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).