

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: June 17, 2019

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: Request to modify the wellness program, life insurance benefit and bereavement leave definition of dependent under Chapter 18, Article VI, Division 1 Sec. of the Revised Municipal Code.

3. Requesting Agency: Office of Human Resources

4. Contact Person: *(With actual knowledge of proposed ordinance/resolution.)*

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

5. Contact Person: *(With actual knowledge of proposed ordinance/resolution 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
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6. General description of proposed ordinance including contract scope of work if applicable:

2020 Health Insurance Recommendations – On behalf of the Employee Health Insurance Committee (EHIC), the Office of Human Resources (OHR) respectfully requests the approval of two recommended changes to City and County of Denver benefit structure and Denver Revised Municipal code as follows:

Annual Wellness Incentive – to maintain the following wellness incentive structure as was introduced in 2019.

1. For eligible DHMO civilian and sheriff participants who complete the established requirements of the wellness program administered by the Office of Human Resources prior to the program deadline of November 30, of each year, the City will provide a \$50 per month premium reduction the following year.
2. For eligible HDHP civilian and sheriff participants who complete the established requirements of the wellness program, administered by the Office of Human Resources, prior to the program deadline of November 30, of each year, the City will provide an annual contribution of \$600 the following year

Life Insurance – Increase the City-paid basic, term-life insurance benefit for eligible employees and appointed charter officers for a policy in the amount of two (2) times the employee's annual salary up to a maximum benefit of four hundred thousand dollars (\$400,000.00). The current benefit maximum is \$100,000.

Bereavement Leave - The Office of Human Resources requests that City Council update the definition of immediate family for purposes of Chapter 18, Article V, Division 1, to both reflect the composition of an immediate family in today's society and to make the definition gender neutral.

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:

This is part of the annual approval process OHR conducts every year in conjunction with the City's annual budget process and open enrollment. A public hearing will be held by the Career Service Board on June 20, 2019.