

**ORDINANCE NO. 1340**  
**SERIES 2025**

**AN ORDINANCE FIXING THE COMPENSATION FOR CITY MANAGER  
DREW C. SANDERS**

WHEREAS, Article III, Section 6, of the Cortez City Charter requires that every act by the City Council fixing compensation shall be by ordinance; and

WHEREAS, City Council desires to fix the compensation of Drew C. Sanders ("Sanders"), the Cortez City Manager; and

WHEREAS, on 11 May 2021, the City of Cortez ("City") and Sanders entered into that certain EMPLOYMENT CONTRACT FOR CITY MANAGER DREW C. SANDERS, as amended (the "Agreement"); and

WHEREAS, Pursuant to Section 3 of the Agreement, and subsequent City authorized compensation adjustments applicable to all City employees, on Sanders' three-year anniversary of his employment with the City, his annual salary was \$169,041. The City Council desires to amend the Agreement to fix Sanders' salary at \$186,191, as set forth in the 2025 AMENDMENT TO EMPLOYMENT CONTRACT FOR CITY MANAGER DREW C. SANDERS attached hereto and incorporated herein as Exhibit A (the "Amended Employment Contract").

NOW THEREFORE, BE IT ORDAINED BY THE CORTEZ CITY COUNCIL AS FOLLOWS:

AMENDED CONTRACT APPROVED: The Amended Employment Contract is approved and Sanders' compensation is fixed at \$186,191, effective May 19, 2025.

REPEALER. All orders, bylaws, and resolutions of the City, or parts thereof, inconsistent or in conflict with this Ordinance, are hereby repealed to the extent only of such inconsistency or conflict.

SEVERABILITY. If any section, paragraph, clause, or provision of this Ordinance shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause, or provision shall not affect any of the remaining provisions of this Ordinance, the intent being that the same are severable.

RECORDING AND AUTHENTICATION. Upon adoption hereof, this Ordinance shall be recorded in a book kept for that purpose and shall be authenticated by the signatures of the Mayor and the City Clerk.

EFFECTIVE DATE. The effective date of this Ordinance shall be immediately after the date on which publication after second reading and final passage of this Ordinance occurs (the "Effective Date").

FIRST READING. This ordinance shall be considered first reading on the 27th day of May, 2025, at the hour of 7:30 p.m., in the City Council Chambers in City Hall, Cortez, Colorado, at which time this ordinance shall be read and introduced on first reading and the public hearing for the second or final reading of this ordinance shall be set.

PUBLIC HEARING. This ordinance shall be considered for second or final reading on the 10th day of June, 2025, at the hour of 7:30 p.m., in the City Council Chambers in City Hall, Cortez, Colorado, at which time and place all persons may appear and be heard concerning the same.

PASSED, ADOPTED AND APPROVED ON FIRST READING THIS 27TH DAY OF MAY, 2025.

CITY OF CORTEZ

ATTEST:

  
LINDA L. SMITH, CITY CLERK

  
DENNIS SPRUELL, MAYOR PRO-TEM

PASSED, ADOPTED AND APPROVED ON SECOND AND FINAL READING THIS 10TH DAY OF JUNE, 2025.

CITY OF CORTEZ

ATTEST:

  
LINDA L. SMITH, CITY CLERK

  
RACHEL B. MEDINA, MAYOR

APPROVED AS TO FORM:

  
J. PATRICK COLEMAN, CITY ATTORNEY

**EXHIBIT A**

**2025 AMENDMENT TO EMPLOYMENT CONTRACT FOR CITY MANAGER  
DREW C. SANDERS**

1. On 11 May 2021, the City of Cortez ("City") and Drew C. Sanders ("Sanders") entered into that certain EMPLOYMENT CONTRACT FOR CITY MANAGER DREW C. SANDERS, as amended (the "Agreement").

2. Pursuant to Section 3 of the Agreement, and subsequent City authorized compensation adjustments applicable to all City employees, on Sanders' three-year anniversary of his employment with the City, his annual salary was \$169,041. The City and Sanders agree to amend the Agreement to slot Sanders' salary into the 2024 Cortez Compensation Study at Step 1, Grade 18, thereby fixing Sanders' annual salary at \$186,191, effective with the pay period commencing on May 19, 2025.

Except as specifically amended herein, all other terms and conditions of the Agreement shall remain in full force and effect.

AGREED TO THE LATEST DATE SET FORTH BELOW.

FOR THE EMPLOYEE

\_\_\_\_\_  
Drew C. Sanders

Date: \_\_\_\_\_

FOR THE CITY OF CORTEZ

\_\_\_\_\_  
Rachel B. Medina, Mayor

Date: \_\_\_\_\_

ATTEST

\_\_\_\_\_  
City Clerk