

RESOLUTION NO. 2025-71

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRIGHTON, COLORADO, APPROVING EMPLOYEE BENEFITS FOR 2026 AND AUTHORIZING THE CITY MANAGER TO EXECUTE BENEFIT CONTRACT DOCUMENTS AND TO SET THE 2026 HOLIDAY SCHEDULE

WHEREAS, the City of Brighton (hereafter "City") Municipal Charter in Section 7.3(J) grants the City Manager the authority to administer compensation and benefits for City employees, within the limitations of a compensation and benefits plan that shall be established annually by the City Council; and

WHEREAS, the City Manager is responsible for the administration of compensation and benefits for City employees pursuant to the Brighton Municipal Code Section 2-12-10(15); and

WHEREAS, the City offers benefits for its employees and city council members that include medical, dental, vision, and others to provide a comprehensive benefit package that was presented to City Council on October 14, 2025; and

WHEREAS, the City assures the benefits are cost effective and competitive by having a broker compare benefit plans and prices; and

WHEREAS, the City Council has previously approved the twelve (12) City Holidays, most recently in Resolution No. 2024-87, and the twelve Holidays are not changing, so the City Manager has the authority to select the dates on which the official Holidays will be celebrated by the City; and

WHEREAS, the City Council has previously approved the Compensation Plan for City Employees, most recently in Resolution No. 2024-76, and at this time, the City Manager is not making any recommendations for changes and will continue the usage of the selected comparison jurisdictions and the ninety-eight (98) percent of market rate for the mid-point of salary ranges; and

WHEREAS, the City Council hereby finds that the benefit packages presented are competitive and will assist with the retention of staff and maintain the health of employees, enabling them to work productively.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BRIGHTON, COLORADO, AS FOLLOWS:

Section 1. The twelve (12) City Holidays remain unchanged, and the City Manager is authorized to publish the dates on which these will be celebrated.

Section 2. The 2026 benefit plans and services, including but not limited to, healthcare, vision, dental, stop loss insurance, and Zero Card, are hereby approved.

Section 3. The City Manager, or designee, is authorized to sign any and all benefit contracts and associated documents requiring signature for the 2026 benefit year.

Section 4. This Resolution is effective as of the date of its adoption.

RESOLVED this 21<sup>st</sup> day of October 2025.

CITY OF BRIGHTON, COLORADO

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GREGORY MILLS, Mayor

ATTEST:

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NATALIE HOEL, City Clerk

APPROVED AS TO FORM:

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ALICIA CALDERÓN, City Attorney