

CITY OF GRAND JUNCTION

KEEP JOBS IN COLORADO ACT

REQUEST FOR WAIVER OF 80% COLORADO LABOR REQUIREMENT

Project Name: __Water Treatment Plant South Tank Recoating Project IFB-5836-26-DD__

Solicitation/Contract No.: __IFB-5836-26-DD_____

Contractor: __Mandros Painting, Inc._____

Date of Request: __10/06/2026_____

CONTRACTOR REQUEST

Pursuant to C.R.S. § 8-17-101, the Contractor requests a waiver of the requirement that Colorado labor perform at least eighty percent (80%) of the work on the above-referenced public works project.

Anticipated Colorado Labor Percentage: ____30____ %

Reason Waiver Is Requested:

Mandros Painting, Inc. has made reasonable and sustained efforts to obtain qualified Colorado-resident labor, including ongoing union outreach, an Indeed recruitment campaign active since March 13, 2026, local radio, newspaper and online advertising, Grand Junction Facebook recruiting, local networking, and direct outreach to painting contractors. Despite these efforts, Mandros has been unable to obtain a sufficient number of qualified and available Colorado-resident industrial painters and abrasive blasters to meet the 80% Colorado labor requirement. The specialized experience required for this work, combined with the limited availability of qualified Colorado-resident craft workers and the Project's scheduling requirements, would create an undue burden and could substantially prevent the Project from proceeding to completion as scheduled. Mandros therefore requests a waiver permitting an anticipated Colorado labor percentage of 30%.

The Contractor certifies that reasonable efforts have been made to obtain sufficient Colorado labor to meet the 80% requirement. Efforts may include recruitment through Colorado union halls, workforce centers, employment advertisements, local subcontractors, staffing agencies, trade organizations, or other reasonable recruitment sources.

Recruitment efforts and supporting documentation attached:

☒ Yes ☐ No

The Contractor further certifies that:

☒ Sufficient qualified Colorado labor is not reasonably available to perform the required work.

☒ Compliance with the 80% requirement would create an undue burden that would substantially prevent the Project from proceeding to completion.

The Contractor understands that good-faith recruitment efforts alone do not constitute approval of a waiver and that the waiver must be approved by the governmental body financing the Project.

Contractor Representative: Jarin Mandros

Signature: Jarin Mandros **Date:** 10/06/2026

CITY DETERMINATION

Based upon the information and supporting documentation submitted by the Contractor, the City has determined that:

☒ **XWAIVER APPROVED** – Reasonable evidence demonstrates that insufficient Colorado labor is available to perform the work and compliance with the 80% requirement would create an undue burden that would substantially prevent the Project from proceeding to completion.

☐ **WAIVER DENIED** – The information provided does not sufficiently demonstrate that the statutory requirements for a waiver have been satisfied.

Approved Colorado Labor Percentage, if applicable: _____ %

City Justification/Comments:

Mandros has provided sufficient explanation and documentation to support approving this waiver request.

Authorized City Representative: Duane Hoff Jr., Contract Administrator - City of Grand Junction

Title: Contract Administrator

Signature: Duane Hoff Jr., Contract Administrator **Date:** 10/8/2026
DocuSigned by: 9F789E7D50F14BC...

An approved waiver and the City's justification shall be posted on the City's website in accordance with C.R.S. § 8-17-101(1).



KJCA WAIVER REQUEST

Summary of Colorado Labor Recruitment Efforts

South Tank Recoating | IFB-5836-26-DD

Contractor	Mandros Painting, Inc.	Date of Request	10/05/2026
Project	Water Treatment Plant South Tank Recoating Project IFB-5836-26-DD	Anticipated CO Labor %	30 %

Mandros Painting, Inc. submits this summary in support of its request for a waiver of the 80% Colorado labor requirement. Mandros carried out the core Colorado labor recruitment efforts identified in its KJCA Compliance Plan and continued those efforts through multiple local, union, online, and industry channels. The completed efforts and results are summarized below.

