

3.11 Domestic Partner Qualifications & Processing

A domestic partner is defined as a person of the same or opposite sex who lives with an employee in a long-term relationship of indefinite duration. There must be an exclusive mutual commitment similar to that of marriage, in which both agree to be financially responsible for each other's welfare and share financial obligations. Employee benefits are available to a domestic partner and his/her children, provided that the child is primarily dependent upon the employee or the domestic partner and meets the definition of a qualified dependent.

Qualifying Criteria

To be recognized as domestic partners, both employee and partner must meet all of the following criteria, sign an Affidavit of Domestic Partnership and submit documentation to the Insurance and Benefits Division of the Human Resources Department.

1. Both are unmarried and have been for at least 12 months.
2. Reside in the same residence for at least 12 months and intend to do so indefinitely
3. Meet the age requirements for marriage in the state of New Mexico
4. Are not related by blood to the degree prohibited in a legal marriage in the State of New Mexico
5. Are financially responsible for each other's welfare and share financial obligations

Financial Inter-Dependence

In addition to the notarized affidavit, three of the following documents are also required.

1. Joint lease/mortgage or ownership of property
2. Jointly owned motor vehicle, bank or credit account (only one qualifies)
3. Domestic partner named as beneficiary of the employee's life insurance
4. Domestic partner named as beneficiary of the employee's retirement benefits
5. Domestic partner named as primary beneficiary in the employee's will
6. Domestic partner assigned as power of attorney or legal designee by the employee
7. Both names on a utility bill
8. Both names on an investment account

A domestic partner is not required to visit the Insurance & Benefits Office in order to receive benefits. The employee may bring the signed and notarized Affidavit of Domestic Partnership with the other required documents. The appointment usually takes 15 minutes.