

CITY OF EUGENE

Employee Taxable Value of Health Insurance Coverage for Domestic Partners

Unless a domestic partner qualifies as a tax-qualified dependent for health insurance purposes under Internal Revenue Service rules, health insurance coverage for domestic partners is a taxable benefit to the employee.

You do not have to claim your dependent on your taxes in order for them to be considered a tax dependent for health insurance purposes. See the [Declaration of Dependent Tax Status](#) form for more information.

City of Eugene employees who enroll domestic partners who are not tax-qualified dependents in the health plans will have to pay income taxes on the fair market value of the health insurance coverage their domestic partners receive. The value of the domestic partner insurance coverage is considered earnings, is included in the employee's gross taxable income, and is subject to state and federal income tax and FICA withholding.

The taxable value of the domestic partner coverage will depend on:

- ✓ The Pay Unit of the employee;
- ✓ The health plan in which the employee is enrolled; and
- ✓ The number of dependents enrolled.

Each pay period, the taxable value of the benefit will be reflected on the employee's paycheck stub (or notice of deposit). The City will simply add the value of the benefit to gross wages of the employee.

1. *An employee who enrolls a non-dependent domestic partner will be taxed on the difference between Two-Party and Individual premium rate for the coverage selected.*
2. *An employee who enrolls a non-dependent domestic partner and one dependent of the partner will be taxed on the difference between Family and Individual premium rate.*
3. *An employee with one dependent who enrolls a non-dependent domestic partner (with or without other dependents of the partner) will be taxed on the difference between Family and the Two-Party premium rate.*
4. *An employee with two or more dependents who enrolls a non-dependent domestic partner (with or without other dependents of the partner) will not have a taxable value (because the difference between Family and Family is zero).*

The table on the following pages shows the taxable value amounts to cover non-dependent domestic partners for full-time employees. These amounts will be added to an employee's taxable gross wages on the first and second paychecks of each month. These figures apply to full-time employees. If you are a part-time employee, contact Benefits Program staff in Risk Services for Taxable Value information that is specific to your situation.

If you are a part-time employee, specific calculation will need to be figured for your taxable value amounts.

If you have questions, please contact the Benefits Program in Risk Services at 682-5062.

The taxable value of the health coverage is listed on the following pages. Keep in mind that this is not the amount you will pay each pay period, but instead is the amount on which you will be taxed.

Domestic Partner Taxable Value

Effective July 1, 2019

Non-Represented

				Taxable Value		
<u>City Health Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$843.36	\$74.18	\$917.54	\$821.21	\$410.61	Employee with DP
Two-Party	\$1,610.54	\$128.21	\$1,738.75	\$1,504.85	\$752.43	Employee to Family
Family	\$2,234.07	\$188.32	\$2,422.39	\$683.64	\$341.82	Two-Party to Family
				\$0.00	\$0.00	Family to Family
<u>City Managed Care Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$675.42	\$74.18	\$749.60	\$770.83	\$385.42	Employee with DP
Two-Party	\$1,392.22	\$128.21	\$1,520.43	\$1,467.42	\$733.71	Employee to Family
Family	\$2,028.70	\$188.32	\$2,217.02	\$696.59	\$348.30	Two-Party to Family
				\$0.00	\$0.00	Family to Family
<u>City Hybrid Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$567.67	\$74.18	\$641.85	\$656.47	\$328.24	Employee with DP
Two-Party	\$1,170.11	\$128.21	\$1,298.32	\$1,251.52	\$625.76	Employee to Family
Family	\$1,705.05	\$188.32	\$1,893.37	\$595.05	\$297.53	Two-Party to Family
				\$0.00	\$0.00	Family to Family

EPEA-Represented

				Taxable Value		
<u>City Health Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$842.43	\$69.85	\$912.28	\$818.89	\$409.45	Employee with DP
Two-Party	\$1,608.93	\$122.24	\$1,731.17	\$1,501.17	\$750.59	Employee to Family
Family	\$2,231.73	\$181.72	\$2,413.45	\$682.28	\$341.14	Two-Party to Family
				\$0.00	\$0.00	Family to Family
<u>City Managed Care Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$676.23	\$69.85	\$746.08	\$769.89	\$384.95	Employee with DP
Two-Party	\$1,393.73	\$122.24	\$1,515.97	\$1,466.48	\$733.24	Employee to Family
Family	\$2,030.84	\$181.72	\$2,212.56	\$696.59	\$348.30	Two-Party to Family
				\$0.00	\$0.00	Family to Family

