



Rutherford County Government
Frequently Asked Questions regarding
Spousal Audit

Why is Rutherford County Government conducting this audit?

Rutherford County Government, as defined by the plan, is required by law to administer its health care plan so that it benefits only eligible individuals. The Government is also sensitive to the rising cost of health care and recognizes that covering ineligible participants drives up the cost of health care for all eligible employees. As such, Rutherford County Government must ensure that benefit dollars are being spent only on eligible individuals. Spousal eligibility verification of health plan enrollments is a standard business practice.

Who can answer my questions about the definition of an eligible spouse?

If you read the Spouse Eligibility Matrix and still have questions, please call Risk Management at (615) 898-7715. Benefits Specialists are available from 8 A.M. to 4:30 P.M, Monday through Friday.

Does Rutherford County Government not trust me?

This spousal verification project is for all employees that have a spouse on Rutherford County Government's medical plans. No one person is being singled out for this process.

Is this verification legal?

Yes, dependent verification is a legal process. Rutherford County Government has the responsibility to ensure everyone enrolled in the plan meets the eligibility criteria. The specified documentation listed in the matrix will be needed to establish eligibility for your spouse. If Risk Management does not receive this documentation by the deadline, you risk your spouse not being covered by the health plan.

What is the deadline for returning the Spousal Eligibility Affidavit and providing the appropriate documents verifying eligibility?

You have 60 days to submit documentation from your hire date. You have 30 days for a special enrollment date.

What happens if I do not return the Spousal Verification Affidavit and required documentation before the deadline?

If you do not return the required affidavits and documentation, your spouse will be removed from coverage on the Rutherford County Medical Plan. You may also be responsible for claims incurred for your ineligible spouse.