

1 **BY AUTHORITY**

2 ORDINANCE NO. _____
3 SERIES OF 2018

COUNCIL BILL NO. _____
COMMITTEE OF REFERENCE:
4 Finance & Governance

5 **A BILL**

6 **For an Ordinance amending Division 1, Article VI of Chapter 18 (Insurance**
7 **Program) of the Denver Revised Municipal Code to: correct the definition of**
8 **eligible employee and to correct the 2018 employee wellness incentive for**
9 **employees not eligible for health savings accounts.**
10

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

12 **Section 1.** Paragraph (3) of Section 18-171 of the Denver Revised Municipal Code is
13 hereby amended by adding the underlined language and deleting the stricken language to read and
14 be read as follows:

15 **Sec. 18-171. - Definitions.**

16 (3) "Eligible Employee" shall mean both: career service employees as defined in section
17 9.1.1(e) of the charter, and ~~appointed~~ charter officers as defined in section 9.2.1(~~B~~) of the
18 charter. The definition of eligible employee shall not include:

- 19 a. Part-time employees who are regularly scheduled to work less than twenty (20)
20 hours per week;
- 21 b. Members of the classified service of the police and fire departments; and,
- 22 c. Persons occupying or employed in on-call, temporary, seasonal, or contract
23 positions, or positions in which the incumbent is paid according to the community
24 rate schedule.

25 **Section 2.** Paragraph (1) of Section 18-172 of the Denver Revised Municipal Code is
26 hereby amended by adding the underlined language and deleting the stricken language to read
27 and be read as follows:

28 **Sec. 18-172. - Insurance program.**

29 (1) Every eligible employee and ~~appointed~~ charter officer is entitled to receive insurance
30 coverage under an insurance program recommended in accordance with division 2 of this
31 article, and approved by ordinance.

32 **BALANCE OF PAGE INTENTIONALLY LEFT BLANK**

1 **Section 3.** That sub-paragraph (3)(d) of Section 18-173 of the Denver Revised Municipal
2 Code is hereby amended by adding the underlined language and deleting the stricken language to
3 read and be read as follows:

4 **Sec. 18-173. - Medical insurance program—City contribution.**

5 (d) *Limitations on city payment into active health savings accounts.* The following restrictions
6 shall apply to the city payment into an active HSA account as set forth in DRMC 48-
7 ~~173(3)(c)~~ 18-173(3)(c.1) above:

- 8 i. An employee who is a dependent on any health insurance plan shall not be eligible to
9 receive a city payment into an active HSA;
- 10 ii. Employees must actively contribute to an active HSA through a pre-tax payroll
11 deduction to receive a city matching contribution;
- 12 iii. The city matching contribution will end when the primary insured’s enrollment in the
13 HDHP offered by the city ends;
- 14 iv. Employees who do not have an active HSA are not eligible for a city payment into an
15 active HSA account.

16 **Section 4.** That sub-paragraph (1)(b) of Section 18-178 of the Denver Revised Municipal
17 Code is hereby amended by adding the underlined language and deleting the stricken language to
18 read and be read as follows:

19 **Sec. 18-178. – Wellness.**

20 (b) For HDHP insurance plan participants eligible to participate in an HSA: a \$25 per
21 month HSA contribution. For HDHP insurance plan participants not eligible to participate in an
22 HSA: a \$25 per month paycheck credit.

23
24 **BALANCE OF PAGE INTENTIONALLY LEFT BLANK**

1 COMMITTEE APPROVAL DATE: January ____, 2018

2 MAYOR-COUNCIL DATE: January ____, 2018

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: Robert McDermott, Assistant City Attorney January ____, 2018

11 Pursuant to section 13-12, D.R.M.C., this proposed ordinance has been reviewed by the office of
12 the 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 BY: _____, Assistant City Attorney DATE: _____