



Career Service Board Meeting #2263

Minutes

Thursday, May 21, 2015

9:00 A.M.

Webb Municipal Building

201 W. Colfax Ave, Fourth Floor, Room 4.G.2

Colleen M. Rea, Esq. (Chair)

Patti Klinge

Derrick Fuller

Neil Peck, Esq.

I. Opening: *Meeting called to order at 9:03 a.m.*

1. Approval of the Agenda for the May 21, 2015 Board Meeting.

The Board unanimously approved the Agenda for the May 21, 2015 meeting.

2. Approval of the Minutes for the May 7, 2015 Board Meeting.

The Board unanimously approved the May 7, 2015 meeting minutes.

II. Board Comments: *None.*

III. Public Comments: *None.*

IV. Public Hearings: *None.*

V. Approval to Post: *None.*

VI. Director's Briefing:

1. *Karen Niparko, Executive Director of the Office of Human Resources informed the Board that she has been meeting with several commissions and forums over the past few weeks. Among them are the Women's Commission, the Colorado Latino Forum, and the GLBT Commission. Ms. Niparko stated that representatives from the Colorado Latino Forum are interested in increasing Latino representation within the City. Ms. Klinge asked if they are wanting annual statistics on Latino representation. Ms. Niparko responded by saying they wish to have a department within the City that manages statistics across the city so that information may be obtained at-will. Ms. Niparko said that members of the Colorado Latino Forum may be approaching the Board at some point in the near future. She also stated that members of the GLBT Commission are pleased with the transformational benefits that are covered by the City. Ms. Niparko suggested that OHR take a look at current policies and practices as they pertain to these individuals. Patti Klinge asked if Ms. Niparko feels that HR employees are sufficiently trained in these types of issues. Ms. Niparko does not believe they are and stated that this type of training will be provided in the future*

2. *Ms. Niparko stated that OHR is prepared for the 2016 Open Enrollment changes. Heather Britton, the OHR Benefits Manager, was introduced. Ms. Britton stated that most of the changes are mandated by the Affordable Care Act. Ms. Britton stated that she has been meeting with the Insurance Committee. She also stated that changes need to be made to the City's benefits plans because of the Cadillac Tax threshold. She said that Cadillac Tax states that an insurance plan with a value of greater than \$27,500 in a year, any amount above that is assessed a 40% penalty. Ms. Britton stated that the City already has plans above this threshold. She then reviewed the document located at the end of the minutes. Please contact Alisha Gronniger at alisha.gronniger@denvergov.org for a copy.*

VII. New Cases:

1. Jennifer Lacombe et al vs. Department of Aviation, Business Management Services, Appeal Nos. 56-14, 57-14, and 58-14
The Career Service Board has modified the decision of the hearing officer to a written reprimand with written order to follow.
2. Ned St. Germain vs. Department of Safety, Denver Sheriff's Department, Appeal No. 24-14
The Career Service Board will consider the St. Germain case at the next meeting.

VIII. Pending Cases:

1. William Lewis v. Department of Safety, Denver Sheriff Department, Appeal No. 51-14, Agency's Motion for Waiver of Requirements of CSA Rule 19-64.
The Career Service Board GRANTED the Agency's Motion for Waiver of Requirements of CSA Rule 19-64, order to follow.
2. Joveda Scott v. Office of Economic Development, Appeal No. 54-14.
The Career Service Board AFFIRMED the Hearing Officer's Decision, written order to follow.
3. Dean Altman v. Department of Safety, Denver Sheriff Department, Appeal No. 32-14
The Career Service Board AFFIRMED the Hearing Officer's Decision, written order to follow.
4. Deanna Gordon v. Department of Safety, Denver Sheriff Department, Appeal No. 10-14
The Career Service Board AFFIRMED the Hearing Officer's Decision, written order to follow.
5. Loretta Perry-Wilborne v. Denver Department of Human Services, Appeal No. 62-13
The Career Service Board AFFIRMED the Hearing Officer's Decision, written order to follow.

IX. Executive Session:

*Board went into executive session at 9:49 a.m. to discuss cases and staffing matters.
Board re-convened Board meeting at 11:02 a.m.*