AFSCME-Represented

				Taxable Value		
<u>City Health Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$852.64	\$73.75	\$926.39	\$829.38	\$414.69	Employee with DP
Two-Party	\$1,628.31	\$127.46	\$1,755.77	\$1,520.72	\$760.36	Employee to Family
Family	\$2,258.68	\$188.43	\$2,447.11	\$691.34	\$345.67	Two-Party to Family
				\$0.00	\$0.00	Family to Family
<u>City Managed Care Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$677.72	\$73.75	\$751.47	\$769.20	\$384.60	Employee with DP
Two-Party	\$1,393.21	\$127.46	\$1,520.67	\$1,467.50	\$733.75	Employee to Family
Family	\$2,030.54	\$188.43	\$2,218.97	\$698.30	\$349.15	Two-Party to Family
				\$0.00	\$0.00	Family to Family
<u>City Hybrid Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$567.67	\$73.75	\$641.42	\$656.15	\$328.08	Employee with DP
Two-Party	\$1,170.11	\$127.46	\$1,297.57	\$1,252.06	\$626.03	Employee to Family
Family	\$1,705.05	\$188.43	\$1,893.48	\$595.91	\$297.96	Two-Party to Family
				\$0.00	\$0.00	Family to Family

Domestic Partner Taxable Value

Effective July 1, 2019

IAFF-Represented

				Taxable Value		
<u>City Health Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$845.51	\$66.68	\$912.19	\$820.95	\$410.48	Employee with DP
Two-Party	\$1,616.37	\$116.77	\$1,733.14	\$1,503.06	\$751.53	Employee to Family
Family	\$2,242.01	\$173.24	\$2,415.25	\$682.11	\$341.06	Two-Party to Family
				\$0.00	\$0.00	Family to Family
<u>City Managed Care Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$699.56	\$66.68	\$766.24	\$788.47	\$394.24	Employee with DP
Two-Party	\$1,437.94	\$116.77	\$1,554.71	\$1,502.74	\$751.37	Employee to Family
Family	\$2,095.74	\$173.24	\$2,268.98	\$714.27	\$357.14	Two-Party to Family
				\$0.00	\$0.00	Family to Family

IAFF-Represented Battalion Chiefs

				Taxable Value		
<u>City Health Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$833.12	\$73.14	\$906.26	\$811.32	\$405.66	Employee with DP
Two-Party	\$1,590.99	\$126.59	\$1,717.58	\$1,487.06	\$743.53	Employee to Family
Family	\$2,206.95	\$186.37	\$2,393.32	\$675.74	\$337.87	Two-Party to Family
				\$0.00	\$0.00	Family to Family
<u>City Managed Care Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$666.48	\$73.14	\$739.62	\$760.77	\$380.39	Employee with DP
Two-Party	\$1,373.80	\$126.59	\$1,500.39	\$1,448.61	\$724.31	Employee to Family
Family	\$2,001.86	\$186.37	\$2,188.23	\$687.84	\$343.92	Two-Party to Family
				\$0.00	\$0.00	Family to Family

IATSE-Represented

				Taxable Value		
<u>City Health Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$838.80	\$63.94	\$902.74	\$811.25	\$405.63	Employee with DP
Two-Party	\$1,601.94	\$112.05	\$1,713.99	\$1,486.29	\$743.15	Employee to Family
Family	\$2,222.09	\$166.94	\$2,389.03	\$675.04	\$337.52	Two-Party to Family
				\$0.00	\$0.00	Family to Family
<u>City Managed Care Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$653.71	\$63.94	\$717.65	\$741.89	\$370.95	Employee with DP
Two-Party	\$1,347.49	\$112.05	\$1,459.54	\$1,412.81	\$706.41	Employee to Family
Family	\$1,963.52	\$166.94	\$2,130.46	\$670.92	\$335.46	Two-Party to Family
				\$0.00	\$0.00	Family to Family
<u>City Hybrid Plan</u>	<u>Medical</u>	<u>Dental/Vis</u>	<u>Total</u>	<u>Per Month</u>	<u>Per Pay Period</u>	
Individual	\$566.50	\$63.94	\$630.44	\$649.37	\$324.69	Employee with DP
Two-Party	\$1,167.76	\$112.05	\$1,279.81	\$1,238.09	\$619.05	Employee to Family
Family	\$1,701.59	\$166.94	\$1,868.53	\$588.72	\$294.36	Two-Party to Family
					\$0.00	Family to Family