

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: November 6, 2014

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 Dental Premium Appropriation Request:

Office of Human Resources respectfully requests that this go on Consent the week of November 17, 2014 through November 21, 2014. If not approved for Consent, we request this go to Technology and Governance Committee on November 18, 2014.

3. Requesting Agency: Office of Human Resources

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

- **Name:** Heather Britton
- **Phone:** 720-913-5699
- **Email:** heather.britton@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:

The City provides dental benefits to employees on a self-funded basis. Under self-funding, the City is required to reimburse providers on a claim by claim basis. In addition, the City bears the risk for any claim payments that may exceed the amount appropriated to cover the costs of the benefits provided. The City generally makes three payments each month to Delta Dental to cover the costs of the claims.

In 2015, the Self-Insured Dental Plan will cover Career Service employees along with employees in the Police and Fire Departments. The initial set of enrollees numbered 9445 during the recent Open Enrollment Period. This number will, of course, grow over the course of the year. Employees have three dental plans to choose from including an EPO Plan, a PPO Low Plan, and a PPO High Plan.

The Office of Human Resources is requesting an appropriation for 2015 in the amount of **\$10,616,226.77** for the Self-Insured Dental Fund. The City portion is estimated at 67% or \$7,151,317 of the total. The employee portion is estimated at 33% or \$3,464,909.57 of the total. These revenues are collected through the payroll deduction process.

Below is a breakdown of the appropriation request.

2015 Dental Appropriation for Safety and Career Service Employees

	Single			Spouse			Children			Family						
	Total	City	Total Cost	Total	City	Total Cost	Total	City	Total Cost	Total	City	Total Cost				
EPO	933			376			405			817						
CS	801	\$31.27	\$25.24	\$300,567.24	298	\$69.42	\$51.07	\$248,245.92	358	\$62.54	\$47.50	\$268,671.84	535	\$111.32	\$79.26	\$714,674.40
FIR	45	\$31.27	\$25.02	\$16,885.80	27	\$69.42	\$55.54	\$22,492.08	7	\$62.54	\$50.03	\$5,253.36	93	\$111.32	\$89.06	\$124,233.12
POL	87	\$31.27	\$25.02	\$32,645.88	51	\$69.42	\$55.54	\$42,485.04	40	\$62.54	\$50.03	\$30,019.20	189	\$111.32	\$89.06	\$252,473.76
PPO High	1879				940				831				1492			
CS	1642	\$39.58	\$25.24	\$779,884.32	731	\$87.87	\$51.07	\$770,795.64	693	\$79.16	\$47.50	\$658,294.56	857	\$140.91	\$79.26	\$1,449,118.44
FIR	95	\$39.58	\$25.02	\$45,121.20	104	\$87.87	\$55.54	\$109,661.76	32	\$79.16	\$50.03	\$30,397.44	285	\$140.91	\$89.06	\$481,912.20
POL	142	\$39.58	\$25.02	\$67,444.32	105	\$87.87	\$55.54	\$110,716.20	106	\$79.16	\$50.03	\$100,691.52	350	\$140.91	\$89.06	\$591,822.00
PPO Low	709				305				255				723			
CS	604	\$29.69	\$25.24	\$215,193.12	240	\$65.90	\$51.07	\$189,792.00	208	\$59.37	\$47.50	\$148,187.52	439	\$105.68	\$79.26	\$556,722.24
FIR	42	\$29.69	\$25.02	\$14,963.76	32	\$65.90	\$55.54	\$25,305.60	16	\$59.37	\$50.03	\$11,399.04	121	\$105.68	\$89.06	\$153,447.36
POL	63	\$29.69	\$25.02	\$22,445.64	33	\$65.90	\$55.54	\$26,096.40	31	\$59.37	\$50.03	\$22,085.64	163	\$105.68	\$89.06	\$206,710.08
				\$1,495,151.28				\$1,545,590.64				\$1,275,000.12				\$4,531,113.60
	3521				1621				1491				3032			9665
													Total City Cost			\$5,959,431.00
													Potential City Cost			\$7,151,317.20
													Total Appropriation			\$8,846,855.64
													Extra for new 2015 Enrollees			\$10,616,226.77

Please include the following:

- a. Duration:
- b. Location:
- c. Affected Council District:
- d. Benefits:
- e. Costs:

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

None known