

BY AUTHORITY

ORDINANCE NO. _____
SERIES OF 2018

COUNCIL BILL NO. CB18-0188
COMMITTEE OF REFERENCE:
Finance & Governance

A BILL

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

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

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

Sec. 18-171. - Definitions.

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

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

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

Sec. 18-172. - Insurance program.

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

Section 3. That sub-paragraph (3)(d) of Section 18-173 of the Denver Revised Municipal Code is hereby amended by adding the underlined language and deleting the stricken language to

1 read as follows:

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

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

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

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

17 **Sec. 18-178. – Wellness.**

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

21

22 **REMAINDER OF PAGE INTENTIONALLY LEFT BLANK**

1 COMMITTEE APPROVAL DATE: February 20, 2018 by Consent

2 MAYOR-COUNCIL DATE: February 27, 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 A. McDermott, Assistant City Attorney DATE: March 1, 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: _____