



HUMAN RESOURCES DEPARTMENT

October 2, 2015

RE: Special Dental Plan Enrollment Period for Dependents, October 5, 2015 – October 23, 2015

Dear County Employee,

Human Resources is pleased to announce that the Delta Dental Premier Plan will now cover dependents up to age twenty-six (26) with no increase to dental premiums. Currently, the County's eligibility rules provide coverage for dependents up to age 19 and coverage may be extended up to age 23 with full-time student status. Because of this enhanced Delta Dental benefit, the County is having a "Special Dental Enrollment" for employees to enroll their dependent children between ages of 19 and 26 that have been removed or have never been enrolled due to the previous age restrictions and/or student status requirements. Coverage ends on the last day of the month in which the dependent child turns age 26. **The effective date of dental coverage for this special enrollment is November 1, 2015.**

For this Special Dental Enrollment period, eligible dependents are your dependent children between the ages of 19 and 26. "Dependent children" means natural children, stepchildren, children of a domestic partner, adopted children, children placed for adoption, children covered under a Qualified Medical Child Support Order (QMCSO), and foster children. (It does not mean Spouse, Domestic Partner or any children under age 19.)

If you would like to enroll your dependent children who were **not previously eligible for the dental plan**, please complete and submit the attached "Special Dental Plan Enrollment Form for Newly Eligible Dependents" by **Friday, October 23, 2015** to:

**County of Sonoma
HR – Benefits Unit
575 Administration Drive, Suite 117C
Santa Rosa, CA 95403
Or
Fax: (707) 565-1139**

Reminder: If both you and your spouse are Primary Enrollees for the County's dental plan, your eligible dependent children can be enrolled as the dependent of only one of you.

The County has negotiated with Delta Dental to permit employees to submit claims on covered dental services provided to their dependent(s) while the dependent was not covered under the plan from June 1, 2013 through October 31, 2015 due to the age limitation, but would have been eligible under these new terms. **Prior to submitting dental claims for newly eligible dependent children to Delta Dental, you must contact Human Resources, Benefits Unit at (707) 565-2900 by December 31, 2015 to establish eligibility for retroactive claims processing.**

The County of Sonoma continuously strives to provide its employees comprehensive and cost effective employee benefits. If you have any questions regarding this special enrollment or other employee benefits, please contact the Human Resources – Benefits Unit at (707) 565-2900 or Benefits@sonoma-county.org.

Sincerely,

Jeanne Groen, Benefits Manager
Risk Management Division

