

**BY AUTHORITY**

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

COUNCIL BILL NO. CB19-0601  
COMMITTEE OF REFERENCE:  
Finance & Governance

**A BILL**

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

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

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

**Sec. 18-122. – Definitions**

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

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

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

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

**REMAINDER OF PAGE INTENTIONALLY LEFT BLANK**

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

(a) For eligible employees 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 the following wellness incentives during the following calendar year:

(1) For DHMO insurance plan participants: a fifty dollar (\$50.00) per month health insurance premium reduction following the same 24 pay period schedule a health insurance premiums.

(2) For HDHP insurance plan participants eligible to participate in an HSA: a one time, six hundred-dollar (\$600.00) HSA contribution.

(3) For HDHP insurance plan participants not eligible to participate in an HSA: a six hundred dollar (\$600.00) paycheck credit.

(4) For the HSA program, the wellness incentive contribution shall commence no earlier than January 1.

COMMITTEE APPROVAL DATE: June 25, 2019

MAYOR-COUNCIL DATE: July 2, 2019 by Consent

PASSED BY THE COUNCIL: July 15, 2019

\_\_\_\_\_  
- PRESIDENT

APPROVED: \_\_\_\_\_  
- MAYOR Jul 16, 2019

ATTEST: \_\_\_\_\_  
- CLERK AND RECORDER,  
EX-OFFICIO CLERK OF THE  
CITY AND COUNTY OF DENVER

NOTICE PUBLISHED IN THE DAILY JOURNAL: \_\_\_\_\_;

PREPARED BY: Robert A. McDermott, Assistant City Attorney DATE: July 3, 2019

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

Kristin M. Bronson, Denver City Attorney

BY: \_\_\_\_\_, Assistant City Attorney DATE: Jul 3, 2019