

## PCS Dependent Audit

### Frequently Asked Questions

#### **Q1: Why is Pinellas County Schools conducting a Dependent Eligibility Verification program?**

Pinellas County Schools is sensitive to the rising costs of healthcare for its employees and feels that this verification program is necessary to make sure their plan is compliant, competitive and cost effective. This program also helps Pinellas County Schools manage overall plan cost, which benefits all employees.

#### **Q2: Will I be penalized or charged any fees for ineligible dependents?**

While some employees may be intentionally covering ineligible dependents, Pinellas County Schools believes that many employees are simply unaware that their dependent no longer meets the requirements for eligibility. No penalties will be imposed for dropping an ineligible dependent during this verification program.

If you do not remove a dependent that is currently ineligible during this process, Pinellas County Schools reserves the right to take disciplinary action and to pursue reimbursement of benefits paid on behalf of the ineligible dependent.

#### **Q3: Do I need to send original documents?**

Please do not send your original documents; a copy is sufficient. If the document is two-sided or has multiple pages, ensure you copy all pages and both sides of the paper.

#### **Q4: Will I be reimbursed for the cost of obtaining these documents?**

No, any charge for obtaining copies of required documents is your responsibility.

#### **Q5: What happens if I do not submit all required documents by the Verification Deadline?**

If you fail to provide or knowingly submit false information for enrolled dependents - one or all of the following actions may occur:

The ineligible dependent(s) and/or dependents for whom complete documentation has not been submitted will be removed from coverage.

Pinellas County Schools may seek to recover claims paid during the period that the ineligible dependent was covered. You may be subject to disciplinary action.

#### **Q6: My child's birth certificate has a notation that it is illegal to copy. How can I send this as proof of my dependent's eligibility?**

Birth certificates issued by certain states (such as New Mexico and Pennsylvania) contain a specific prohibition against copying or duplicating. If your child's birth certificate has this notation, you can send the hospital birth record that shows the name and birth date of your child, parent names, and a signature from either the hospital administration and/or the attending physician.

#### **Q7: Can an exception be granted to allow my ineligible dependent to stay covered?**

No. Only dependents that currently satisfy the plan's eligibility definition can remain covered.

If the dependent is no longer eligible because of a ""qualifying event,"" (e.g. divorce, child reaches age limit) see your Risk Management representative for COBRA details. COBRA, or the Consolidated Omnibus Budget Reconciliation Act, gives workers and their families who lose their health benefits the right to choose to continue group health benefits provided by their group health plan for limited periods of time under certain circumstances. Qualified individuals should contact their Risk Management representative for COBRA details.