



# City of Seattle

Michael Patrick McGinn, Mayor

## Personnel Department

Darwyn B. Anderson, Acting Personnel Director

September 15, 2010

### Re: Changing Eligibility Rules for Dependent Health Care Benefits

Dear City of Seattle Employee:

The City is changing health plan eligibility rules for dependent children, effective January 1, 2011, because of federal health care reform. As a result, **you may need to add or drop dependents from City coverage** during the fall Open Enrollment period. (Remember, you can now access Employee Self Service from your home computer.)

#### ***Expanded Dependent Eligibility in 2011:***

- Dependents will be eligible for coverage on the City's medical, dental and vision plans **through age 25** (up to age 26); this is one year longer than our current eligibility definition allows.
- Dependents **no longer need to be unmarried or living at home**; however, their spouses and/or children remain ineligible.

#### ***Reduced Dependent Eligibility in 2011:***

- Young adult **dependents that have access to health care coverage through their own full-time employment are no longer eligible** for coverage on the City's medical, dental or vision plans.
- If your over-age-18 dependent has *access* to medical, dental or vision coverage through their own full-time employment – even if they are not currently enrolled in it – **you must remove them from City coverage during Open Enrollment.**
- If they do not currently have access to health coverage through their own full-time employment, they may be covered on City plans. However, if they gain access in the future, **you must remove them from City coverage within 31 days** of other coverage becoming available.
- *Be sure to end your young adult dependent's coverage if they no longer qualify.* Failure to comply may result in criminal and civil penalties and sanctions.

**To add or drop a dependent from the City's health care plans** (medical dental and vision coverage), go to the Employee-Self Service panels during Open Enrollment, which runs from September 27 through 5:00 pm on October 27. You can access the system from either your home or City computer using the following links (you will need your ESS password):

- From home (PAN): [wald1.seattle.gov/dea/hris/LogOn/LogOn/Default.aspx](http://wald1.seattle.gov/dea/hris/LogOn/LogOn/Default.aspx)
- From work (InWeb): [selfservice.ci.seattle.wa.us](http://selfservice.ci.seattle.wa.us)

If you have questions or need additional help, please contact your department's benefits representative.

Sincerely,

A handwritten signature in black ink, appearing to read "Renee Freiboth". The signature is written in a cursive style with a small dot above the letter 'i'.

Renee Freiboth  
Benefits Manager