



**TOWN OF CONCORD**  
**HUMAN RESOURCES DEPARTMENT**  
TOWN HOUSE  
P.O. BOX 535  
22 MONUMENT SQUARE

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**IMPORTANT NOTICE**

**ENROLLMENT and COVERAGE for ADULT CHILDREN TO AGE 26**

**The Patient Protection and Affordable Care Act (PPACA) of 2010** requires employers that offer health benefits to extend coverage to the adult children of their employees to the 26<sup>th</sup> birthday. Individuals whose coverage ended or who were denied coverage (or were not eligible for coverage) because the availability of dependent coverage of children ended before attainment of age 26 are eligible to enroll in plans offered by the Minuteman Nashoba Health Group, effective June 1, 2012. Until that date MNHG's plans were deemed to be "grandfathered" under PPACA.

For more information contact **Human Resources** at **978-318-3025** or [hr@concordma.gov](mailto:hr@concordma.gov).

**All Enrollment forms to add adult children must be returned to Human Resources at Open Enrollment or at the time of a Qualifying Event.**

**Frequently Asked Questions:**

Note: The term "employee" refers to active employees and retirees who are eligible for the health insurance benefit.

**1. Question: Who is included as an Adult Child under the federal reform law?**

**Answer:** *Children* as defined by PPACA are the children, stepchildren, adopted children, and eligible foster children under age 26 of benefit-eligible employees. *Adult Children* are those age 19 through 25. Under the law, for plans that are not grandfathered coverage must be granted to dependents up to age 26 regardless of their tax filing status, marital status, and financial dependency on their parent, or eligibility elsewhere. An Adult Child, like any child of a benefit-eligible employee, may enroll as a dependent on the parent's plan. An Adult Child may not enroll unless the parent is enrolled.

**2. Question: When can I enroll my Adult Child (under age 26) on my policy?**

**Answer:** If you have not previously enrolled your adult child, you may do so during the annual Open Enrollment or at the time of a Qualifying Event.

**3. Question: What documentation is required if I am adding an adult child?**

Answer: The subscriber (employee) must fill out an Enrollment application and provide the following:

- *For a child or stepchild:* photo-copy of the child's birth certificate showing the parent-child relationship of the subscriber and/or spouse. In the case of a stepchild, the marriage certificate for the parent and stepparent, one of whom must be the employee.
- *For an adopted child:* photocopy of proof of placement letter or adoption letter.
- *For a foster child:* photocopy of placement letter or court order.

**4. Question: My adult child age 19-26 is working and is eligible for coverage through his/her employer. Is my adult child eligible to enroll in my family health plan?**

Answer: Yes. Your dependent may enroll on your plan. If your adult child is living outside the service area, he is not eligible for an EPO/HMO plan such as Fallon Select Care and Direct Care EPOs /HMOs, Harvard Pilgrim EPO/HMO, and Tufts EPO/HMO.

**5. Question: My Adult Child (under age 26) is a full-time student who lives outside the health plan's service area while at school and is enrolled on my Family EPO/HMO plan. May we retain the EPO/HMO coverage we currently have and continue to cover my Adult Child?**

Answer: Your Adult Child may remain on your current EPO/HMO Family plan or you may change to a PPO plan while your adult child is a full-time dependent student out-of-area and enrolled in your coverage. Your Adult Child (under age 26) will only be covered for emergency/urgent care services while he/she is living outside the EPO/HMO service area. After graduating or otherwise leaving school, your adult child may remain on your EPO/HMO plan for as long as he/she is under age 26 and living within the health plans' service area.

**6. Question: I am enrolled in an EPO/HMO plan, and my Adult Child (under age 26) has a permanent address outside the health plan's service area. May we retain the EPO/HMO coverage we have and add my Adult Child?**

Answer: No. Your adult child who lives outside the health plan service area is not eligible to be on an EPO/HMO plan. You will need to decide if the entire family will switch to the HPHC PPO plan in order to cover your Adult Child who lives outside the service area, or remain on your EPO/HMO plan but not cover the Adult Child. Please review the benefits and costs carefully before making a decision. Whatever your decision, you will not be able to switch coverage until the next Open Enrollment, unless you have a Qualifying Event.

**7. Question: What if my Adult Child (under age 26) moves out of the EPO/HMO health plan service area after I have placed him/her on my plan?**

Answer: If the Adult Child is establishing residency outside the service area for more than 3 months during the plan year, it is the employee's responsibility to notify Human Resources of this change. If the employee wishes, the family may change to a PPO plan and thereby continue to cover the Adult Child. Otherwise, the Child will be dropped from the EPO plan's coverage and will be offered COBRA Continuation Coverage.

**8. Question: What if my Adult Child (under age 26) is currently on COBRA coverage?**

Answer: You may cancel COBRA coverage for your Adult Child (under age 26) and complete an Enrollment form to add your Adult child to your policy effective during Open Enrollment or at the time of a Qualifying Event. See qualifications above regarding residency requirements for EPO/HMO plans.

**9. Question: When does coverage end for my Adult Child (under age 26) and what options are available for coverage then?**

Answer: As long as you remain eligible for coverage as an employee, coverage ends for your Adult Child effective at 12:01 A.M. on the Adult Child's 26<sup>th</sup> birthday. COBRA coverage will be offered to your Adult Child (you should notify Human Resources), or your Adult Child can call the Massachusetts Health Connector at 1-877-623-6765 or go online at [www.mahealthconnector.org](http://www.mahealthconnector.org) to shop for health coverage. If your Adult Child is employed, he/she may be eligible for coverage through his/her employer. If your Adult Child age 26 or older is enrolled in a school of higher education, there may be a health benefits plan available to students.

**10. Question: My child has a child. May the child of my child be enrolled in my Family plan?**

Answer: No. The Patient Protection and Affordable Care Act does not require employers or health plans to cover the dependents of the employee's children.

**11. Question: My adult child is handicapped and is mentally or physically incapable of earning his/her own living and is currently enrolled on my health plan. Do I need to do anything during the Open Enrollment to maintain my dependent's coverage?**

Answer: No. The health plans periodically re-certify handicapped dependent coverage. Adult children who are handicapped and incapable of earning a living are eligible to remain on the parent's coverage beyond age 26, subject to periodic re-certifications.

**12. Question: I am enrolled in the Guardian Family Dental plan through Town of Concord. Is my Adult Child covered to age 26 on the dental plan?**

Answer: No. Eligible dependents include legal spouse, unmarried dependent children to age 23 or to age 25 if a full-time student.

**IMPORTANT:** It is the responsibility of the employee to notify Human Resources of any changes in Adult Child status, such as moving out of the service area. If you do not notify Human Resources of changes, and if it is found that your adult child is ineligible, you could be responsible for all medical charges that he/she incurs.