



Legislation Text

File #: 17-0763, Version: 1

OHR/CSA Request Template

Date Submitted: 07-03-17

Requesting Agency: Human Resources
Division:

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Item Title & Description:

(Do not delete the following instructions)

*These appear on the Council meeting agenda. Initially, the requesting agency will enter a 2-3 sentence description. Upon bill filling, the City Attorney's Office should enter the title above the description (the title should be in **bold** font).*

*Both the title and description must be entered between the red "title" and "body" below. Do **not** at any time delete the red "title" or "body" markers from this template.*

A bill for an ordinance amending Division 1, Article VI of Chapter 18 (Insurance Program) of the Denver Revised Municipal Code to: standardize the City's insurance program definitions, to establish the City's 2018 Health Savings Account employer contributions, and to establish a 2018 employee wellness incentive.

Establishes the 2018 health savings account contribution, clarifying the definition of dependent, and establishing the 2018 Office of Human Resources wellness incentive program. The Committee approved filing this bill at its meeting on 7-11-17.

Affected Council District(s) or citywide? Citywide

Executive Summary with Rationale and Impact:

1. Establish the 2018 health savings account (HSA) contribution for enrollees of the City's high deductible health plan (HDHP). In 2018, the following HSA contribution structure is recommended:
 - i. For employees electing the single HDHP: for every \$12.50 per month the employee deposits into their HSA, the City will provide a 2:1 match to a maximum of \$25 per month for a maximum annual contribution of \$300 from the City.
 - ii. For employees enrolling dependents on the HDHP: for every \$37.50 per month the employee deposits into their HSA, the City will provide a 2:1 match to a maximum of \$75 per month for a

maximum annual contribution of \$900 from the City.

2. Current definition of a dependent is vague and leaves the definition up to each insurance carrier's policy language. Adding a code based definition in ordinance will standardize the definition across all insurance carriers.
3. Establish the 2018 wellness incentive for civilian employees who participate in the wellness program administered by the Office of Human Resources prior to the program deadline of October 31, 2017, beginning in 2018:
 - i. For DHMO participants: \$25 per month premium reduction.
 - ii. HDHP participants: \$25 per month health savings account contribution.

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

Fiscal Impact:

Contract Amount (if applicable):

Draft Bill Attached?