

**CITY OF LEADVILLE, COLORADO
RESOLUTION NO. 8
SERIES 2021**

**A RESOLUTION ADOPTING REVISED PERSONNEL RULES AND
REGULATIONS FOR COMPLIANCE WITH THE EQUAL PAY FOR
EQUAL WORK ACT AND THE HEALTHY FAMILIES AND
WORKPLACES ACT**

WHEREAS, Section 2.44.120 of the Leadville Municipal Code authorizes City Council to promulgate personnel rules and regulations by resolution; and

WHEREAS, City Council most recently adopted revised personnel rules and regulations via Resolution No. 4, Series of 2020 to account for unique overtime requirements for non-exempt sworn law enforcement employees under the Fair Labor Standards Act, 29 U.S.C. §§ 201 *et seq.*; and

WHEREAS, since the adoption of Resolution No. 4, Series of 2020, the State of Colorado has passed a number of employment-related laws, including the Equal Pay for Equal Work Act (“Equal Pay Act”) and the Healthy Families and Workplaces Act (“HFWA”) which both became effective for the City on January 1, 2021; and

WHEREAS, City staff has implemented the practices required under the Equal Pay Act and the HFWA as of January 1, 2021, and the Revised Personnel Rules and Regulations attached hereto as **Exhibit 1** reflect those practices; and

WHEREAS, the City Council desires to adopt the Revised Personnel Rules and Regulations attached hereto to formalize and ensure the City’s compliance with the requirements of the Equal Pay Act and the HFWA.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CENTRAL, COLORADO, THAT:

Section 1. **Adoption.** The City Council hereby adopts the Revised Personnel Rules and Regulations dated April 6, 2021, attached hereto as **Exhibit 1** and incorporated herein by this reference. These Revised Personnel Rules and Regulations replace, supersede, and rescind in their entirety all existing or prior personnel rules and regulations of the City.

Section 2. **Employee Acknowledgements.** The City Council directs City staff to take the actions necessary to have all City employees complete a new Acknowledgement of Receipt of Personnel Rules and Regulations for the Revised Personnel Rules and Regulations adopted pursuant to this Resolution for their personnel files.

Section 3. **Severability.** If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

Section 4. Effective Date. This Resolution shall take effect upon its approval by the City Council.

ADOPTED THIS 6TH DAY OF APRIL, 2021.

CITY OF LEADVILLE, COLORADO:



Greg Labbe, Mayor

ATTEST:



Deputy City Clerk

ADOPTED by a vote of 6 in favor and 0 against, and 0 abstaining, this 6th day of April, 2021.