

**A RESOLUTION APPROVING AMENDMENTS TO SECTION 5.2 OF THE
CITY OF COMMERCE CITY EMPLOYEE POLICIES REGARDING GENERAL
LEAVE**

NO. 2023-124

WHEREAS, the City of Commerce City's Employee Policies, at Section 5.2, provide an annual general leave bank to employees who are not part of a bargaining unit, and collective bargaining agreements provide annual general leave banks for employees who are members of a bargaining unit;

WHEREAS, in 2020, the Colorado General Assembly enacted the Colorado Healthy Families and Workplaces Act (HFWA), which law established requirements for the provision and use of paid sick leave, and the City administered its general leave plans consistently with the requirements of the HFWA;

WHEREAS, City Council by Resolution 2021-20 approved a revised version of Employee Policy 5.2, Leave, that incorporated designated paid sick leave into the City's leave policy;

WHEREAS, City Council by Resolution 2023-075 approved a revised version of Employee Policy 5.2, Leave, that provided new employees an advance on General Leave bank upon hire;

WHEREAS, new full-time employees beginning with the City currently do not accrue General Leave for the first six months of employment; and

WHEREAS, the City desires to allow new regular employees to begin accruing General Leave at the time of hire to use for either paid sick leave or other time away from work and increase the job offer acceptance, retention rate and new employee morale with little to no impact to the City's budget.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COMMERCE CITY, COLORADO, AS FOLLOWS:

SECTION 1. Findings. The recitals to this resolution are incorporated as findings of the City Council. This resolution is found to be necessary to attract and retain employees and is in the public interest.

SECTION 2. Approval. Section 5.2 of the Employee Policies is hereby amended as shown in Exhibit A to this resolution and is hereby ratified and applied to employees who began work on or after July 1, 2023.

RESOLVED AND PASSED THIS 6TH DAY OF NOVEMBER, 2023.

CITY OF COMMERCE CITY, COLORADO

Benjamin A. Huseman, Mayor

ATTEST

Dylan A. Gibson, City Clerk