

Dependent Eligibility

The City recognizes that families are important to its employees. To assist in educating you on Eligible Dependent eligibility, please review this flier for valuable information.

Who Is An Eligible Dependent?

Dependent Spouse: Husband, wife, or registered domestic partner.

Dependent Child: Biological or adopted child, stepchild, or child for whom the employee has legal guardianship.

Dependent Grandchild: Biological or adopted grandchild, or step-grandchild for whom the employee has legal guardianship or custody.

What Are Acceptable Documents?

The Following are **Acceptable Documents** (Proof) necessary to Enroll an Eligible Dependent in your Medical, Vision and/or Dental Plan (Photocopies are Accepted):

1. Proof for Dependent Spouse or Registered Domestic Partner

- Official Registered Marriage Certificate
- Official Domestic Partnership Registration Certificate issued by the Office of the Secretary of State

2. Proof for Dependent Child (If a dependent child is age 19 or older this requires full-time school status enrollment of **12 units or more**)

- Official State Birth Certificate
- Legal Court Adoption/Foster Care documents*
- Legal Court Guardianship documents

* Foster Children are **ONLY** eligible to be covered under the City's **Dental** plans

3. Proof for Dependent Grandchild

- Official State Birth Certificate **AND***
 - Legal Court Guardianship documents **OR**
 - Legal Court Custody documents
- * Additional Court documents are **ONLY** needed when the parent of the child is not an eligible dependent covered under the employee's plan

Important Note:

For **ALL** required eligibility documentation, please write your **5-digit Employee ID** on each applicable document that is submitted.

Commonly Asked Questions

What is the Maximum Age "Full-Time" Students Are Eligible for Coverage?

Full -Time Students Can Continue Coverage:

- ⇒ Anthem BC (PPO & HMOs) - Up to Age 25
- ⇒ Kaiser (HMOs) - Up to Age 24
- ⇒ Delta (DPO & DHMO) - Up to Age 24
- ⇒ Local Dental Advantage - Up to Age 23
- ⇒ Vision Service Plan (VSP) - Up to Age 24

What is the "Full-Time" Student Certification Process?

The Medical providers (Anthem Blue Cross & Kaiser) will mail a student certification form directly to you on an annual basis:

- ⇒ All certification forms should be submitted directly to the Medical provider
- ⇒ The dental providers will verify "full-time" student status thru your dental office

Are Children of a Registered Domestic Partnership Eligible for Coverage?

Children of a Registered Domestic Partnership are eligible to be covered under the City's Medical, Vision, or Dental Plans:

- ⇒ A copy of the Official State Birth Certificate **AND** Official Domestic Partnership Registration Certificate is required

Are "Disabled" Dependents Eligible for Coverage?

"Disabled" Dependents are eligible to be covered under the City's Medical, Vision, or Dental plans :

- ⇒ Proof of disability is required by each Medical, Vision, and/or Dental Provider

Are "Married" Dependent Children Eligible for Coverage?

Dependent Children who become "**Married**" are **NOT** eligible to be covered under your Medical, Vision, or Dental plan:

- ⇒ The termination date is the first of the month following your Dependent's marriage date

Are "Grandchildren" Eligible for Coverage?

A grandchild may be covered under the City's Medical, Vision, or Dental plan provided the parent is an eligible child dependent enrolled in your plan:

- ⇒ If the child dependent is no longer covered, then the grandchild is not eligible for coverage, unless the City employee has legal guardianship or custody of the grandchild

Are "Foster" Children Eligible for Coverage?

Foster children are **ONLY** eligible for coverage under the City's **Dental** plans