

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

**NO. 2023-075**

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; and

WHEREAS, the City's policies and bargaining agreements generally provide for a greater amount of leave than required by the HFWA;

WHEREAS, new fulltime employees beginning with the City are not awarded any general leave, but do accrue paid sick leave and can use such leave only for the purposes permitted under state law; and

WHEREAS, the City desires to 1) provide new regular employees 48 hours of their future prorated or general leave bank to use for paid sick leave or other requested absences; 2) ensure variable hour employees continue to have access to paid sick leave consistent with the requirements of the HFWA; and 3) increase the job offer acceptance rate and new employee morale with 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 retroactively to July 1, 2023.

RESOLVED AND PASSED THIS 17TH DAY OF JULY, 2023.

CITY OF COMMERCE CITY, COLORADO

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Benjamin A. Huseman, Mayor

ATTEST

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Dylan A. Gibson, City Clerk