

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

**NO. 2021-20**

WHEREAS, the City of Commerce City's Employee Policies, at Section 5.2, provide an annual general leave bank to employee 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 the 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 public health emergency leave, and the City has administered its general leave plans consistently with the requirements of the HFWA, which was effective on January 1, 2021, through an administratively-approved supplement;

WHEREAS, although the City's policies and bargaining agreements generally provide for a greater amount of leave than required by the HFWA, the City Council desires to amend Section 5.2 of the Employee Policies to: 1) ensure compliance with the HFWA by conforming the manner of administration of all general leave regardless of employee status; 2) ensure the provision of paid sick leave for employees not previously eligible for leave, in compliance with the HFWA; and 3) to increase the annual general leave bank amounts for all employees whose general leave bank amount is governed by Section 5.2 to conform with existing practice previously implemented in accordance with 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 for the preservation of the public health, safety, and welfare and 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 the Interim City Manager's administrative supplement to Section 5.2 is hereby ratified for the period from January 1, 2021, through the passage of this resolution.

RESOLVED AND PASSED THIS 15TH DAY OF MARCH, 2021.

CITY OF COMMERCE CITY, COLORADO

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Benjamin A. Huseman, Mayor

ATTEST

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Dylan A. Gibson, City Clerk