

BY AUTHORITY

ORDINANCE NO. _____
SERIES OF 2018

COUNCIL BILL NO. CB18-0680
COMMITTEE OF REFERENCE:
FINANCE & GOVERNANCE

A BILL

For an Ordinance creating a new survivor benefit for employees of the City and County of Denver.

BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:

Section 1. That Section 18-179 of the Revised Municipal Code is hereby created as follows:

Sec. 18-179. – Survivor Benefits

(a) In the event an eligible employee dies while in the service of the city, the city shall provide the surviving spouse and/or eligible dependent the following “survivor benefit”:

(1) For a period of twelve (12) full calendar months following the date of death, the city will continue medical and dental insurance coverage and pay the full insurance premium cost.

(b) To be eligible for this survivor benefit, the surviving spouse and/or eligible dependent must:

(1) have been enrolled in coverage at the time of the employee’s death, and;

(2) until open enrollment, remain on the same benefit plan the employee was enrolled in at the time of the employee’s death.

(c) The terms “eligible employee”, surviving “spouse” and “eligible dependent” shall mean those persons defined in § 18-171, D.R.M.C.

(1) For purposes of this survivor benefit, the term “eligible employee” shall also include deputy sheriffs, deputy sheriff sergeants, and deputy sheriff captains and all members of the classified service of the police and fire departments, unless the eligible employee has a greater survivor benefit in place under an operative collective bargaining agreement.

(d) This survivor benefit shall be administered in a manner consistent with providing insurance to eligible employees, with a presumption of coverage in cases of ambiguous facts.

(1) For all employees other than Police and Fire, the Office of Human Resources is authorized to resolve any eligibility, coverage or subsidy disputes related to this survivor benefit.

(2) For Police and Fire employees, the Department of Public Safety Human Resources Division is authorized to resolve any eligibility, coverage or subsidy disputes related to this survivor benefit.

