# Key Eligibility Rules and Your Responsibilities

## Who is an Eligible Dependent Under the County's Health Plans?

- Your spouse, under a legally valid marriage to a member of the opposite sex (a marriage certificate must be provided at the time of enrollment)
- Your same-sex domestic partner or partners of the opposite sex over age 62, under a Registered Domestic Partnership (certificate of domestic partnership must be provided at the time of enrollment)
- Your natural or legally adopted children, step children, and domestic partner's children (birth certificate must be provided at the time of enrollment)
- Any other child for whom a Court has issued a Qualified Domestic Relations Order (legal documentation must be provided at the time of enrollment)

## What are the Age Limits for Dependent Children?

- Children may be covered until their 26th birthday.
- The children do not need to attend school.
- They may be married; however, their dependents (spouse and/or children) are not eligible for coverage.
- They do not have to live with you.
- You do not have to provide their support or have custody of them.
- You may add them even if they have not been added before.

## When Can I Enroll Dependents?

- When you enroll yourself as a new employee
- During the annual open enrollment period
- Within 60 days of a change in status, such as birth, adoption, marriage, registered domestic partnership, even if you are on a leave of absence (late enrollment is not allowed)
- Within 60 days of dependents' loss of another employer's group coverage (late enrollment is not allowed)
- To comply with a Qualified Domestic Relations Order issued by a Court

## How Do I Delete Dependents Who Are No Longer Eligible?

- Dependents may be deleted within 60 days of the effective date of coverage under another health plan.
- You must delete dependents who are no longer eligible within 60 days of a change in status—divorce.
- You must complete an enrollment form for all applicable plans to delete dependents that become ineligible.
- You could be held responsible for claims paid for ineligible dependents.

**Note: Your requested election change must be consistent with and on account of your qualifying status change. You must make the enrollment change within 60 days of the qualifying event.**