

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, adopted grandchild or step-grandchild for whom the employee has legal guardianship.

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 - 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

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 Dependent Children Are Eligible for Coverage?

Eligible dependent children can be covered up to age 26 regardless of student or marital status under all insurance plans.

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?

Yes, dependent children who become **"Married"** are eligible to be covered under your Medical, Vision, or Dental plan

Are "Grandchildren" Eligible for Coverage?

A grandchild may be covered under the City's Medical, Vision, or Dental plan provided employee has legal guardianship of the grandchild.

- ⇒ A copy of the Court documentation must be submitted to HR.

Are "Foster" Children Eligible for Coverage?

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