

**A RESOLUTION ADOPTING 2025 PERFORMANCE STANDARDS AND APPROVING  
A SALARY INCREASE FOR CITY ATTORNEY LEE ZARZECKI**

**NO. 2024-163**

WHEREAS, the City Council adopted Resolution 2024-003 appointing Lee Zarzecki to the position of City Attorney, effective February 15, 2024, and memorialized said employment by the Employment Agreement (the “Agreement”);

WHEREAS, the City Council completed the City Attorney’s 2024 performance evaluation and agrees to approve an increase in his annual base salary in the amount of \$11,000.00, for a new total annual base salary of \$253,000.00; and

WHEREAS, the City Council and the City Attorney have come to agreement on the City Attorney’s 2025 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. Salary Increase.** City Council hereby approves an increase in the City Attorney’s annual base salary in the amount of \$11,000.00, for a total new annual base salary of \$253,000.00, which shall be effective in the next payroll period following this meeting.

**SECTION 3. 2025 Performance Standards.** The City Attorney’s performance standards for the 2025 evaluation period are hereby agreed upon and attached as Exhibit A.

**SECTION 4. Revision to Employment Agreement.** City Council hereby approves an amendment to the Agreement wherein Section 2.03 shall now read as follows:

Section 2.03: General Leave. Upon the effective date of Employee’s employment, the Employee shall be credited with 116 General Leave hours. Employee shall be credited an additional 116 General Leave hours after six (6) months of employment. At the beginning of each benefit year (calendar year) beginning in Payroll Year 2025, Employee shall be provided 272 hours of General Leave. Employee shall be provided the same carryover and cash out provisions as the Executive Level rate outlined in City policy.

RESOLVED AND PASSED THIS 16TH DAY OF DECEMBER 2024.

CITY OF COMMERCE CITY, COLORADO

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Steve J. Douglas, Mayor

ATTEST

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Dylan A. Gibson, City Clerk