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**A bill for an Ordinance modifying the city's 2019 contributions to the medical insurance and wellness programs under Chapter 18, Article VI, Division 1 of the Revised Municipal Code.**

Approves the recommended 2019 changes to the City and County of Denver healthcare benefit plans. The Committee approved filing this item at its meeting on 7-10-18.

**Affected Council District(s) or citywide?**

**Executive Summary with Rationale and Impact:**

*Detailed description of the item and why we are doing it. This can be a separate attachment.*

**2019 Health Insurance Premium Recommendations** - On behalf of the Employee Health Insurance Committee (EHIC), the Office of Human Resources (OHR) respectfully requests the approval of the recommended 2019 changes to City and County of Denver benefit premiums that were approved at the June 21, 2018 Career Service Board Public Hearing as follows:

For Civilian and Sheriff employees, the City should subsidize the monthly premiums as follows (also summarized in the pages proceeding this posting):

1. For enrollees in the HDHP plans, the City should pay monthly: 94.5% of the employee only premium, 87% of the employee plus spouse premium, 89.5% of the employee plus child(ren) premium and 84.5% of the family premium.
2. For enrollees in the DHMO plans, the City should pay monthly: 84% of the employee only premium, 76.5% of the employee plus spouse premium, 79% of the employee plus child(ren) premium and 74% of the family premium.

**2019 Wellness Incentive** - On behalf of the Employee Health Insurance Committee (EHIC), the Office of Human Resources respectfully requests the approval of the following wellness incentive structure:

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, 2018, the City will provide a \$50 per month premium reduction in 2019, up from \$25 per month provided in 2018.
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, 2018, the City will provide an annual contribution of \$600 in 2019, up from \$300 annually provided in 2018.

**Eligible employee definition** - OHR respectfully requests the an update to ordinance to reflect the intention of OHR to provide consistent benefits to all eligible employees.

**Type (choose one: Classification; Pay; Benefits; Rule Change; Other):**

**Fiscal Impact:**

**Contract Amount (if applicable):**

**Draft Bill Attached?**