

**A RESOLUTION APPROVING THE ADOPTION OF THE UPDATED CITY OF  
COMMERCE CITY EMPLOYEE POLICY HANDBOOK**

**NO. 2026-104**

WHEREAS, pursuant to City Charter Section 7.4(o), the City Council has approval authority for appropriate personnel rules and regulations governing officers and employees of the city, subject to the provisions of Chapter IX;

WHEREAS, the City Council of the City of Commerce City last adopted revisions to the Employee Policy Handbook in 2015;

WHEREAS, State and Federal law, workplace standards, and operational practices have changed since that time; and

WHEREAS, the updated Employee Policy Handbook has now been revised to address the changes in law, standards, and practices, and to improve the accessibility and usability of the Handbook.

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 City Council. This resolution is found to be necessary to attract and retain employees and is in the public interest.

**SECTION 2. Approval.** The policies contained in the document entitled “City of Commerce City Employee Policy Handbook” are hereby approved and adopted and shall take effect upon passage of this Resolution. These policies shall supersede all previous practices and all City-wide policies or manuals previously adopted and/or distributed to employees.

RESOLVED AND PASSED THIS 6TH DAY OF APRIL, 2026.

CITY OF COMMERCE CITY, COLORADO

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Steve J. Douglas, Mayor

ATTEST

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Stephen J. Ruger, City Clerk