

**CITY OF LEADVILLE, COLORADO
RESOLUTION 4
Series of 2020**

**A RESOLUTION OF THE CITY OF LEADVILLE, COLORADO ADOPTING
REVISED PERSONNEL RULES AND REGULATIONS SPECIFIC TO HOLIDAY
AND OVERTIME PAY FOR SWORN LAW ENFORCEMENT EMPLOYEES**

WHEREAS, pursuant to Section 2.44.120 of the Leadville Municipal Code, City Council is authorized to promulgate, by resolution, personnel rules and regulations for both union and non-union employees; and

WHEREAS, pursuant to Resolution 28, Series 2016, the City Council approved revised personnel policies that eliminated holiday pay for sworn law enforcement personnel in light of forthcoming salary increases and budgetary reasons; and

WHEREAS, the Police Chief and City staff have determined that it will be beneficial to provide holiday pay to sworn law enforcement employees that is consistent with holiday pay granted to other City employees; and

WHEREAS, non-exempt sworn law enforcement employees of the City are subject to unique overtime requirements under the federal Fair Labor Standards Act, 29 U.S.C. § 201, *et seq.*; and

WHEREAS, it is beneficial to designate a specific 14-day work period in the personnel policies to comply with those unique overtime requirements for non-exempt sworn law enforcement employees; and

WHEREAS, the City Council, based upon input from City staff, has determined that amending the City's personnel policies regarding holiday pay and overtime compensation for sworn law enforcement employees are in the best interests of the City; and

WHEREAS, the City Council desires to adopt revised personnel rules and regulations that restore holiday pay for sworn law enforcement employees and that designate a 14-day work period non-exempt sworn law enforcement employees, to be effective January 21, 2020.


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

Section 1. Adoption of personnel rules and regulations. The City Council hereby adopts in its entirety the personnel rules and regulations entitled, "Introduction to Employment by the City of Leadville," a copy of which is attached hereto as **Attachment A** and incorporated herein. These personnel rules and regulations replace, supersede, and rescind in their entirety all existing or prior personnel rules and regulations and pertinent resolutions.

Section 2. Effective Date. This Resolution shall be effective take effect upon its adoption by the City Council.


ADOPTED by a vote of 6 in favor and 0 against, and 0 abstaining, this 21st day of January, 2020.

ATTEST:



Deputy City Clerk

CITY OF LEADVILLE, COLORADO

By 

Greg Labbe, Mayor