

**CITY OF COOPER CITY
HUMAN RESOURCES DEPARTMENT**



**EXTENSION OF BENEFITS POLICY
POLICY #02-005**

SUMMARY OF REVISED, DELETED, OR ADDED MATERIAL

This operating procedure shall replace the Personnel Rules and Regulations and Policies enacted prior to the effective date of this operating procedure.

Revision	Date	Description of Change
1		Initial release

APPROVALS

Human Resources Director

Date

City Commission

Date



City of Cooper City City Policies and Procedures

SUBJECT	Extension of Benefits
POLICY #	02-005
City Commission Approval	

Policy:

Insurance

Any City employee who is a party to a registered domestic partnership relationship and provides a certificate of registration from Broward County Records Division shall be entitled to elect insurance coverage for their domestic partner or a dependent or such domestic partner on the same basis under which any City employee may elect insurance coverage for their spouse or dependents. A City employee’s right to elect insurance coverage for their domestic partner or the partner’s dependent shall extend to all forms of insurance provided by the City to the spouses and dependents of City employees unless such coverage is prohibited by State or Federal law. All elections of coverage shall be made in accordance with the requirements of applicable City rules and policies and Chapter 16½ of the Broward County Code. However, in no event shall an employee make an election for coverage of a domestic partner more than two (2) times in a plan year. An employee must immediately notify the Human Resources Department of the termination of a domestic partnership.

Other Benefits

Any City employee who is a party to a registered domestic partnership relationship, and provides a certificate of registration from the Broward County Records Division, shall be entitled to use all forms of leave provided by the City, including but not limited to sick leave, annual leave, family and medical leave and funeral leave for a domestic partner or the dependent of a domestic partner, as applicable. The use of leave authorized herein shall be consistent with the applicable requirements in City rules and policies and this Manual.

Unless prohibited by State and Federal law, all other benefits available to the spouses and dependents of City employees shall be made available on the same basis to the domestic partner or dependent of such domestic partner of a City employee who is a party to a registered domestic partnership relationship.

Exceptions

COBRA extension of group health benefits to separated employees is a Federal law. This law only permits “qualified beneficiaries” to receive an extension of benefits. According to ERISA and IRS 1999 regulations, a qualified beneficiary is defined as a covered employee, the spouse, or the dependent child of a covered employee. Therefore, group insurance plans do not extend COBRA extension benefits to domestic partners.