



Commerce City

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Council Communication File Number: Res 2023-124

Agenda Date: 11/6/2023

Version: 1

Status: Consent Agenda

In Control: City Council

File Type: Resolution

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

Summary and Background Information: Effective July 1, 2023, full time employees who began employment with the City received an advance of 48 hours of general leave. At the end of their 6 months, any amount of the 48 hours used would be subtracted from those employees' prorated general leave banks. This change in policy would allow new full time employees to use those 48 hours during their first 6 months of employment and the City would not subtract any of those hours from the newly calculated prorated general leave bank with which the City credits employees who finish their initial 6 months of employment with the City, which is now based on the number of the months remaining in a benefit year after the full time employee's hire, rather than after their initial 6 months.

Staff Responsible (Department Head): Eva LaBonte, Director of Human Resources

Staff Member Presenting: Eva LaBonte, Director of Human Resources

Financial Impact: No added cost to the City, but there could incidental costs from new employee absences and the need for potential coverage.

Funding Source: N/A

Staff Recommendation: Approve the amendments to the Commerce City Employee Policies.

Suggested Motion: Adopt Resolution 2023-124.