

SUMMARY OF FACULTY AND STAFF BENEFITS

DETERMINE IF THE BENEFIT WILL BE EXTENDED TO THE SAME-SEX DOMESTIC PARTNERS OF FACULTY AND STAFF AND THEIR DEPENDENT CHILDREN AND, IF SO, WHAT ACTIONS WILL HAVE TO BE TAKEN IN ORDER TO MAKE THE BENEFIT AVAILABLE

- **HEALTH INSURANCE (ACS)**

Eligibility criteria will need to be amended in order to provide coverage for a faculty or staff member's same-sex domestic partner and his or her dependent children. Premiums must be paid with after tax dollars and the University's portion of the premium for the partner and his or her dependent children must be reported as income to the faculty or staff member and taxed accordingly.

- **DENTAL INSURANCE (ACS)**

Eligibility criteria will need to be amended in order to provide coverage for a faculty or staff member's same-sex domestic partner and his or her dependent children. Premiums must be paid with after tax dollars and the University's portion of the premium for the partner and his or her dependent children must be reported as income to the faculty or staff member and taxed accordingly.

- **GROUP LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE (Standard Insurance)**

No change – domestic partner and his or her dependent children may be named as beneficiaries.

- **LONG TERM DISABILITY INSURANCE (Standard Insurance)**

Only the employee is benefited.

- **HEALTH CARE SPENDING ACCOUNT (Flores & Associates)**

IRS rules preclude covering costs incurred by a domestic partner and his or her dependent children unless the children are also dependents of the employee

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- DEPENDENT CARE SPENDING ACCOUNT (Flores & Associates)

IRS rules preclude covering costs incurred by a domestic partner and his or her dependent children unless the children are also dependents of the employee..

- DEFINED CONTRIBUTION RETIREMENT PLAN (Fidelity, Vanguard, and TIAA-CREF)

No change – domestic partner and his or her dependent children may be named as beneficiaries.

- SUPPLEMENTAL RETIREMENT PLANS (Fidelity, Vanguard, and TIAA-CREF)

No change – domestic partner and his or her dependent children may be named as beneficiaries.

- EDUCATION ASSISTANCE PLAN FOR EMPLOYEES

Only the employee is benefited.

- TUITION CONCESSION PLAN FOR SPOUSES

Eligibility criteria has been amended in order to provide this benefit to a faculty or staff member's same-sex domestic partner. Benefit will be taxable to the faculty or staff member.

- TUITION CONCESSION PLAN FOR DEPENDENT CHILDREN

Eligibility criteria will need to be amended in order to provide this benefit to the faculty or staff member's same-sex domestic partner's children. Benefit will be taxable to the faculty or staff member. A change has also been made to eliminate the requirement that the children of eligible faculty and staff be claimed as dependents on the tax return of the employee for the year in which the benefit is to be received.

- ELDER CARE CHOICES (Referral Service)

Eligibility has been amended in order to provide this benefit to the faculty or staff member's same-sex domestic partner's family.

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- WORK/FAMILY RESOURCE CENTER (Childcare Referral Service)

Benefit can be provided to cover the daycare needs of a faculty or staff member's same-sex domestic partner.

- EMPLOYEE ASSISTANCE PROGRAM (Referral Service)

Only the faculty or staff member is benefited.

- FREE OR DISCOUNTED TICKETS TO SPECIAL EVENTS

Only the faculty or staff member is benefited.

- COLLEGE BOOKSTORE DISCOUNTS

Only the faculty or staff member is benefited.

- UNIVERSITY RECREATION FACILITIES

Eligibility criteria will need to be amended in order to provide this benefit to the faculty or staff member's same-sex domestic partner and his or her dependent children.

- LIBRARY BORROWING PRIVILEGES

Eligibility criteria has been amended in order to provide this benefit to the faculty or staff member's same-sex domestic partner and his or her dependent children.