

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact

Fiscal Years	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	_____	_____	_____	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
Net Fiscal Impact	=====	=====	=====	=====	=====
# ADDITIONAL FTE POSITIONS (Cumulative)	0	0	0	0	0

Is Item Included In Current Budget? Yes _____ No _____
 Budget Account Exp No.: Fund _____ Dept _____ Unit _____ Obj _____
 Rev No.: Fund _____ Dept _____ Unit _____ Obj _____

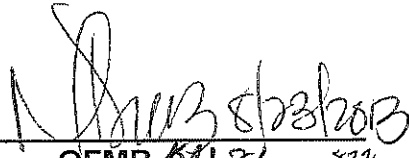
B. Recommended Sources of Funds/Summary of Fiscal Impact:
 Fiscal Impact will depend on Board direction.

C. Departmental Fiscal Review:


Jessica Kohn

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

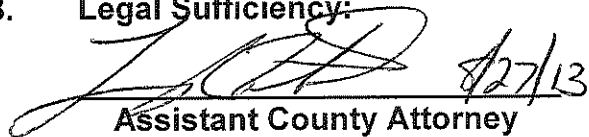


 OFMB #10 8/21 811 SB



 Barbara Wheeler 8-26-13
 Contract Dev. and Control

B. Legal Sufficiency:



 Assistant County Attorney

C. Other Department Review:

 Department Director

Background and Policy Issues (continued from page 1):

A letter to the Mayor and Commissioner Berger from the Human Rights Council dated June 14, 2013, requesting tax equity for County employees with domestic partners enrolled in the health plans, was brought up at the July 2nd meeting by Commissioner Berger and staff was directed to review the proposed policy for the Board to reimburse County employees in the amount of tax paid to the federal government.

The request comes following the repeal of the Defense of Marriage Act (DOMA) by the Supreme Court in June. While the repeal of DOMA did not change the tax treatment of benefits nor create a new tax burden, it did create a difference in how these benefits are treated based on the State of residence. Same-sex marriages are recognized as legal in twelve states and the District of Columbia at the time of the ruling. As a result of that ruling, legally married couples who live in a state where same-sex marriage is recognized will no longer be subject to federal income taxes for the value of health insurance benefits, and workers can pay for same-sex spouses' coverage on a pretax basis. Florida is not yet among those states at this time, and therefore employees with domestic partners (whether they are same or opposite sex) are still subject to taxes on the value of the full cost of their medical plan under the provisions of the IRS. Other cities in Florida, including Miami and West Palm Beach, have enacted tax equity ordinances in order to offset the associated federal income tax for employees with domestic partners.

The following table illustrates the specific associated costs to the Board if this policy is adopted, based on current enrollment. If the Board enacts such a policy, it is anticipated that enrollment, and the anticipated costs, will increase over time.

Same Sex DP Gross up	28,616
Additional Employer Tax	2,189
Total	30,805

M/F DP Gross up (BCC & Palm Tran)	97,518
Additional Employer Tax	7,460
Total	104,978

All DP Gross up	126,134
Additional Employer Tax	9,649
Total	135,783