

BY AUTHORITY

ORDINANCE NO. _____
SERIES OF 2021

COUNCIL BILL NO. 21-1058
COMMITTEE OF REFERENCE:
Finance & Governance

A BILL

For an ordinance modifying Article II, Chapter 18 of the Revised Municipal Code of Denver by adding a Division 5 titled COVID-19 Vaccine Mandate Bonus Program for the purpose of providing a one-time \$400 bonus to eligible employees who complied with the vaccine mandate on or before the September 30, 2021 deadline, or were exempted from the mandate and have not been disciplined or had discipline proceedings initiated against them for violating their accommodation requirements through December 10, 2021.

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

Section 1. That Article II of the Denver Revised Municipal Code is hereby amended by adding the underlined language to read as follows:

DIVISION 5. – COVID-19 VACCINE MANDATE BONUS PROGRAM

Sec. 18-81.- Purpose

The purpose of this division 5 is to establish a program through which eligible city employees are rewarded with a one-time bonus of \$400.00 for contributing to the city’s efforts to protect the community from COVID-19 and reduce transmission of COVID-19 long-term through increased vaccination rates by either complying with the vaccine mandate by September 30, 2021, or by obtaining an approved exemption from the mandate and complying with their accommodation requirements through December 10, 2021.

Section 18-82.- Applicability

a) Except as provided in subsection (b) of this section 18-82, this division 5 shall apply to all full-time, part-time and on-call employees of the city except:

- (1) elected officials;
- (2) judges, magistrates and employees of the Denver County Court;
- (3) Board and Commission members;
- (4) career service employees of the Denver Health and Hospital Authority; and

1 (5) unpaid volunteers.

2 (b) This division 5 shall apply to the following employees to the extent authorized by their
3 appointing authorities:

4 (1) Employees of the city council, library commission, civil service commission, and the
5 board of adjustment - zoning;

6 (2) Employees appointed by the mayor pursuant to the authority of Charter section
7 9.1.1(E)(iv);

8 (3) Employees appointed by the auditor pursuant to the authority of Charter section
9 9.1.1(E)(viii);

10 (4) Employees appointed by the clerk and recorder pursuant to the authority of Charter
11 section 9.1.1(E)(xiv); and

12 (5) Career service employees working for the district attorney, clerk and recorder and
13 auditor.

14 **Section 18-83. – Definitions**

15 For purposes of this division 5 only, the following terms shall have the meanings in the section
16 ascribed to them:

17 a) “Fully vaccinated” shall mean that two weeks have passed since a person received either
18 the second dose of a two-dose series COVID-19 vaccine or one dose of a single-dose
19 series COVID-19 vaccine.

20 (b) “Vaccine mandate” shall mean the requirement that all city employees must be fully
21 vaccinated no later than September 30, 2021, unless exempted from the mandate for
22 medical or religious reasons, as set forth in the Public Health Order issued by the Denver
23 Department of Public Health and Environment on August 2, 2021, and as amended
24 thereafter.

25 **Section 18-84. - Eligibility**

26 In order to be eligible for the vaccine mandate bonus, an employee must:

27 (a) Have started their employment with the city no later than September 29, 2021; and

28 (b) Be an employee of the city at the time payment of the vaccine mandate bonus is made;
29 and

1 (c) Have complied with the vaccine mandate by:

2 1) becoming fully vaccinated no later than September 30, 2021; and

3 (2) providing proof of their vaccination status no later than September 30, 2021, by
4 either uploading their vaccine record into Workday or completing the manual
5 verification process established for employees not in Workday; or

6 (d) Have received an approved exemption from the vaccine mandate based on medical
7 reasons or sincerely held religious beliefs and:

8 (1) have complied with the vaccine mandate by uploading their exemption approval
9 notice into Workday or following alternate verification processes no later than
10 September 30, 2021; and

11 (2) have not been disciplined for violating their accommodation requirements as of
12 December 10, 2021; and

13 (3) are not the subject of pending disciplinary proceedings for violating their
14 accommodation requirements as of December 10, 2021.

15 **Section 18-85.- COVID-19 vaccine mandate bonuses subject to appropriation of funds for**
16 **this purpose by City Council.**

17 Payment of COVID-19 vaccine mandate bonuses under this Division 5 shall be subject to the
18 appropriation of funds for this purpose by City Council.

19 **Section 18-86.- Administration and payment of COVID-19 vaccination mandate**
20 **bonuses.**

21 The Department of Finance, in coordination with the Office of Human Resources, will administer the
22 vaccine mandate bonus program, as follows:

23 (a) Employees who meet the eligibility requirements set forth in section 18-84(a) - (c) shall
24 receive a one-time bonus payment of four hundred dollars (\$400.00), to be paid no later
25 than November 26, 2021.

26 (b) Employees who meet the eligibility requirements set forth in section 18-84(a), (b) and (d)
27 shall receive a one-time bonus payment of four hundred dollars (\$400.00), to be paid no
28 later than December 23, 2021.

1 (c) The COVID-19 vaccination mandate bonus shall be subject to any and all withholdings for
2 taxes, employee contributions for benefits, and any other similar withholding that may be
3 required by or authorized by the employee.

4 (d) The Office of Human Resources will determine employee eligibility pursuant to § 18-84.

5 **Sections 18-87 – 18-90. Reserved.**

6
7
8 BALANCE OF PAGE INTENTIONALLY LEFT BLANK
9

1 COMMITTEE APPROVAL DATE: October 5, 2021

2 MAYOR-COUNCIL DATE: October 12, 2021

3 PASSED BY THE COUNCIL: _____

4 _____ - PRESIDENT

5 APPROVED: _____ - MAYOR _____

6 ATTEST: _____ - CLERK AND RECORDER,
7 EX-OFFICIO CLERK OF THE
8 CITY AND COUNTY OF DENVER

9 NOTICE PUBLISHED IN THE DAILY JOURNAL _____; _____

10 PREPARED BY: Karla J. Pierce/Robert A. McDermott DATE: October 14, 2021

11 Pursuant to section 13-9, D.R.M.C., this proposed ordinance has been reviewed by the Office of the
12 City Attorney. We find no irregularity as to form, and have no legal objection to the proposed
13 ordinance. The proposed ordinance is not submitted to the City Council for approval pursuant to §
14 3.2.6 of the Charter.

15
16 Kristin M. Bronson, Denver City Attorney

17
18 BY: *Jonathan Griffin*, Assistant City Attorney DATE: Oct 14, 2021