

## **Miami-Dade County Health Benefits for Employees Legal Same-Sex Spouse**

Employees whose marriages are legally recognized in Miami-Dade County as of January 5, 2015, (Florida State as of Jan. 6, 2015) have a qualifying status change event window through Friday, February 20, 2015, to enroll in a family plan. Otherwise, the employee will have to wait until the next annual open enrollment period to add an eligible spouse or dependent child.

Miami-Dade County (MDC) now provides that a legally executed marriage shall be valid whether the parties to the marriage are of the same or different sex and regardless of the jurisdiction where the marriage was performed. Same-sex spouse coverage allows members to enroll their same-sex spouse and their eligible dependents for MDC health plans. The rules regarding this coverage are the same as those that apply to the opposite-sex spouse of an employee and their eligible dependents.

To enroll in a family plan, employees who wish to enroll must complete the following steps:

1. Provide a letter to the Benefits Unit via fax (305) 375-1368 or in person at 111 N.W. 1<sup>st</sup> Street, 23<sup>rd</sup> floor, Miami, FL, 33128, advising that the employee wishes to add a spouse/spouse's dependent to the employee's coverage. The letter should contain the names, birth dates and Social Security numbers for the legal spouse and any dependent children to be covered. (if applicable)
2. Complete a [Health Plans Change in Status Form](#) for the purposes of adding a family member to the employee's coverage or to notify the Benefit Unit of a change in marital status. No changes are allowed to plan types, only the addition of covered family members. This form is required even if your spouse currently is enrolled for benefits.
3. Provide proof of legal marriage (i.e. marriage certificate)

Additionally, same-sex couples who are legally married will be treated the same for federal income tax purposes as opposite-sex married couples. Once a valid marriage certificate and a Health Plans Change in Status form are submitted and accepted as valid by the Benefits Unit, your status will change to married. Your spouse will begin to receive health benefits prospectively on a pre-tax basis. If your spouse is not currently enrolled, benefit coverage will begin the first of the month following your payroll deduction.

For questions about eligibility, enrollment and premiums, employees should review the [Frequently Asked Questions](#) or call the Benefits Unit at (305) 375-4288. For questions about plan benefits, employees may visit [MDC Benefits](#), [Benefits Advisory](#), or call the insurance companies directly.