

1 **BY AUTHORITY**

2 ORDINANCE NO. \_\_\_\_\_  
3 SERIES OF 2019

COUNCIL BILL NO. CB19-\_\_\_\_\_  
COMMITTEE OF REFERENCE:  
\_\_\_\_\_

4  
5 **A BILL**

6 **For an Ordinance modifying Chapter 18 to update the definition of “immediate**  
7 **family member” in Article V, Division 1 entitled Paid Time Off, by removing**  
8 **gender references and adding step-children to the definition; and, to modify**  
9 **Article VI entitled Insurance Program, to update and standardize the life**  
10 **insurance program for all employees of Denver as well as update the annual**  
11 **wellness program language.**  
12

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

14 **Section 1.** That subsection (e) of the Revised Municipal Code section 18-122 is hereby  
15 deleted and restated as follows:

16  
17 **Sec. 18-122. – Definitions**

18 (e) *Immediate family member* means spouse, partner in a civil union or domestic partner  
19 (“partner”), child, parent, grandparent, grandchild, sibling, child-in-law, parent-in-law, sibling-in-law,  
20 and the child, parent, or sibling of the partner. The terms child, parent, and sibling shall apply  
21 equally to relationships by birth, adoption, marriage, foster care, or guardianship (e.g. step-children  
22 and step-parents). Child shall also include children for whom the officer or employee or the officer's  
23 or employee's spouse or partner provide day-to-day care or financial support, and a child lost  
24 through stillbirth.

25 **Section 2.** That subsection (c) of the Revised Municipal Code section 18-174 is hereby  
26 created as follows:

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28 **Sec. 18-174. – Life insurance program – City contribution**

29 (c) Beginning January 1, 2020 and thereafter, for all employees regardless of hours worked  
30 or date of hire, a life insurance benefit of two (2) times the employee’s annual salary up to a maximum  
31 benefit of four hundred thousand dollars (\$400,000).

32  
33 **Section 3.** That subsection (a) of the Revised Municipal Code section 18-178 is deleted and  
34 hereby restated as follows:

35 (a) For eligible employees who complete the established requirements of the wellness  
36 program administered by the Office of Human Resources prior to the program deadline of  
37 November 30 of each year, the city will provide the following wellness incentives during the  
38 following calendar year:  
39

- 1           (1) For DHMO insurance plan participants: a fifty dollar (\$50.00) per month health insurance  
2 premium reduction following the same 24 pay period schedule a health insurance premiums.  
3           (2) For HDHP insurance plan participants eligible to participate in an HSA: a one time, six  
4 hundred-dollar (\$600.00) HSA contribution.  
5           (3) For HDHP insurance plan participants not eligible to participate in an HSA: a six hundred  
6 dollar (\$600.00) paycheck credit.  
7           (4) For the HSA program, the wellness incentive contribution shall commence no earlier  
8 than January 1.

9  
10 COMMITTEE APPROVAL DATE: \_\_\_\_\_ by Consent  
11 MAYOR-COUNCIL DATE: \_\_\_\_\_  
12 PASSED BY THE COUNCIL: \_\_\_\_\_  
13 \_\_\_\_\_ - PRESIDENT  
14 APPROVED: \_\_\_\_\_ - MAYOR \_\_\_\_\_  
15 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
16 EX-OFFICIO CLERK OF THE  
17 CITY AND COUNTY OF DENVER

18 NOTICE PUBLISHED IN THE DAILY JOURNAL: \_\_\_\_\_;  
19 PREPARED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

20 Pursuant to section 13-12, D.R.M.C., this proposed ordinance has been reviewed by the office of  
21 the City Attorney. We find no irregularity as to form and have no legal objection to the proposed  
22 ordinance. The proposed ordinance is not submitted to the City Council for approval pursuant to §  
23 3.2.6 of the Charter.  
24

25 Kristin M. Bronson, Denver City Attorney

26 BY: \_\_\_\_\_, Assistant City Attorney           DATE: \_\_\_\_\_