

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team
at MileHighOrdinance@DenverGov.org by **3:00pm on Monday**.

All fields must be completed.
Incomplete request forms will be returned to sender which may cause a delay in processing.

Date of Request: June 30, 2017

Please mark one: **Bill Request** or **Resolution Request**

1. Has your agency submitted this request in the last 12 months?

Yes No

If yes, please explain:

2. Title: Approve 2018 Health Insurance Premium Recommendations

3. Requesting Agency: Office of Human Resources

4. Contact Person: (with actual knowledge of proposed ordinance)

- Name: Jennifer Cahoon
- Phone: 720-913-5521
- Email: jennifer.cahoon@denvergov.org

5. Contact Person: (with actual knowledge of proposed ordinance who will present the item at Mayor-Council and who will be available for first and second reading, if necessary)

- Name: Heather Britton
- Phone: 720-913-5699
- Email: Heather.britton@denvergov.org

6. General description of proposed ordinance including contract scope of work if applicable:

2018 Health Insurance Premium Recommendations – The Office of Human Resources respectfully requests the approval of the recommended 2018 changes to City and County of Denver benefit plans that were approved at the July 6, 2017 Career Service Board Public Hearing. **There are changes to medical rates only for 2018.** All other benefit rates remain the same for 2018.

7. Is there any controversy surrounding this ordinance? (groups or individuals who may have concerns about it?) **Please explain.**

There is no controversy surrounding this ordinance.

2017 Career Service Medical Rates

Tier	Carrier	Total Monthly Cost	Employee contribution	Monthly City Cost	Monthly Employee Cost
Employee Only	Kaiser DHMO	\$493.32	15.0%	\$419.32	\$74.00
	Kaiser HDHP	\$397.90	5.0%	\$378.00	\$19.90
	Denver Health DHMO	\$588.23	15.0%	\$500.00	\$88.23
	Denver Health HDHP	\$463.65	5.0%	\$440.47	\$23.18
	UHC Navigate	\$653.13	15.0%	\$555.16	\$97.97
	UHC HDHP	\$623.76	5.0%	\$592.57	\$31.19
Employee + Spouse	Kaiser DHMO	\$1,085.30	22.5%	\$841.11	\$244.19
	Kaiser HDHP	\$875.38	12.5%	\$765.96	\$109.42
	Denver Health DHMO	\$1,294.12	22.5%	\$1,002.94	\$291.18
	Denver Health HDHP	\$1,020.03	12.5%	\$892.53	\$127.50
	UHC Navigate	\$1,436.90	22.5%	\$1,113.60	\$323.30
	UHC HDHP	\$1,372.30	12.5%	\$1,200.76	\$171.54

2018 Career Service Rates with Proposed Increases From 2017

Proposed Increase	Total Monthly Cost	Employee contribution	Monthly City Cost	Monthly Employee Cost	Carrier
10.41%	\$544.68	15.0%	\$462.98	\$81.70	Kaiser DHMO
10.41%	\$439.34	5.0%	\$417.37	\$21.97	Kaiser HDHP
17.94%	\$693.78	15.0%	\$589.71	\$104.07	Denver Health DHMO
12.00%	\$519.29	5.0%	\$493.33	\$25.96	Denver Health HDHP
9.70%	\$716.48	15.0%	\$609.01	\$107.47	UHC Navigate
9.70%	\$684.26	5.0%	\$650.05	\$34.21	UHC HDHP
10.41%	\$1,198.30	22.5%	\$928.68	\$269.62	Kaiser DHMO
10.41%	\$966.55	12.5%	\$845.73	\$120.82	Kaiser HDHP
17.94%	\$1,526.33	22.5%	\$1,182.91	\$343.42	Denver Health DHMO
12.00%	\$1,142.43	12.5%	\$999.63	\$142.80	Denver Health HDHP
9.70%	\$1,576.27	22.5%	\$1,221.61	\$354.66	UHC Navigate
9.70%	\$1,505.40	12.5%	\$1,317.23	\$188.18	UHC HDHP

Employee + Child(ren)	Kaiser DHMO	\$986.63	20%	\$789.30	\$197.33	10.41%	\$1,089.36	20%	\$871.49	\$217.87	Kaiser DHMO
	Kaiser HDHP	\$795.80	10%	\$716.22	\$79.58	10.41%	\$878.68	10%	\$790.81	\$87.87	Kaiser HDHP
	Denver Health DHMO	\$1,176.47	20%	\$941.18	\$235.29	17.94%	\$1,387.57	20%	\$1,110.06	\$277.51	Denver Health DHMO
	Denver Health HDHP	\$927.30	10%	\$834.57	\$92.73	12.00%	\$1,038.58	10%	\$934.72	\$103.86	Denver Health HDHP
	UHC Navigate	\$1,306.30	20%	\$1,045.04	\$261.26	9.70%	\$1,433.00	20%	\$1,146.40	\$286.60	UHC Navigate
	UHC HDHP	\$1,247.55	10%	\$1,122.79	\$124.76	9.70%	\$1,368.55	10%	\$1,231.69	\$136.86	UHC HDHP
Family	Kaiser DHMO	\$1,578.61	25%	\$1,183.96	\$394.65	10.41%	\$1,742.98	25%	\$1,307.23	\$435.75	Kaiser DHMO
	Kaiser HDHP	\$1,273.28	15%	\$1,082.29	\$190.99	10.40%	\$1,405.68	15%	\$1,194.83	\$210.85	Kaiser HDHP
	Denver Health DHMO	\$1,882.35	25%	\$1,411.76	\$470.59	17.94%	\$2,220.11	25%	\$1,665.08	\$555.03	Denver Health DHMO
	Denver Health HDHP	\$1,483.69	15%	\$1,261.14	\$222.55	12.00%	\$1,661.72	15%	\$1,412.46	\$249.26	Denver Health HDHP
	UHC Navigate	\$2,090.38	25%	\$1,567.78	\$522.60	9.70%	\$2,293.14	25%	\$1,719.86	\$573.29	UHC Navigate
	UHC HDHP	\$1,996.03	15%	\$1,696.63	\$299.40	9.70%	\$2,189.63	15%	\$1,861.19	\$328.44	UHC HDHP