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Public Hearing Notice – 546

2018 Employee Health Insurance

June 23, 2017

In compliance with the Denver Revised Municipal Code (the “DRMC”) of the City and County of Denver (the “City”), section 18-2, subsection (a), part (3), the Career Service Board hereby gives notice that a public hearing will be conducted regarding the proposed health insurance plans for the 2018 plan year beginning on January 1, 2018.

The City’s Employee Health Insurance Committee (the “Committee”), established by DRMC section 18-181, is responsible for advising the Career Service Board and the Office of Human Resources regarding any recommended changes to the employee medical, life, dental and long-term disability insurance benefit programs. Eligible employees are those defined in DRMC section 18-171.

As required by Executive Order 8, the Committee solicited competitive proposals of all vendors interested in providing both medical and dental benefits to City employees. Medical insurance providers were asked to provide their expected premium requirements for the same deductible HMO (DHMO) and high deductible health plan (HDHP) structures already in place. Dental insurance providers were asked to provide their premium requirements for the identical dental plan already in place.

After a thorough review of all proposals and structured finalist interviews, the Committee recommended the following:

1. The City should continue to partner with Kaiser Permanente, UnitedHealthCare, and Denver Health as the City’s three contracted medical insurance providers.
 - a. The City should continue to provide employees with the same choice of providers and options to pay for services, so will continue to offer one high deductible health plan (HDHP) and one deductible HMO (DHMO) per health insurance provider, for a total of six medical plans. No changes to plan structure (deductible, out-of-pocket maximums or copays) are recommended.
 - b. For Civilian and Sheriff employees, the City should continue to subsidize the monthly premiums as follows:
 - i. For enrollees in the HDHP plans, the City should continue to pay monthly: 95% of the employee only premium, 87.5% of the employee plus spouse premium, 90% of the employee plus child(ren) premium and 85% of the family premium.
 - ii. For enrollees in the deductible HMO plans, the City should continue to pay monthly: 85% of the employee only premium,

77.5% of the employee plus spouse premium, 80% of the employee plus child(ren) premium and 75% of the family premium.

2. Health Savings Accounts (HSA) - For Civilian and Sheriff employees, the committee recommends the City continue to provide a Health Savings Account (HSA) contribution to employees enrolled in the High Deductible Health Plan (HDHP). The Committee recommends an HSA contribution from the City of up to \$600 for employees enrolled in the HDHP with single coverage, and a contribution of up to \$1200 for employees enrolled in the HDHP with dependent coverage. In 2018, the Committee recommends the following HSA contribution structure for employees with an open account through the City's approved bank (Optum):
 - a. For employees electing the single HDHP: for every \$1 per month the employee deposits into their HSA, the City will provide a \$2 match to a maximum of \$25 per month with a maximum annual match of \$300 from the City.
 - b. For employees enrolling dependents on the HDHP: for every \$1 per month the employee deposits into their HSA, the City will provide a \$2 match to a maximum of \$75 per month with a maximum annual match of \$900 from the City.

Wellness Incentive:

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 October 31, 2017, the City will provide a \$25 per month HSA contribution with a maximum annual contribution of \$300.

3. Wellness Incentive – 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 October 31, 2017, the City will provide a \$25 per month premium reduction.
4. Dental – the Committee recommends the City continue to partner with Delta Dental and recommends no changes to the plans or premiums offered to eligible employees.

The Committee recommends no changes to the carriers, premiums or plan designs for vision, disability or life insurance for 2018.

A Career Service Board Hearing is scheduled for **Thursday, July 6, 2017**. The public hearing starts **at 4:30 p.m.** in the Webb Building, Room 4.G.2, 4th floor, at 201 W. Colfax Ave, Denver CO 80202.

If anyone wishes to be heard by the Board on this item, please contact Alisha Gronniger at (720) 913-5650 or at Alisha.gronniger@denvergov.org no later than 12:00 p.m. on Monday, July 3, 2017 to get on the agenda. You are encouraged to submit written comments regarding the subject matter of your testimony at this time so the Board has adequate time to consider your input. This notice was published on June 23, 2017.