

INFORMATION SHEET REGARDING DOMESTIC PARTNERSHIPS

- Domestic partners are eligible for enrollment in certain benefits provided by the City of St. Louis: (a) at the time of hire of the City of St. Louis employee; (b) during any subsequent open enrollment period; (c) within 30 days of losing other coverage due to loss of employment; (d) within 30 days of meeting the criteria indicated in the affidavit.
- Domestic partners must meet the criteria listed in the Declaration Section of the *Affidavit of Domestic Partnership Relating to Benefits Provided by the City of St. Louis*. The Affidavit and any applicable enrollment form(s) must be submitted to the Department of Personnel, Employee Benefits Section within 30 days of meeting the criteria indicated in the Affidavit.
- Children of the domestic partner are eligible if they meet the requirements for an eligible dependent as defined by the City of St. Louis in its agreements with its providers, reside with the employee and receive 50% of their financial support from the employee.
- Domestic partner coverage shall terminate upon the death of the domestic partner or upon a change in circumstance attested to in the Affidavit. Dependent children coverage will end when such children no longer meet the City of St. Louis eligibility requirements.
- The covered domestic partner and any dependent children of the domestic partner may elect COBRA continuation coverage in the event of the death or termination of employment of the City of St. Louis employee, upon termination of the domestic partnership or when any dependent children no longer meet the eligibility requirements.
- An *Affidavit of Termination of Domestic Partnership* may be requested if coverage on a domestic partner is terminated at any time other than open enrollment.
- Another *Affidavit of Domestic Partnership* cannot be filed with the Department of Personnel, Employee Benefits Section, until such time as the conditions in the Declaration Section of the Affidavit have been met.
- Dependent payments for medical and/or dental coverage of a domestic partner may not be eligible for pre-tax treatment under applicable federal income tax law.
- All dependent payments for medical and/or dental coverage will be made on the same tax basis and will not be based on circumstances of an individual dependent. (Example: domestic partner meets criteria for pre-tax payments but dependents of the domestic partner do not. Payments will be made on an after-tax basis.)
- All Coverage provided for insurance is provided only insofar as such coverage is permitted under law and in the City of St. Louis' contracts with its insurance providers. Any insurance provided may be limited, curtailed or revoked as necessary to comply with law and the City of St. Louis' contracts with its insurance providers. The City of St. Louis shall be free to revoke or rescind insurance coverage for domestic partners and/or their dependents at any time for budgetary reasons or when such action is in the best interest of the City of St. Louis.