KJCA Recruitment Commitment	Completed Efforts and Results	Page(s)
Union Outreach	Mandros maintained ongoing communication with its union representative regarding the need for qualified Colorado-resident painters and sandblasters. The opportunity was posted through the union, and Mandros continued outreach throughout the recruiting period. Despite these efforts, only one candidate was referred. Union Representative: Derek Molyneux Contact: dmolyneux@iupatdc81.org	2
Indeed Recruiting	Mandros has maintained an active Indeed posting targeting the Grand Junction area since March 13, 2026. The posting has generated 133 applicants. Most applicants did not have applicable industrial painting, abrasive blasting, or coatings experience. A number were currently in a correctional/work-release setting and required outside transportation and restricted work hours. Mandros does not exclude applicants based on criminal history; however, applicants with no applicable craft experience who also could not meet the project transportation and scheduling requirements were not suitable for these positions. All resumes can be provided to the City upon request.	3
Local Media Advertising	Mandros advertised for workers through the local Grand Junction market using the Grand Junction Sentinel a 30 second radio advertisement, newspaper advertisement, and online newspaper classified advertisement.	4-11
Facebook / Community Recruiting	Mandros posted a hiring advertisement in a Grand Junction Facebook group "Grand Junction Job Opportunities" to directly reach local residents and potential workers in the community. This was posted from our Mandros Facebook account and our office manager's personal account.	12
Local Networking & Contractor Outreach	Mandros contacted a family member/former Mandros employee in the area, who was unavailable to work and unable to provide additional worker contacts. Brandon Mandros attended the local Diggers Dig golf tournament to network with people in the Grand Junction area. Mandros also contacted Greg with Coblaco, Ryan with Integrity Painting, and Swedish Industrial Coating regarding worker availability. Coblaco, with whom Mandros has an established relationship through IPC, did not have workers available. Integrity Painting and Swedish Industrial Coating did not answer or return Mandros' calls.	13-15

Mandros followed through on the recruitment strategy presented to the City and continued actively pursuing qualified Colorado-resident labor. Despite sustained union outreach, an Indeed campaign generating 133 applicants, local radio and newspaper advertising, Grand Junction Facebook outreach, local networking, and direct outreach to other painting contractors, Mandros has been unable to obtain a sufficient number of qualified and available Colorado-resident craft workers to meet the 80% Colorado labor requirement.



**International Union of Painters and Allied Trades
District Council 81**

928 Quail St.
Lakewood, Colorado 80215
Telephone: 303-761-1324

Iowa, Nebraska, Colorado, South Dakota, Wyoming & Western Illinois

03/16/2026

To: whom it may concern,

From: IUPAT District Council 81 Director of Service Derek Molyneux

I'm reaching out on behalf of Painters and Finishers Local 79 at the request of Mandros Painting.

Please be advised that Mandros Painting is in good standing according to the most recent reports received from our administrator.

We currently have 98 regular members in Colorado.

Our recruitment approach combines job-specific outreach with broader general outreach. We employ multiple avenues, including social media campaigns, job-site visits, geofencing, participation in job and career fairs, partnerships with nonprofit organizations to recruit program participants, utilization of online employment services, and other targeted initiatives.

Respectfully,

Derek Molyneux

Date posted: March 13, 2026

Pay: \$17.00 - \$25.00 per hour

Job description:

FOR WORK IN SEPTEMBER.

Full job description

SUMMARY: Looking for dependable, safety-minded individuals with experience performing surface preparation and applying industrial protective coatings. Candidates must be willing to work as part of a crew, follow project specifications, and maintain Mandros Painting's quality and safety standards.

DUTIES AND RESPONSIBILITIES:

- Perform abrasive blasting to specified surface-preparation standards
- Prepare steel, concrete, piping, tanks, and other industrial substrates for coating
- Mix and apply industrial coatings according to manufacturer requirements
- Apply coatings using airless spray equipment, conventional spray equipment, rollers, and brushes
- Measure and maintain the required wet-film thickness
- Assist with containment, masking, equipment setup, and jobsite cleanup
- Inspect blasting and painting equipment before use
- Follow project specifications, safety procedures, and supervisor instructions
- Properly use and maintain respiratory protection and personal protective equipment
- Work productively with other crew members to complete projects safely and on schedule

QUALIFICATIONS:

- High school diploma or general education degree (GED), or one to three months related experience and/or training, or equivalent combination of education and experience.
- Computer skills required: None
- Other skills required:
- Ability to do physical labor and other strenuous physical tasks.
- Ability to work in all weather.
- Workers must be punctual and reliable.
- Must have experience as a general laborer in the construction industry.