X. Adjournment: Adjournment was at 11:02 a.m.

2015 to 2016 Career Service Medical Premiums

2015					
DHMO: 5%/12.5%/10%/15%					
HMO: 25%/32.5%/30%/35%					
Carrier	Total Monthly Cost	% EE Cont	Monthly City Cost	Monthly Employee Cost	Annual Liability
Employee					
KP HMO	\$543.68	25%	\$407.76	\$735.92	\$4,681.04
KP DHMO	\$400.19	5%	\$380.38	\$20.00	\$3,240.11
DHMP HMO	\$572.88	25%	\$428.66	\$748.24	\$4,728.64
DHMP DHMO	\$401.89	5%	\$381.80	\$20.05	\$3,741.33
UHC HMO	\$877.44	25%	\$658.08	\$579.36	\$5,032.32
Navigate	\$839.27	5%	\$806.36	\$31.91	\$7,881.96
Spouse					
KP HMO	\$1,195.11	22.5%	\$807.37	\$588.74	\$10,664.83
KP DHMO	\$880.42	32.5%	\$770.37	\$110.05	\$7,320.63
DHMP HMO	\$1,134.04	22.5%	\$805.96	\$388.08	\$10,656.76
DHMP DHMO	\$897.65	32.2%	\$732.94	\$164.71	\$8,288.48
UHC HMO	\$1,930.39	22.5%	\$1,308.01	\$637.38	\$13,518.51
Navigate	\$1,404.21	32.5%	\$1,228.88	\$175.33	\$7,108.30
Children					
KP HMO	\$1,087.37	30%	\$761.16	\$326.21	\$6,914.53
KP DHMO	\$800.39	10%	\$720.35	\$80.04	\$6,960.07
DHMP HMO	\$625.95	30%	\$548.17	\$277.79	\$6,353.42
DHMP DHMO	\$449.88	10%	\$554.83	\$64.96	\$6,779.51
UHC HMO	\$1,754.99	30%	\$1,228.45	\$526.54	\$13,317.75
Navigate	\$1,276.58	10%	\$1,148.92	\$127.66	\$6,531.90
Family					
KP HMO	\$1,739.79	32%	\$1,190.86	\$608.93	\$13,307.12
KP DHMO	\$1,280.62	15%	\$1,084.59	\$192.09	\$8,305.12
DHMP HMO	\$3,055.05	32%	\$1,076.17	\$673.48	\$12,955.73
DHMP DHMO	\$1,161.48	15%	\$987.26	\$174.22	\$7,090.66
UHC HMO	\$2,808.31	35%	\$1,825.40	\$982.91	\$17,794.90
Navigate	\$2,042.82	15%	\$1,796.40	\$306.42	\$8,477.08

2016					
HDHP: 5%/12.5%/10%/15%					
HSA: \$600 Individual/\$1200 Plus one					
DHMO: 15%/22.5%/20%/25%					
Carrier	Total Monthly Cost	% EE Cont	Monthly City Cost	Monthly Employee Cost	Annual Liability*
Employee					
KP DHMO	\$454.00	35.0%	\$385.90	\$58.10	\$3,871.00
KP HDHP	\$355.44	5.0%	\$350.97	\$18.47	\$2,921.65
DHMP DHMO	\$553.44	25.0%	\$478.92	\$86.62	\$5,514.19
DHMP HDHP	\$450.01	5.0%	\$427.51	\$22.50	\$3,700.07
UHC Navigate	\$615.94	25.0%	\$461.06	\$33.89	\$5,006.69
UHC HDHP	\$500.35	5.0%	\$470.33	\$30.02	\$4,450.21
Spouse					
KP DHMO	\$946.80	22.5%	\$774.07	\$224.79	\$8,646.76
KP HDHP	\$808.86	22.5%	\$707.75	\$101.11	\$6,412.29
DHMP DHMO	\$1,238.58	22.5%	\$860.67	\$378.91	\$12,345.87
DHMP HDHP	\$980.03	12.5%	\$866.28	\$113.75	\$8,665.05
UHC Navigate	\$1,377.08	22.5%	\$1,067.20	\$309.88	\$8,718.12
UHC HDHP	\$1,320.80	22.5%	\$1,155.70	\$165.10	\$8,681.20
Children					
KP DHMO	\$908.00	20%	\$726.40	\$181.60	\$6,376.20
KP HDHP	\$795.82	10%	\$662.08	\$73.84	\$5,082.74
DHMP DHMO	\$1,136.89	20%	\$901.31	\$235.58	\$7,704.54
DHMP HDHP	\$900.02	10%	\$810.02	\$90.00	\$5,280.02
UHC Navigate	\$1,251.92	20%	\$1,001.54	\$150.38	\$8,004.64
UHC HDHP	\$1,200.73	10%	\$1,080.56	\$120.07	\$5,640.88
Family					
KP DHMO	\$1,452.80	25%	\$1,089.50	\$369.30	\$10,358.40
KP HDHP	\$1,175.05	25%	\$986.79	\$176.26	\$8,315.09
DHMP DHMO	\$1,883.02	25%	\$1,352.27	\$480.76	\$10,408.06
DHMP HDHP	\$1,440.04	15%	\$1,224.03	\$216.01	\$8,792.07
UHC Navigate	\$2,003.34	25%	\$1,502.52	\$500.84	\$11,010.08
UHC HDHP	\$1,921.12	15%	\$1,632.85	\$288.17	\$7,858.02

* DHMO OPH of \$3000/\$6000 individual/Family for Kaiser, \$2500/\$5000 Individual/Family for UHC and DHMP. HDHP OPH of \$2700/\$5400 ind./fam and \$600/\$1200 HSA contribution