and dependent care flexible spending accounts for themselves and their tax-qualified dependents. These tax advantages are available only for employees and dependents who meet IRS requirements for tax-qualified dependents.

If your domestic partner and their children are not tax-qualified dependents, then the cost of the plans must be included in your gross income. The income generated by these taxable benefits is called "imputed income". Further, amounts contributed by you for these benefits must be on an after-tax rather than a before-tax basis. This means that any contributions you make to pay for benefits under the medical or dental plans would be made on an after-tax basis. Also, you will not be reimbursed for any expenses for your domestic partner and their children under the Health Care or Dependent Care Flexible Spending Account.

Tax-Qualified Dependent Status

If you are considering claiming your partner or their children as a tax-qualified dependent, then you should consult your individual tax advisor for guidance. We are unable to provide you with advice regarding the tax-qualified dependent status of your domestic partner or their children. You should **not** claim your domestic partner or their children as tax-qualified dependents on the Certification of Domestic Partnership form unless you intend to claim those individuals as dependents on your personal income tax return.

Imputed Income

As described above, if your partner is not a tax-qualified dependent, then you may need to pay taxes on imputed income. In general, "imputed income" is the value of a taxable benefit that is required to be included in your gross income and will be subject to federal, state, and social security taxes.

The taxes that you will be required to pay on the imputed income will be deducted from your paycheck automatically in accordance with the withholding allowance that you have claimed on Form W-4. Your tax liability will include federal and state income taxes, as well as your share of social security taxes. You should consult your tax or financial advisor regarding the impact of the imputed income on your individual income taxes.

2024 Domestic Partner Coverage - Bi-Weekly Deduction and Imputed Income

	Bi-Weekly Deduction	Cost breakdown if the children are tax dependents			Cost breakdown if the children are not tax dependents of the employee		
		Imputed Income	Pre-Tax Deduction	Post-Tax Deduction	Imputed Income w/DP Child(ren)	Pre-Tax Deduction	Post-Tax Deduction
PPO							
Employee + Spouse < \$55,000	\$ 245.04	\$ 513.54	\$ 73.86	\$ 171.18			
Employee + Spouse \$55,000 - \$85,000	\$ 294.93	\$ 484.42	\$ 94.63	\$ 200.30			
Employee + Spouse \$85,000 - \$140,000	\$ 348.21	\$ 452.79	\$ 116.28	\$ 231.93			
Employee + Spouse > \$140,000	\$ 401.48	\$ 421.16	\$ 137.92	\$ 263.56			
Employee + Spouse Part Time	\$ 358.20	\$ 448.37	\$ 121.85	\$ 236.35			
Family < \$55,000	\$ 245.04	\$ 300.25	\$ 160.38	\$ 84.67	\$ 513.54	\$ 73.86	\$ 171.18
Family \$55,000 - \$85,000	\$ 294.93	\$ 283.66	\$ 193.67	\$ 101.26	\$ 484.42	\$ 94.63	\$ 200.30
Family \$85,000 - \$140,000	\$ 348.21	\$ 265.93	\$ 229.22	\$ 118.99	\$ 452.79	\$ 116.28	\$ 231.93
Family > \$140,000	\$ 401.48	\$ 248.20	\$ 264.77	\$ 136.72	\$ 421.16	\$ 137.92	\$ 263.56
Family Part Time	\$ 358.20	\$ 262.61	\$ 235.89	\$ 122.31	\$ 448.37	\$ 121.85	\$ 236.35

	Bi-Weekly Deduction	Cost breakdown if the children are tax dependents			Cost breakdown if the children are not tax dependents of the employee		
		Imputed Income	Pre-Tax Deduction	Post-Tax Deduction	Imputed Income w/DP Child(ren)	Pre-Tax Deduction	Post-Tax Deduction
POS with HRA							
Employee + Spouse < \$55,000	\$ 163.23	\$ 513.54	\$ 44.18	\$ 119.05			
Employee + Spouse \$55,000 - \$85,000	\$ 213.11	\$ 484.42	\$ 64.95	\$ 148.17			
Employee + Spouse \$85,000 - \$140,000	\$ 266.39	\$ 452.79	\$ 86.60	\$ 179.80			
Employee + Spouse > \$140,000	\$ 319.67	\$ 421.16	\$ 108.24	\$ 211.42			
Employee + Spouse Part Time	\$ 276.39	\$ 448.37	\$ 92.17	\$ 184.22			
Family < \$55,000	\$ 163.23	\$ 300.25	\$ 108.91	\$ 54.32	\$ 513.54	\$ 44.18	\$ 119.05
Family \$55,000 - \$85,000	\$ 213.11	\$ 283.66	\$ 142.20	\$ 70.91	\$ 484.42	\$ 64.95	\$ 148.17
Family \$85,000 - \$140,000	\$ 266.39	\$ 265.93	\$ 177.75	\$ 88.64	\$ 452.79	\$ 86.60	\$ 179.80
Family > \$140,000	\$ 319.67	\$ 248.20	\$ 213.30	\$ 106.37	\$ 421.16	\$ 108.24	\$ 211.42
Family Part Time	\$ 276.39	\$ 262.61	\$ 184.42	\$ 91.97	\$ 448.37	\$ 92.17	\$ 184.22

	Bi-Weekly Deduction	Cost breakdown if the children are tax dependents			Cost breakdown if the children are not tax dependents of the employee		
		Imputed Income	Pre-Tax Deduction	Post-Tax Deduction	Imputed Income w/DP Child(ren)	Pre-Tax Deduction	Post-Tax Deduction
HDHP with HSA							
Employee + Spouse < \$55,000	\$ 98.63	\$ 513.54	\$ 27.04	\$ 71.59			
Employee + Spouse \$55,000 - \$85,000	\$ 148.51	\$ 484.42	\$ 47.80	\$ 100.71			
Employee + Spouse \$85,000 - \$140,000	\$ 201.79	\$ 452.79	\$ 69.45	\$ 132.34			
Employee + Spouse > \$140,000	\$ 255.07	\$ 421.16	\$ 91.10	\$ 163.97			
Employee + Spouse Part Time	\$ 211.78	\$ 448.37	\$ 75.02	\$ 136.76			
Family < \$55,000	\$ 98.63	\$ 300.25	\$ 73.86	\$ 24.77	\$ 513.54	\$ 27.04	\$ 71.59
Family \$55,000 - \$85,000	\$ 148.51	\$ 283.66	\$ 107.15	\$ 41.37	\$ 484.42	\$ 47.80	\$ 100.71
Family \$85,000 - \$140,000	\$ 201.79	\$ 265.93	\$ 142.70	\$ 59.10	\$ 452.79	\$ 69.45	\$ 132.34
Family > \$140,000	\$ 255.07	\$ 248.20	\$ 178.25	\$ 76.82	\$ 421.16	\$ 91.10	\$ 163.97
Family Part Time	\$ 211.78	\$ 262.61	\$ 149.36	\$ 62.42	\$ 448.37	\$ 75.02	\$ 136.76

	Bi-Weekly Deduction	Cost breakdown if the children are tax dependents			Cost breakdown if the children are not tax dependents of the employee		
		Imputed Income	Pre-Tax Deduction	Post-Tax Deduction	Imputed Income w/DP Child(ren)	Pre-Tax Deduction	Post-Tax Deduction
DENTAL							
Employee + Spouse	\$ 18.12	\$ 5.08	\$ 4.68	\$ 13.44			
Family	\$ 25.71	\$ 16.54	\$ 19.87	\$ 5.84	\$ 31.36	\$ 4.68	\$ 21.03