

Labor Management Agreement Est. September 2026



AN AGREEMENT GRANTING LIMITED RECOGNITION OF LOCAL 2808 OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS FOR MEET-AND- CONFERRAL PURPOSES ONLY

RECITALS:

WHEREAS, under the Grand Junction City Charter, through the City Manager, is vested with the management, control, and supervision of all the business and affairs of the Grand Junction Fire Department ("GJFD"); and

WHEREAS, over the last 45 years, the City of Grand Junction ("City") has built a strong and valued relationship with the Grand Junction Professional Fire Fighters; and

WHEREAS, C.R.S. § 29-5-205(1) requires the City to meet and confer with its firefighters or their organization to discuss policies and other matters relating to their employment, including safety and equipment, but not including compensation; and

WHEREAS, the City of Grand Junction and the Grand Junction Professional Fire Fighters, Local 2808 of the International Association of Fire Fighters ("Association") wish to recognize the Association for the purpose of discussing firefighter working conditions on behalf of its members pursuant to C.R.S. § 29-5-205(2).

NOW THEREFORE, with consideration of the Recitals, the City and the Association agree as follows:

1. **Recognition.** The City has determined that it is in the best interest of the GJFD, the GJFD's paid firefighters, and the community that the GJFD serves, to grant recognition to the Association for the purpose of allowing meet-and-confer engagement pursuant to C.R.S. § 29-5-205(2). This recognition in no way impedes the vested managerial powers of the City, and only requires that the Association have representatives available for conferral in limited situations as laid out below.
2. **Membership.** The Association shall be recognized as the employee organization representing all individual firefighters ("Members") in the Fire Department who are assigned the rank of Division Chief and below. Members do not include administrative staff or other employees assigned to the GJFD who are not eligible for membership in the Association.

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3. Committees. Subject to the Fire Chief's determination, and because the Fire Department has valued and continues to value the "on-the-ground" knowledge of Association members concerning day-to-day operations, the Fire Department will continue to meet and confer with the Association through the continuation of the practice of having joint committees consisting of both Association representatives and management. Such committees already exist related to such topics as accreditation, safety, apparatus purchases, health and wellness, peer support, public outreach, and others. Both the Fire Department and the Association value the collaborative work that is done by these committees and wish to continue to allow the Association's non-binding input through the continuation of such committees.
4. Input on Budgetary Matters. Because the Fire Department values the "on-the-ground" knowledge of Association members concerning day-to-day operational needs, and their knowledge of the general employment market for firefighting, during the annual budget process, Association Officers (limited to 3 members) shall have the opportunity to discuss and make non-binding recommendations of line items to be considered for inclusion in the budget with the Fire Chief. Additionally, Association members (limited to 3 members) shall have the opportunity to offer non-binding input directly to the City Manager, Human Resources Director and/or Human Resources team regarding firefighter compensation and benefits, based on the Association's study of compensation and benefits from comparable departments. This input shall be for informational purposes only as the City follows an established citywide process and does not solicit separate studies or recommendations from individual departments.
5. Association Training. The GJFD and the Association recognize that training attended by members of the Association Executive Board provides knowledge and skills that benefit both the Association and the GJFD as a whole.
6. Chief Vacancy. Should a GJFD Fire Chief or Deputy Chief vacancy occur, the City will seek out input from the Association as part of the hiring/interview process to provide its non-binding input. The City will determine the process and appropriate opportunity for Association participation.
7. Representation in Disciplinary Matters. Any Member has the option to request Association representation for a Disciplinary Review Meeting per the City's Personnel Policy Manual 7.01(VI). The role of the Association representative will be to attend the meeting with the Member, but may not make arguments on behalf of the Member or behave in any way that is disruptive to the meeting; and

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if the representative acts contrary to the City's policy, the representative must leave the meeting. The representative must not be a party or witness to the matter, and must abide by all lawful orders to maintain confidentiality of the meeting and the underlying matter.

8. Meet and Confer. In accordance with C.R.S. § 29-5-205(1), upon the request of the Association or its Members, the City, through the Fire Chief or the Fire Chief's designee, shall meet and confer with the Association to discuss policies and other matters relating to the employment of Members, including safety and equipment, but not including compensation. The parties intend that such meetings occur not less than quarterly, and additionally upon the reasonable request of either party. Either party may submit proposed agenda topics in advance of a meeting, and the City shall provide the Association a response to the topics the Association raises. The obligation to meet and confer under this Section is an obligation to discuss and consider in good faith only; it does not obligate the City to reach agreement with the Association, does not constitute or create any right to collective bargaining, binding arbitration, or impasse resolution, and does not limit the rights reserved to the City under Section 10 of this agreement.
9. Indemnification. The Association shall indemnify the City and hold it harmless against all claims, demands, suits, or any other forms of liability that shall arise out of, or by reason of, any action taken by the City for the purpose of complying with the provisions of this Resolution unless such loss or damage is intentionally caused by the action of the City.
10. Management of the GJFD. Nothing in this agreement shall limit or preclude the ability for the City Manager, Fire Chief, GJFD Command Staff, and GJFD Supervisors from exercising their exclusive right to control the operation of the GJFD; determine policy, staffing, equipment, apparatus, facilities, assignments, compensation, benefits, health, safety, property protection measures, promotions and promotional process, and the numbers of firefighters at any rank. Such exclusive rights include, without limitation, the right to: direct and command all emergency incidents, including incident command, tactics, and scene operations; establish deployment models, response districts, run assignments, apparatus staffing configurations, and standards of cover; determine station assignments, shift schedules, work hours, duty rotations, and transfers; establish minimum staffing levels and the use of overtime, callback, and acting assignments; determine the number, type, and location of stations, apparatus, equipment, and technology, and the manner of their acquisition, deployment, and maintenance;

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hire, evaluate, train, assign, discipline, suspend, demote, and discharge personnel in accordance with the City's Personnel Policy Manual; establish training requirements, certification and physical-fitness standards, and rules of conduct and standard operating guidelines; determine the methods, means, and personnel by which GJFD operations are conducted, including the use of mutual aid, automatic aid, intergovernmental agreements, contractors, volunteers, and reserve personnel; and take whatever action is necessary in an emergency to carry out the mission of the GJFD and protect the public.

FOR THE CITY:

A black ink signature of Mike Bennett, City Manager.

DATE: 9.25.26

Mike Bennett, City Manager

A blue ink signature of Peter Skeris, Fire Chief.

DATE: 9/25/2026

Peter Skeris, Fire Chief

FOR THE ASSOCIATION:

A blue ink signature of Derek Gruendler, Local 2808 President.

DATE: 9-29-26

Derek Gruendler, Local 2808 President