

WCBOE Dependent Eligibility Documentation Requirements

Relationship to Employee	Eligibility Definition	Dependent Documentation Verification
All Dependents		Copy of their Social Security Card is required for all dependents on the health insurance plan
Dependent Child(ren)	Dependent children are eligible until the end of the month in which they reach age 26	<p>Natural Child</p> <ul style="list-style-type: none"> • Copy of child's official state birth certificate showing employee's name <p>Step Child - provide all of the following:</p> <ul style="list-style-type: none"> • Copy of child's official state birth certificate (must name spouse of employee as the child's parent) • Copy of official marriage certificate <p>Legal Ward or Court Appointed Guardianship - provide all of the following:</p> <ul style="list-style-type: none"> • Copy of dependent's official state birth certificate • Final Court Ordered Custody with presiding judge's signature and seal <p>Adopted Child</p> <ul style="list-style-type: none"> • Adoption Final Decree (must indicate child's date of birth) with presiding judge's signature and seal <p>Child for whom the court has issued a QMSCO</p> <ul style="list-style-type: none"> • Copy of the Qualified Medical Child Support Order

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<p style="text-align: center;">Disabled Adult Child</p>	<p>An unmarried disabled adult child must be covered on the employee's health insurance coverage prior to turning age 26 to be eligible for continued coverage after age 26.</p> <p>Unmarried dependent children over the age limit if:</p> <ol style="list-style-type: none"> 1. They are dependent on you for primary financial support and maintenance due to a physical or mental disability; 2. They are incapable of self-support, and 3. The disability existed before reaching age 26 while the dependent was covered under the plan. 	<ul style="list-style-type: none"> • Disability Certification form (available from CareFirst) • Copy of most recent Federal Tax Return (1st page only & black out financial information)
<p>Spouse- Opposite Sex/Same Sex</p>	<p>A spouse to whom you are legally married</p>	<ul style="list-style-type: none"> • Copy of Official State marriage certificate