

A dependent audit will be performed in 2024. Please review your covered dependents carefully during this open enrollment period and make any coverage adjustments in MyBenefits by Nov 6. If it is determined during the audit that employees have ineligible dependents enrolled in coverage, the County reserves the right to require the return of all County-paid premiums, any associated claims costs paid on behalf of the ineligible dependent, and will pursue any and all other remedies available under the law. The employee may also be subject to disciplinary action, up to and including termination.

Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit is guilty of a crime and may be subject to fines and/or prosecution.

Employees may include their spouse, children (including step children, adopted children, foster children and/or children for which the employee is the legal guardian), domestic partner, domestic partner's children (including, adopted children, foster children and/or children for which the domestic partner is the legal guardian), under the County's health plans. Proof of eligibility is required for all dependents added to the employee's coverage.

Refer to the following chart for required documentation:

Eligibility Categories	Required Documents
Spouse or Domestic Partner <ul style="list-style-type: none"> • Legal spouse • Domestic partner of the same or opposite sex 	<ul style="list-style-type: none"> • Copy of page 1 of federal tax return of most current tax year as filed (personal and income information redacted) listing spouse • OR: Copy of marriage license/certificate; executed and recorded • Certificate or copy of executed, notarized and recorded Declaration of Domestic Partnership form (Ord. 2006-002) • PLUS (Spouse OR Domestic Partner) Proof marriage/partnership is still current (recurring monthly or quarterly household bill or statement of account listing spouse's/partner's name at employee's address within the past 60 days)
Child up to end of the month the child turns age 26	
<ul style="list-style-type: none"> • Biological child 	<ul style="list-style-type: none"> • Official birth certificate (hospital birth record not acceptable)
<ul style="list-style-type: none"> • Adopted child 	<ul style="list-style-type: none"> • Official adoption documents
<ul style="list-style-type: none"> • Foster child 	<ul style="list-style-type: none"> • Official documents, placing the child in employee's care
<ul style="list-style-type: none"> • Child placed into custody by a court order 	<ul style="list-style-type: none"> • Court documented guardianship papers (Power of Attorney is not acceptable)
<ul style="list-style-type: none"> • Step child 	<ul style="list-style-type: none"> • Executed, recorded marriage license/certificate of marriage to biological parent of child and birth certificate for child that names the employee's spouse as a parent
<ul style="list-style-type: none"> • Child of Domestic Partner 	<ul style="list-style-type: none"> • Birth verification as indicated above, depending on type of child (biological, adopted, foster child, or child placed into custody of Domestic Partner by a court order) plus executed, notarized and recorded Declaration of Domestic Partnership form (Ord. 2006-002) PLUS • Proof partnership is still current (recurring monthly or quarterly household bill or statement of account listing partner's name at employee's address within the past 60 days)

<ul style="list-style-type: none"> • Child born to an insured dependent of the employee 	<ul style="list-style-type: none"> • Official birth certificate of child born to the employee's insured dependent
Child age 26 to 30	
<p>Unmarried child age 26 up to until the end of the calendar year in which the child reaches the age of 30, provided child does not have a dependent of his/her own, is a Florida resident or a full-time or part-time student, and is not covered under a plan of his/her own or entitled to benefits under Title XVIII of the Social Security Act.</p>	<ul style="list-style-type: none"> • Official birth certificate (hospital birth record not acceptable) • Copy of driver's license OR • State-issued ID showing s/he is a Florida resident OR • Copy of current school registration, confirming full-time or part-time student status
Disabled Child	
<p>Qualified child who is 26 or more years old and primarily supported by the employee and incapable of self-sustaining employment by reason of mental or physical handicap</p>	<ul style="list-style-type: none"> • Official birth certificate (hospital birth record not acceptable) • Official adoption documents • Official documents, placing the child in employee's care • Court documented guardianship papers (Power of Attorney is not acceptable)

Please refer to [PPM CW-P-023](#) for additional eligibility details. If you have any questions regarding the upcoming dependent audit, or your covered dependents, please contact Palm Tran (HR) Benefits at Palm-Benefits@pbcgov.org or call 561-841-4237.