

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: Proposition 8 Impact to State Dental and Vision Programs	REFERENCE NUMBER: 2008-039
DATE ISSUED: 11/24/08	SUPERSEDES:

This memorandum should be forwarded to:

**Personnel Officers
Personnel Transactions Supervisors
Personnel Transactions Staff**

FROM: Department of Personnel Administration
Benefits Division

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Based on the passage of Proposition 8, which eliminates the right of same-sex couples to marry in the State of California, this PML will provide departments with information regarding the impact on the State's Dental and Vision Programs. Effective on November 5, 2008, a same-sex marriage is no longer a valid permitting event to newly enroll a same-sex spouse on employees' dental and vision benefits. Additionally, the Affidavit for All Employees – Gender Verification of Married Persons and Notice of Imputed Tax (DPA 880) is no longer required to be completed for dental and vision enrollments.

DOMESTIC PARTNERSHIP

Proposition 8 will not impact a domestic partnership enrollment. There are no changes to the processes for domestic partners.

IMPACT ON VISION ENROLLMENT

State employees' vision coverage is automatically established for eligible employees and their eligible dependents and no form is required to add or delete dependents. Therefore, employees need to continue to ensure that only eligible dependents are provided services under their State-sponsored vision plan.

PERSONNEL OFFICES

Please ensure that your employees are made aware of this change. Thank you for your cooperation. If you have any questions regarding this information, you may call Bryan Bruno, Staff Personnel Program Analyst, at (916) 445-9841.

/s/ Greg Beatty

Greg Beatty, Chief
Benefits Division