

2023 Imputed Income

Full Time Imputed Income Rates Effective January 1, 2023				
Plan	Domestic Partner	Children of Domestic Partners	Domestic Partner + Children of Domestic Partner	
Kaiser HMO	\$712.20	\$654.43	\$1,366.63	\$1,366.63
Regence PPO	\$976.19	\$743.90	\$1,720.09	\$1,720.09
Regence HDHP	\$651.16	\$496.21	\$1,147.38	\$1,147.38
Delta Dental	\$59.36	\$50.05	\$109.40	\$109.40
Willamette Dental	\$53.19	\$63.17	\$116.35	\$116.35
VSP Vision	\$5.78	\$5.37	\$11.15	\$11.15

Domestic Partner Benefits

In order for a City employee to enroll a domestic partner and their dependents onto the City of Tacoma benefit plans, they must have a State-registered domestic partnership as established by RCW 26.60.030, and have a valid Certification of State Registered Domestic Partnership. The City will also recognize domestic partnerships (with legal documentation) that were validly formed in other jurisdictions, in accordance with RCW 26.60.090. The Certification of State Registered Domestic Partnership AND the City of Tacoma “Dependent Eligibility Verification Form” must be submitted to the Human Resources Benefits Office within the election period.

NOTE: There are tax consequences involved with domestic partner benefits. The IRS does not recognize domestic partnerships and therefore requires the City of Tacoma to tax the employee on the value of the cost of the coverage the City of Tacoma provides to the employee’s domestic partner and domestic partner dependent children. The value of the coverage provided to the employee is considered imputed income and is subject to additional withholding, unless the domestic partner and/or the domestic partner’s children qualify as the employee’s IRC Section 152 tax dependent. (Above is a table with the value of the benefit plans for domestic partner benefits. Employees will experience additional Federal Tax, Social Security, and Medicare withholding on these dollar amounts per month.)

Example: If your federal income tax rate is 20%, you will pay an additional 20% per month on the appropriate amount(s) listed above. (E.g. Regence PPO Medical Plan - Domestic Partner Only: \$935.05 x 20% = an additional \$187.01 in taxes each month)