

**A RESOLUTION ADOPTING 2026 PERFORMANCE METRICS FOR CITY
MANAGER JASON ROGERS**

NO. 2025-180

WHEREAS, the City Council adopted Resolution 2022-115 appointing Jason Rogers to the position of City Manager, effective December 13, 2022, and memorialized said employment by the "Employment Agreement Appointing a City Manager for the City of Commerce City, Colorado" (the "Agreement");

WHEREAS, the City Council and the City Manager have come to agreement on the City Manager's 2026 Performance Standards, which are attached hereto and labeled as Exhibit A.

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

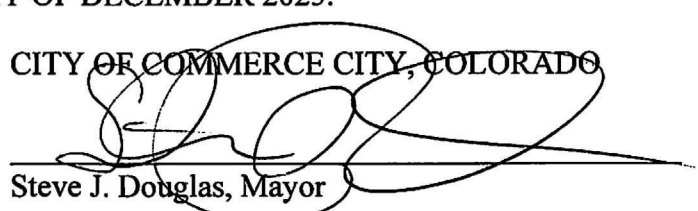
SECTION 1. Findings. The recitals to this resolution are incorporated as findings of the City Council. This resolution is found to be necessary for the preservation of the public health, safety, and welfare and in the public interest.

SECTION 2. 2026 Performance Standards. The City Manager's Performance Standards for the 2026 evaluation period are hereby agreed upon and attached as Exhibit A.

RESOLVED AND PASSED THIS 1ST DAY OF DECEMBER 2025.



CITY OF COMMERCE CITY, COLORADO


Steve J. Douglas, Mayor

ATTEST


Kim Garland, Acting City Clerk

2026 FINAL Performance Evaluation Metrics:

Checkpoint: Quarterly status updates to be provided to city council on the progress of each metric. Final status update shall provide a way forward and include decision points for City Council if necessary.

Metric Evaluation Period: January 1, 2026 through December 31, 2026

1. Objective: Propel the City's Strategic Vision Forward

- **Deliverable/Metric:**

- ☐ Prepare and present a Strategic Plan Update for adoption, aligning with and enhancing the goals and vision set forth by the city council for our community.

2. Objective: Ensure Long-Term Financial Sustainability

- **Deliverable/Metric:**

- ☐ Finalize and present the Long-Term Financial Plan, showcasing critical findings, best practices, and strategies aimed at fiscal sustainability and guiding decision-making throughout the city.

3. Objective: Amend development regulations or processes to encourage private investment

- **Deliverable/Metric:**

- ☐ Prepare and present a citywide zoning map in alignment with the LDC, publish a reduced development review timeframe, and create an application submission/review schedule to increase speed to market.

4. Objective: Advance Dependable Infrastructure

- **Deliverable/Metric:**

- ☐ Advance major CIP projects for PD (e.g. Northern Range Substation), PRG (e.g. BRGC Expansion), and PW (e.g. 96th Avenue Widening) to the next phase of investment, construction, or completion.

5. Objective: Grow our economy by fostering innovation, attracting investment and supporting local businesses through workforce development and economic policies

- **Deliverable/Metric:**

- ☐ Prepare and present staff reports including a workforce analysis, retail node analysis and strategy, and industry cluster assessment in

collaboration with regional partners. These reports will synthesize the current market alongside the 2024 Commerce City Comprehensive Plan and the Economic Development Strategic Plan.

6. Objective: Modernize and expand communications dedicated to being a trustworthy, transparent, efficient and effective public organization

- **Deliverable/Metric:**

- ☐ Prepare and present a Unified Communications Strategy that defines a citywide approach to engagement, leveraging digital, social and print media platforms to broaden access and build public trust.

7. Objective: Improve the delivery of public safety to keep Commerce City safe by optimizing recruitment and retention processes to increase staffing levels

- **Deliverable/Metric:**

- ☐ Prepare and present a Police Recruitment Plan showcasing targeted recruitment strategies, responsible budgeting practices, streamlined hiring timelines, outreach campaign (e.g. partnering with community/educational institutions, community engagement, marketing), and longevity and retention/succession planning.

8. Objective: Improve Transportation Safety and Access

- **Deliverable/Metric:**

- ☐ Implement safety and mobility improvements identified and budgeted for priority areas identified by the Safety Action Plan to enhance community safety.

9. Objective: Explore regional partnerships for collaborative service delivery

- **Deliverable/Metric:**

- ☐ Collaborate with regional and state partners on shared priorities. This collaboration with partners (e.g. Adams County, Brighton, DRCOG, CDOT) will be defined through continued negotiations and priority alignment on: i) regional infrastructure (e.g. US85/120; I270, Brighton Road), ii) homelessness response (e.g. Deployment of support and safety net services and shelter coordination), and iii) economic marketing development (e.g. participation at Aerotropolis Regional Airport Committee, DRCOG's Comprehensive ED Strategy (CEDS) Committee).

10. Objective: Improve Data Transparency and Accessibility Related to the Unhoused Population

- **Deliverable/Metric:**

- ☐ Implement a Homelessness Resource Dashboard with real-time information and visualization tools about clean-up activities, enforcement schedule, and demographic trends among the unhoused population and prohibition of shopping carts.