



Domestic Partner Coverage – Imputed Income

For Full-Time DCU and ATU members who are Active Employees

The value of your domestic partner coverage is considered a taxable benefit under federal IRS regulations. If you have this coverage, additional taxable income, also known as imputed income, will be added to your pay each month and the appropriate taxes withheld. The impact on your tax withholding will depend on your gross pay and your W-4 filing status.

Rates do not apply to legal spouse of employee.

Effective January 1, 2017

Your taxable income is reported on your paycheck and will increase by the following imputed income amount:

Monthly Imputed Income Amounts for Medical, Pharmacy, Dental and Vision

	Providence Open Option Plan	Kaiser Permanente HMO	Providence Personal Option Plan
Member + Domestic Partner	\$629.55	\$642.37	\$670.64
Member + Domestic Partner + Member's Child(ren)	\$629.55	\$642.37	\$670.64
Member + Domestic Partner + Domestic Partner's Child(ren)	\$1,282.88	\$1,140.16	\$1,351.88
Member + Domestic Partner's Child	\$629.55	\$642.37	\$670.64
Member + Domestic Partner's Children	\$1,282.88	\$1,140.16	\$1,351.88
Member + Domestic Partner + Member's Child(ren) + Domestic Partner's Child(ren)	\$1,282.88	\$1,140.16	\$1,351.88