

WASHINGTON COUNTY
DOMESTIC PARTNER POLICY

A. PURPOSE AND SCOPE

This policy sets forth the terms, conditions and procedures for the provision of benefits to legally registered domestic partners. This policy is intended to provide legally registered domestic partners with the same benefits as those provided for married couples subject to the provisions of the Oregon Family Fairness Act.

B. POLICY

Washington County shall extend health care and other employee benefits to the registered domestic partners of employees so as to be functionally equivalent to those provided to married employees, subject to the requirements of state and federal laws, and the terms, conditions and procedures of this Policy.

1. Affidavit

Employees will be required to sign an affidavit of domestic partnership in order to receive health benefits, demonstrating the following:

- a) They are Domestic Partners legally registered by the State of Oregon; or
- b) They are Domestic Partners legally registered by the State of Washington and that they would otherwise be eligible for registration as domestic partners under Oregon law but for their residence.

2. Enrollment

Employees compliant with requirements of B.1. (a) or (b) shall be permitted to enroll at the same time and under the same conditions as married employees.

Children or other dependents of domestic partners shall be eligible for benefits in the same manner as those of married employees if they otherwise meet the eligibility requirements imposed by the applicable benefit plan.

3. Taxes

Benefits for domestic partners and their dependents may be considered taxable under federal tax law. The County will calculate and collect the federal income tax attributable to any premium payments made for the benefit of the domestic partner

and their dependents. Domestic partners should consult a tax professional regarding their ability to deduct these expenses.

4. Termination of Domestic Partnership

Either partner may end the partnership by filing Statement of Dissolution of Marriage/Domestic Partnership with the Support Services Human Resources Division. If the partnership is legally dissolved, the domestic partner and their dependents will not have rights under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) for continuation of benefits. Dependents of the domestic partner will not be eligible for continued coverage unless the dependent would otherwise be eligible under the applicable benefit plan.

5. Employee Obligations

No employee shall provide false information to obtain benefits. Employees must notify the Support Services Human Resources Division within 31 days after death, legal dissolution of their domestic partnership or other loss or change of eligibility under the County benefit plans. Violations of this policy may result in disciplinary action, up to and including termination and civil or criminal liability.

C. EFFECTIVE DATE

This policy is effective upon Board adoption.