

Boulder Faculty Assembly  
Executive Committee

Motion on Changing or Correcting the Status of Qualified and Non-qualified Dependents  
BFA-X-M-012510

WHEREAS current University medical plans permit medical benefits be extended to an employee's child up to and including age 24; and

WHEREAS non-qualified dependent children who are enrolled in an employee's medical plan result in additional taxable income to the employee; and

WHEREAS current University practice does not permit an employee to change or correct the status of a child between "qualified dependent" and "non-qualified dependent" except during the Benefits Open Enrollment Period; and

WHEREAS federal and state law require the University to make a good faith effort at accurately reporting University-based taxable income for each employee; and

WHEREAS federal and state law allow changes and corrections to the status of a child at any time;

THEREFORE, the Boulder Faculty Assembly respectfully moves:

That the Assistant Vice President for Payroll and Benefits request the Payroll and Benefit Services to:

1. initiate a new procedure allowing employees to change or correct the status (between "qualified dependent" and "non-qualified dependent" or vice versa) of any person enrolled in medical benefits during any month of the year; and
2. initiate a new policy so that employees are notified in advance of any automatic changes in status (between "qualified dependent" and "non-qualified dependent" or vice versa) that will be carried out by Payroll and Benefits Services (such notice to include the individual name of the affected person).

From the BFA Faculty Compensation and Benefits Committee: January 25, 2010

Approved as amended by the BFA Executive Committee: January 25, 2010

Notice of motion to the BFA: February 4, 2010

Approved by the BFA: March 4, 2010