

# Eligibility

## **Employee Eligibility**

If you are a regular Court employee working at least 20 hours per week, you are eligible for the Santa Barbara County Superior Court sponsored group benefits. Your coverage will be effective on the first of the month after the date of hire. Open enrollment changes will be effective January 1, 2012.

## **Dependent Eligibility**

- Your legal spouse
- Your legally registered domestic partner
- Your natural children, stepchildren, foster children and adopted children of which the employee is the legal guardian who are under the age of 26.
- Your eligible physically or mentally handicapped children who depend on you for support, regardless of age.
- A child of a covered domestic partner who satisfies the same conditions as listed above for natural children, stepchildren, or adopted children, and in addition is not a “qualifying child” (as that term is defined in the Internal Revenue Code) of another individual.

## **Proof of Eligibility**

Proof of a dependent’s eligibility for benefits will be required prior to enrollment.

Examples of eligibility documents include:

- Marriage certificate (Spouse)
- Declaration of Domestic Partnership (Domestic Partner)
- Birth Certificate (Child)