

**ORDINANCE/RESOLUTION REQUEST**

Please email requests to the Mayor's Legislative Team  
at [MileHighOrdinance@DenverGov.org](mailto: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.*

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Date of Request: June 26, 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 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](mailto: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](mailto:Heather.britton@denvergov.org)

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

Establish the 2018 health savings account contribution, clarify the definition of dependent, and establish the 2018 Office of Human Resources wellness incentive

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.

Executive Summary:

The following modifications to the City and County of Denver benefit plans would result from the enactment of this bill:

1. Establish the 2018 health savings account (HSA) contribution for enrollees of the City's high deductible health plan (HDHP). In 2018, the following HSA contribution structure is recommended:
  - i. For employees electing the single HDHP: for every \$12.50 per month the employee deposits into their HSA, the City will provide a 2:1 match to a maximum of \$25 per month for a maximum annual contribution of \$300 from the City.
  - ii. For employees enrolling dependents on the HDHP: for every \$37.50 per month the employee deposits into their HSA, the City will provide a 2:1 match to a maximum of \$75 per month for a maximum annual contribution of \$900 from the City.
2. Current definition of a dependent is vague and leaves the definition up to each insurance carrier's policy language. Adding a code based definition in ordinance will standardize the definition across all insurance carriers.
3. Establish the 2018 wellness incentive for civilian employees who participate in the wellness program administered by the Office of Human Resources prior to the program deadline of October 31, 2017, beginning in 2018:
  - i. For DHMO participants: \$25 per month premium reduction.
  - ii. HDHP participants: \$25 per month health savings account contribution.