

1 **BY AUTHORITY**

2 ORDINANCE NO. \_\_\_\_\_  
3 SERIES OF 2021

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

4  
5 **A BILL**

6 **For an ordinance modifying Article II, Chapter 18 of the Revised Municipal Code**  
7 **of Denver by adding a Division 5 titled COVID-19 Vaccine Mandate Bonus**  
8 **Program for the purpose of providing a one-time \$400 bonus to eligible**  
9 **employees who complied with the vaccine mandate on or before the September**  
10 **30, 2021 deadline, or were exempted from the mandate and have not been**  
11 **disciplined or had discipline proceedings initiated against them for violating**  
12 **their accommodation requirements through December 10, 2021.**  
13

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

16  
17 **Section 1.** That Article II of the Denver Revised Municipal Code is hereby amended by  
18 adding the underlined language to read as follows:

19 **DIVISION 5. – COVID-19 VACCINE MANDATE BONUS PROGRAM**

20 **Sec. 18-81.- Purpose**

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

27 **Section 18-82.- Applicability**

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

30 (1) elected officials;

31 (2) judges, magistrates and employees of the Denver County Court;

32 (3) Board and Commission members;

33 (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.**

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1 COMMITTEE APPROVAL DATE: October 5, 2021  
2 MAYOR-COUNCIL DATE: October 12, 2021  
3 PASSED BY THE COUNCIL: \_\_\_\_\_ October 25, 2021  
4 *Steve Filmore* - PRESIDENT  
5 APPROVED: \_\_\_\_\_ - MAYOR *M. B.* Oct 29, 2021  
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