



## Legislation Text

File #: 18-0732, Version: 1

### OHR/CSA Request Template

**Date Submitted:** 7-3-18

**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 modifying and correcting the definition of "Child" and "Eligible employee" in the Insurance Program under Chapter 18, Article VI, Division 1 of the Revised Municipal Code.**

Amends Article VI of Chapter 18 of the Denver Revised Municipal Code (DRMC) to update the employee benefit plan to clarify the definitions of "Child" and "Eligible employee." 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.*

The current definition of eligible employee does not reflect the OHR's current practice of providing city-paid health insurance benefits to employees of independent agencies, not under the Career Service.

The current definition of child is redundant. OHR requests to remove the term "step-child" as this relationship is covered with the existing language "natural child or adopted child of either a primary insured's spouse, or primary insured's partner in a civil union."

**Child Definition** - OHR respectfully requests a more precise definition.

**Eligible employee definition** - OHR respectfully requests 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?**