

Dependent Audit for City-provided Healthcare

Dependent Audit for City-provided Healthcare: Employees who purchase coverage for families are required to notify the City when dependents become ineligible for coverage. In addition to required self-reporting, checks are in place and audits utilized to ensure only those eligible are receiving health coverage.

Background

The City allows employees to purchase healthcare plans that cover eligible dependents. From time to time, dependents become ineligible—such as through divorce or when children reach the age of 26—and are removed from the employee’s healthcare coverage. Employees are required to notify the City when one of these events occurs.

Currently, the following due diligence is conducted to ensure only those eligible are receiving health coverage:

- To add a dependent, an employee must provide certified documentation of eligibility
- Three months before a dependent is scheduled to become ineligible for coverage (age 26), notification is sent to the employee, and the dependent is removed from coverage on their 26th birthdate
- Annual reviews for divorces are completed, removing participants that have become ineligible as a result of divorce