PHYSICAL DEMANDS AND WORK ENVIRONMENT:

- Frequently required to stand.
- Frequently required to walk.
- Occasionally required to sit.
- Frequently required to utilize hand and finger dexterity.
- Frequently required to climb, balance, bend, stoop, kneel or crawl.
- Frequently exposed to wet and/or humid conditions (non-weather).
- Frequently works near moving mechanical parts.
- Frequently works in high, precarious places.
- Frequently works around fumes, airborne particles, or toxic chemicals.
- Frequently exposed to outside weather conditions.
- Frequently exposed to extreme heat or cold (non-weather).
- Previous industrial sandblasting or industrial painting experience
- Experience with abrasive blasting equipment or airless spray equipment
- Understanding of industrial surface preparation and coating application
- Ability to work safely while wearing a respirator and required PPE
- Ability to perform physically demanding work for extended periods
- Ability to work at heights, in confined spaces, and in changing weather conditions when required
- Reliable transportation and a strong attendance record
- Willingness to work overtime, weekends, or extended shifts based on project needs

Benefits:

- On-the-job training

Work Location: In person



Painter Employment Campaign

Presented to: Mandros Painting Inc



Grand Junction, CO | Jennifer Campos

About Us

Grand Junction Media Inc. is proud to serve this community and provide local and national businesses with the resources they need to connect to their target audience. Grand Junction Media locally owns and operates a variety of print, digital, and audio products that if incorporated into a company's marketing plan can elevate your business's brand awareness, brand message, and brand engagement. Grand Junction Media is a leading-edge company that has at its heart old-school business principles. We believe in shooting straight and implementing marketing practices that make you more money.

Following is Mandros Painting Inc's custom marketing proposal that has been strategically put together by our Multi-Media Specialist with your goals and budget in mind so you can effectively **captivate your audience!**





We recommend targeting individuals with the following demographic attributes:

Interests	Business Industry Family Oriented Interior & Exterior Design Techie Travel & Tourism
Lifestyle	Charitable Donor Fashionista High Spenders Leisure Travelers Outdoor Enthusiast Trendy Homemakers
Occupation	Accounting Arts, Entertainment & Gaming Construction Engineering & Architecture Finance Health Care Professionals Human Resources Insurance Legal Services Management & Business Manufacturing & Production Marketing & Advertising Media & Communication Military & Government Personal & Home Services Public Relations Public Utilities & Services Real Estate Real Estate & Building Maintenance Research Sales & Sales Management Science & Biotech Transportation & Logistics
Search History	Auto Business Tools & Strategies Electronics Home & Garden Sports & Outdoors Tools & Industrial
Shopping	Auto Electronics Home & Garden Tools & Industrial
Age	35-44 45-54 55-64 65+
Gender	Female Male
Household	Home - Homeowner Household - Children Household - Married Neighborhood - Rural Neighborhood - Suburban
Income	\$100,000 to \$124,999 \$125,000 to \$149,999 \$150,000+

