

## Dependent Eligibility Chart for Plan Year 2012

Eligibility Definition	Documentation Required
<p><b><u>Spouse</u></b> A person of the opposite sex to whom you are legally married.</p>	A legible photocopy of the Marriage Certificate OR a legible photocopy of the top half of the front page of the employee/retiree's most recent federal tax return (Form 1040).
<p><b><u>Common Law Spouse</u></b> A person of the opposite sex with whom you have established a Common Law union in a state which recognizes Common Law marriage (Kentucky does not recognize Common Law Marriage).</p>	A legible photocopy of the Certificate or Affidavit of Common Law Marriage from a state that recognizes Common Law Marriage.
<p><b><u>Child Age 0 to 18</u></b> <b>In the case of a child who has not yet attained his/her 19<sup>th</sup> birthday,</b> 'child' means an individual who is –</p> <ul style="list-style-type: none"> <li>• A son, daughter, stepson, or stepdaughter of the employee/retiree, or</li> <li>• An eligible foster child of the employee/retiree (eligible foster child means an individual who is placed with the employee/retiree by an authorized placement agency or by judgment, decree, or other order of any court of competent jurisdiction), or</li> <li>• An adopted child of the employee/retiree (a legally adopted individual of the employee/retiree, or an individual who is lawfully placed with the employee/retiree for legal adoption by the employee/retiree, shall be treated as a child), or</li> <li>• A grandchild for whom the employee/retiree has been awarded guardianship or custody by a court of competent jurisdiction.</li> </ul>	<p><b><u>Natural Child:</u></b> A legible photocopy of the child's birth certificate showing the name of the employee/retiree as a parent.</p> <p><b><u>Step Child:</u></b> A legible photocopy of the child's birth certificate showing the name of the employee/retiree's spouse as a parent; <b>and</b> a legible copy of the marriage certificate showing the names of the employee/retiree and the spouse.</p> <p><b><u>Legal Guardian, Adoption, Grandchild(ren) or Foster Child(ren):</u></b> Legible photocopies of Court Orders, Guardianship Documents, Affidavits of Dependency, with the presiding judge's signature and filed status; <b>or</b> legible Adoption or Legal Placement Decrees with the presiding judge's signature.</p>
<p><b><u>Child Age 19 to 25</u></b> <b>In the case of a child who has attained his/her 19<sup>th</sup> birthday but who has not yet attained his/her 26<sup>th</sup> birthday,</b> 'child' means an individual who is –</p> <ul style="list-style-type: none"> <li>• A son, daughter, stepson, stepdaughter, eligible foster child, an adopted child or a grandchild of the employee/retiree – as described above;</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Is <u>NOT</u> eligible to enroll in an employer-sponsored health plan offered by the child's <b>full-time</b> employer.</li> </ul>	Must submit the documents described above for children <b>and</b> the <b>Kentucky Employees' Health Plan 2012 Certification of Dependent Eligibility</b> form.
<p><b><u>Disabled Dependent</u></b> A dependent child who is totally and permanently disabled may be covered on your KEHP benefit plan beyond the end of the month in which he/she turns 26, provided the disability (a) started before his/her 26<sup>th</sup> birthday and (b) is medically-certified by a physician. A disabled child who was not covered on this Plan prior to his/her 26<sup>th</sup> birthday may not be enrolled in KEHP unless he/she sustains a specific qualifying event.</p>	Contact the Enrollment Information Branch at 502-564-1205 for the specific documentation needed.
<p><b><u>Cross Reference Payment Option</u></b> A payment option involving two employees/retirees who are a legally married couple and enroll themselves and at least one child as a dependent in a KEHP family plan.</p>	Documentation listed above to verify spouse and children.