

Dependent Eligibility for 2014

To ensure that the City is treating all employees and retirees fairly, operating our plans consistently and in accordance with our plan documents, and appropriately allocating funds, the City is performing a dependent eligibility verification process in 2014. All City employees and retirees covering dependents will be asked to provide documentation of the nature of the relationship (such as a marriage license, birth certificate, affidavit of domestic partnership, court documents, etc.) as well as the status of the relationship (such as a federal tax return, proof of joint ownership, etc.).

Dependents who are eligible for coverage on City health plans are defined below.
If you discover you are covering an *ineligible* dependent,
you should remove them from City plans immediately.

Call the Retirement Office (206-386-1293) with any questions.

Who is an Eligible Dependent?

- Your legal spouse (unless legally separated)
- Your domestic partner, provided that you and your domestic partner
 - Share the same regular and permanent residence and;
 - Have a close personal relationship and;
 - Are jointly responsible for basic living expenses as defined below and;
 - Are not married to anyone and;
 - Are each 18 years of age or older and;
 - Are not related by blood closer than would bar marriage in the State of Washington and;
 - Were mentally competent to consent to contract when the domestic partnership began and;
 - Are each other's sole domestic partner and are responsible for each other's common welfare

"Basic living expenses" means the cost of basic food and shelter, and any other expenses of a domestic partner. The individuals do not need to contribute equally or jointly to the cost of these expenses as long as they agree they are both responsible for the cost.

- Your children or your spouse's children under the age of 26; includes biological children, adopted children, stepchildren, children of your domestic partner, children for whom you have a qualified court order to provide coverage, and children for whom you are the legal guardian. The age 26 limit does not apply if the child was certified as disabled and you received approval for the continued coverage before the child turned 26.