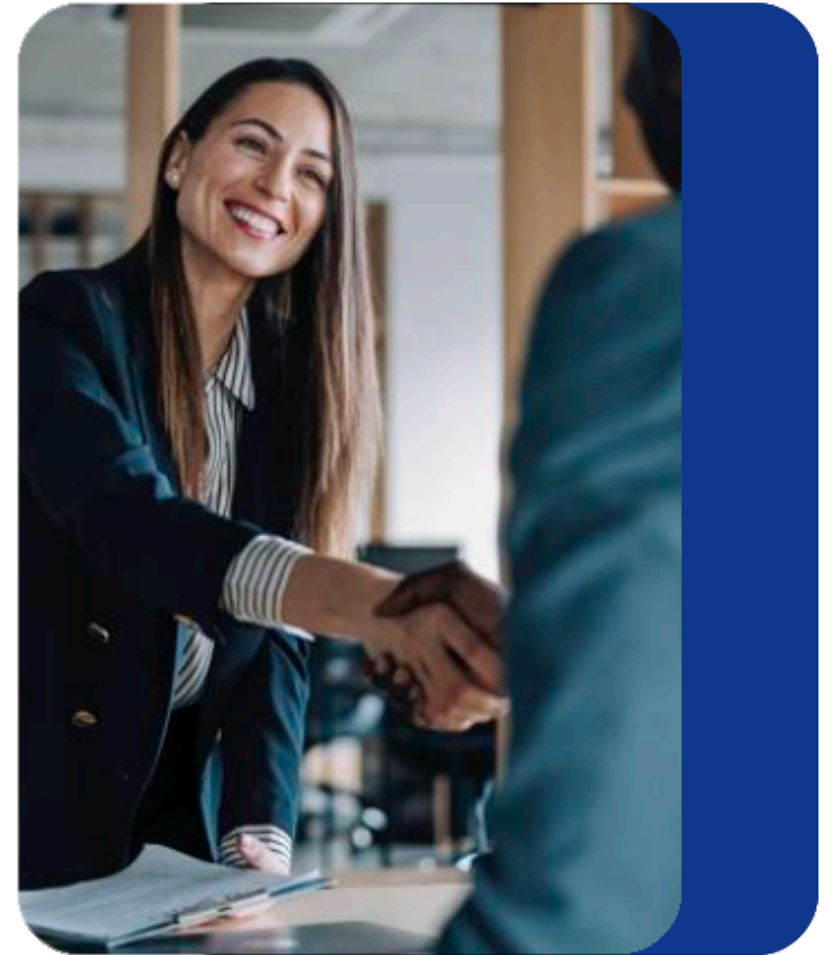


WesternColorado.Jobs

We help businesses find applicants for their job openings by providing knowledge and resources that allow you to promote your positions on the top-visited job search websites with ease.

We also provide the opportunity to reach applicants online at WesternColorado.Jobs and in The Daily Sentinel. These two additional platforms open your position up to an even wider audience and can offer your business the chance to tap into two unique and niche local audiences that can't be found on websites such as ZipRecruiter, Indeed, or Monster.

Let our dedicated team help ease your prospecting so you can find the perfect candidate for your position.





Product Mix

We recommend the following product mix for 08/18/2026 to 09/15/2026:

Audio	\$300/mo
WesternColorado.Jobs	\$495/mo
Total: \$795/mo	

Monthly Investment: \$795.00/month

Painter Employment Campaign

08/18/2026 - 09/15/2026

Product	Sub-Product	Options	Start Date	End Date	Rate Type	Rate	Quantity	Line Budget	Product Budget
Audio	30 Seconds	Spot Type: Pre-recorded Day & Time: Monday–Friday, 6 a.m.–7 p.m. Station: 1073 The Outlaw Spot / Day: 2	08/18/2026	09/15/2026	Cost Per	\$10.00	30	\$300.00	\$300.00
WesternColorado.Jobs	1/8 Page	Width: 4.9 Height: 4.375 Color Edition: Yes Ad Type: CLASS Frequency: 1x Build Type: New Build Pickup Number: Placement: Employment Nickel Insert Dates: Sentinel Insert Dates: Wed., 8/19/2026	08/19/2026	08/19/2026	Daily	\$495.00	1	\$495.00	\$495.00
								Total Budget: \$795.00	

Thank You!



Looking forward to the opportunity to work with you!

Jennifer Campos

Advertising Manager

jennifer.campos@gjsentinel.com

MANDROS

NOW HIRING

Experienced Painters & Blasters

START DATE: First week of September

JOB DESCRIPTION:

Mandros Painting is hiring experienced painters and abrasive blasters for a tank coating project in Grand Junction, CO. Looking for dependable, safety-minded individuals with experience performing surface preparation and applying industrial protective coatings. Candidates must be willing to work as part of a crew, follow project specifications, and maintain Mandros Painting's quality and safety standards.

DUTIES AND RESPONSIBILITIES:

- Perform abrasive blasting to specified surface-preparation standards
- Mix and apply industrial coatings according to manufacturer requirements
- Measure and maintain the required wet-film thickness
- Assist with containment, masking, equipment setup, and jobsite cleanup
- Inspect blasting and painting equipment before use
- Follow project specifications, safety procedures, and supervisor instructions
- Properly use and maintain respiratory protection and personal protective equipment

- Work productively with other crew members to complete projects safely and on schedule

ABOUT MANDROS PAINTING:

Mandros Painting has provided industrial coatings and abrasive blasting services throughout the Western U.S. since 1965. We offer competitive pay, a safety-focused work environment, and opportunities for continued employment.

