



Commerce City

7887 E. 60th Ave.
Commerce City, CO 80022
c3gov.com

Council Communication File Number: Res 2021-100

Agenda Date: 11/1/2021

Version: 1

Status: Consent Agenda

In Control: City Council

File Type: Resolution

A RESOLUTION APPOINTING MATTHEW R. HADER AS INTERIM CITY ATTORNEY AND APPROVING AN EMPLOYMENT AGREEMENT

Summary and Background Information: The City Attorney has announced that he will be stepping down effective no later than November 19, 2021, to accept a position as general counsel for the Colorado Municipal League. The resolution appoints Matthew R. Hader, the current Deputy City Attorney, as the Interim City Attorney for a period of up to 6 months while the City Council recruits for the position. The City Council has directed staff to prepare recruitment materials for its consideration and that will allow recruitment efforts to begin after the organizational meeting in December.

The Employment Agreement provides for an annual salary of \$192,000 during the period of this temporary appointment. Upon the conclusion of the appointment or the appointment of a permanent City Attorney, the appointee will return to his current provision at his prior salary (subject to an established merit increase of 4% and any equity increase that would have been identified during the period of the interim appointment). A limited severance provision is provided (3 months) if the temporary appointment is terminated by Council without "cause" or if the appointee's permanent employment is terminated or he is demoted within 3 months of returning to his prior position.

Financial Impact: The employment agreement provides for a temporary increase in the appointee's salary. The City will experience a temporary salary savings due to vacancy in the City Attorney position and Deputy City Attorney position during the period of this appointment.

Funding Source: City Attorney Personnel Budget.