

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRIGHTON, COLORADO,
AUTHORIZING THE MAYOR TO EXECUTE THE SECOND AMENDMENT TO THE CITY
ATTORNEY EMPLOYMENT CONTRACT

WHEREAS, on July 20, 2021, the City Council of the City of Brighton (the "City") adopted Resolution No. 2021-51, appointing Alicia Calderón as City Attorney and approving that certain City Attorney Employment Contract Between the City of Brighton, Colorado and Alicia R. Calderon (the "Original Agreement"); and

WHEREAS, pursuant to Article VIII, Section 8.1(F) of the City of Brighton Charter, "[t]he job performance of the City Attorney shall be evaluated annually by the Council, and the Council shall review such evaluation with the City Attorney;" and

WHEREAS, the City Council has conducted a performance review of the City Attorney and found her performance to be satisfactory; and

WHEREAS, the City Council desires to amend certain provisions of the City Attorney's contract for employment, as set forth in the Second Amendment to the City Attorney Employment Contract between the City of Brighton, Colorado and Alicia R. Calderón, attached hereto as Exhibit A (the "Second Amendment" and together with the Original Agreement and other amendments thereto, the "Employment Agreement").

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

Section 1. The Mayor is hereby authorized and directed to execute the Second Amendment for and on behalf of the City

Section 2. This Resolution is effective as of the date of its adoption.

RESOLVED this 18th day of August 2026.

CITY OF BRIGHTON, COLORADO

GREGORY MILLS, Mayor

ATTEST:

NATALIE HOEL, City Clerk

APPROVED AS TO FORM:

YASMINA GIBBONS, Deputy City Attorney

Exhibit A

Second Amendment

[Exhibit A begins on following page.]

Second Amendment to City Attorney Employment Contract Between the City of Brighton, Colorado and Alicia R. Calderón

THIS Second Amendment to City Attorney Employment Contract Between the City of Brighton, Colorado and Alicia R. Calderón (this "Second Amendment") is made and entered into as of the 18th day of August 2026 (the "Effective Date"), by and between the City of Brighton, Colorado, a Colorado home rule municipal corporation (the "City"), and Alicia R. Calderón, an individual ("City Attorney"). The City and City Attorney may each individually be referred to herein as a "Party" and, collectively, as the "Parties."

Recitals

WHEREAS, the City and City Attorney previously entered into that certain City Attorney Employment Contract Between the City of Brighton, Colorado and Alicia R. Calderón dated July 20, 2021 (the "Original Agreement"); and

WHEREAS, the Parties executed that certain Amendment to City Attorney Employment Contract Between the City of Brighton, Colorado and Alicia R. Calderón dated September 12, 2023 (the "First Amendment"); and

WHEREAS, the Original Agreement, together with the First Amendment and this Second Amendment are collectively referred to as the "Employment Agreement;" and

WHEREAS, the Parties desire to enter into this Second Amendment in order to amend the Employment Agreement, as more particularly set forth herein.

NOW, THEREFORE, in consideration of the foregoing recitals, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. Incorporation of Recitals. The foregoing Recitals are hereby incorporated as if fully set forth herein.

2. Performance Evaluation. Section 10(a) of the Employment Agreement is hereby amended as follows:

The City Council shall review and evaluate the performance of Calderón at least annually pursuant to Section 8.1(F) of the Charter on a date mutually agreed upon by the City Council and Calderón. The reviews and evaluations shall be in accordance with the City Attorney Performance Evaluation Plan, attached hereto as Exhibit 1, and incorporated by reference herein. Calderón shall not be

penalized for any area of job performance that was not addressed by the Council prior to the evaluation and for which Calderón was not given instruction and opportunity for improvement or correction.

3. Capitalized terms not defined herein shall have the meaning ascribed to them in the Employment Agreement.

4. All other provisions not modified or amended herein as hereby ratified in their entirety and remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Second Amendment to City Attorney Employment Contract Between the City of Brighton, Colorado and Alicia R. Calderón as of the Effective Date.

CITY OF BRIGHTON, COLORADO
a home rule municipal corporation

GREGORY MILLS, Mayor

ATTEST:

NATALIE HOEL, City Clerk

APPROVED AS TO FORM:

YASMINA GIBBONS, Deputy City Attorney

ALICIA R. CALDERÓN,
an individual
