2.05 DOMESTIC PARTNERS

General

The City of Portland recognizes both same-sex and heterosexual domestic partners. For purposes of this Administrative Rule, a domestic partner who meets the eligibility below is considered equivalent to a spouse for purposes of eligibility for health and non-health benefits.

Eligibility Criteria

For purposes of this rule, a domestic partner:

1. Is 18 years or older and shares the same permanent residence and household with employee;
2. Is the exclusive domestic partner of employee;
3. Is not married to anyone;
4. Is not related to employee by blood, closer than would be a bar to marriage in the state of permanent residence;
5. Was mentally competent to enter into a contract when the domestic partnership began; and
6. Is jointly responsible for common welfare, including providing and/or payment of basic living expenses such as food, shelter and other necessities of life with employee.

Enrollment for Domestic Partner Health Benefits

An employee must submit the Affidavit of Domestic Partnership for Health Coverage to the Benefit Office to enroll a domestic partner in health coverage. The employee and their domestic partner shall complete the form and the signatures of both must be notarized. For information regarding domestic partners and health benefits, see the Benefits website.

Statement of Domestic Partnership for Non-Health Benefits

An employee must submit a separate Statement of Domestic Partnership to receive non-health City benefits such as catastrophic leave, funeral leave, dependent care, or FMLA/OFLA leave. This Statement of Domestic Partnership shall be placed in the employee's personnel file for leave management purposes.

Termination of Domestic Partnership

If the domestic partnership is terminated, the employee must go to www.portlandoregon.gov/benefits and submit a Change in Status form. Employees must report changes in status within 60 days of the event.

Administrative Rule History

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