

## Barbara Shurbet

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**From:** Barbara Shurbet <bshurbet@co.titus.tx.us>  
**Sent:** Friday, September 10, 2021 12:37 PM  
**To:** 'Brian Lee'; 'Jeff Parchman'; 'John Fitch'; 'danawapplewhite@yahoo.com'; 'Jimmy Parker'  
**Cc:** 'Sharon Reynolds'  
**Subject:** TAC Health Insurance - Coverage for Dependent Spouses

Good Morning, Brian: One employee benefit policy that TAC follows is that dependent spouses who are eligible for coverage through their employer must first enroll in their employer-sponsored plan in order to be eligible to enroll in the TAC coverage. The spouse's employer plan will then be primary coverage and the TAC plan will be secondary. With our open enrollment last year, our TAC representative did not require that we follow this policy. We do have some dependent spouses who are on the County coverage instead of their own employer's coverage.

Effective with the new policy year which is January 1, all employees who would like to insure their spouse will need to fill out a SPOUSE ELIGIBILITY VERIFICATION FORM. Spouses who are eligible for employer-sponsored group health coverage at their employer must first enroll in their employer-sponsored plan and provide proof of coverage in order to be eligible to enroll in our TAC coverage as a dependent. In most cases, this should only impact new hires.

If you have questions, please let me know.

Thank you!

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