



Legislation Text

File #: 19-0601, Version: 1

OHR/CSA Request Template

Date Submitted: 6-17-19

Requesting Agency: Office of 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 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.

Approves the recommended 2020 changes to the City and County of Denver healthcare benefit plans. The Committee approved filing this item at its meeting on 6-25-19.

Affected Council District(s) or citywide? Citywide

Executive Summary with Rationale and Impact:

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

2020 Health Insurance Recommendations - On behalf of the Employee Health Insurance Committee (EHIC), the Office of Human Resources (OHR) respectfully requests the approval of two recommended changes to City and County of Denver benefit structure and Denver Revised Municipal code as follows:

Annual Wellness Incentive - to maintain the following wellness incentive structure as was introduced in 2019.

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, of each year, the City will provide a \$50 per month premium reduction the following year.

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, of each year, the City will provide an annual contribution of \$600 the following year

Life Insurance - Increase the City-paid basic, term-life insurance benefit for eligible employees and appointed charter officers for a policy in the amount of two (2) times the employee's annual salary up to a maximum benefit of four hundred thousand dollars (\$400,000.00). The current benefit maximum is \$100,000.

Bereavement Leave - The Office of Human Resources requests that City Council update the definition of immediate family for purposes of Chapter 18, Article V, Division 1, to both reflect the composition of an immediate family in today's society and to make the definition gender neutral.

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

Fiscal Impact:

Contract Amount (if applicable):

Draft Bill Attached?