RANGE OF PAY:

\$17-\$25/hour, depending on experience.

APPLY AT: https://www.indeed.com/viewjob?jk=bc3b3e61bed54a8a&from=shareddesktop_copy

CONTACT INFO:

Marchelle Evans
307-875-6555
marchelle.evans@mandros.net

Experienced applicants preferred.
Please reach out with
resumes and questions!



< Grand Junction Job Opportunities

Group posts Manage posts



Marchelle Evans

Aug 13 ·  + Add topic

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Experienced Painters & Blasters

Mandros Painting is hiring experienced painters and abrasive blasters for a tank coating project in Grand Junction, CO. Looking for dependable, safety-minded individuals with experience performing surface preparation and applying industrial protective coatings. Candidates must be willing to work as part of a crew, follow project specifications, and maintain Mandros Painting's quality and safety standards. Work will begin the first week of September.

- DUTIES AND RESPONSIBILITIES:
- Perform abrasive blasting to specified surface-preparation standards
 - Prepare steel, concrete, piping, tanks, and other industrial substrates for coating
 - Mix and apply industrial coatings according to manufacturer requirements
 - Apply coatings using airless spray equipment, conventional spray equipment, rollers, and brushes
 - Measure and maintain the required wet-film thickness
 - Assist with containment, masking, equipment setup, and jobsite cleanup
 - Inspect blasting and painting equipment before use
 - Follow project specifications, safety procedures, and supervisor instructions
 - Properly use and maintain respiratory protection and personal protective equipment
 - Work productively with other crew members to complete projects safely and on schedule
- \$17-\$25/hour, depending on experience. Please give us a call 307-875-6555



Fw: Bid Walk for tank in Grand Junction

From Sidney Mandros <sidney@mandros.net>
Date Mon 10/5/2026 10:16 AM
To Jarin Mandros <jarin.mandros@mandros.net>

Here is the email I sent to Mikey

Sidney Mandros
Estimator
3078714378

Von: Michael Mandros <michaelmandros@hotmail.com>
Gesendet: Wednesday, 11 February 2026 20:24:35
An: Sidney Mandros <sidney@mandros.net>; Bob Mandros <bobmandros@mandros.net>
Betreff: Re: Bid Walk for tank in Grand Junction

Awesome? Thank you, and I'll be sure to take a lot of pictures.

M. Mandros

From: Sidney Mandros <sidney@mandros.net>
Sent: Wednesday, February 11, 2026 6:49:46 PM
To: Bob Mandros <bobmandros@mandros.net>; michaelmandros@hotmail.com
<michaelmandros@hotmail.com>
Subject: Bid Walk for tank in Grand Junction

Hey Mike,

Here is some info about that bid walk tomorrow: It looks like you'll also get a chance to go inside the tank, so please take lots of pictures!

Thursday, February 12, 2026, at 10:00 AM.

Meeting location shall be at the Water Treatment Plant located at **244 26 ¼ Rd, Grand Junction, CO 81503**. After accessing the property, park behind the two storage tanks. The meeting will start outside the tank. Park to the west of the storage tanks.

After walking the exterior we'll go inside the tank. The tank is accessible by 24" diameter hatch at ground level. The purpose of this visit will be to inspect and to clarify the contents of this Invitation for Bids (IFB).

Here's a link to the address on google maps: <https://maps.app.goo.gl/9HnQbNCHxmEK5i549>

Project Scope:

The work will include all necessary labor, supervision, equipment, tools and materials for the recoating and additional maintenance tasks (if applicable), of the south water tank. Work includes, but is not limited to, cutting access into the tank wall, all preparation of tank interior for recoating, full recoating of tank interior, additional maintenance tasks (if applicable), disinfection, welding tank wall access, and site clean-up. Additional maintenance tasks include: (1) outlet nozzle replacement and (2) sealing exterior floor plate (see future addendum Engineering Design). For work specifications refer to the Project Specifications attachment as well as the City's Standard Contract Documents 2010.

Thanks,

Sidney Mandros

Estimator

<https://mandros.net/>

sidney@mandros.net

cell: 307.871.4378





You Are Cordially Invited to the 50th Annual Digger's Dig Golf Tournament!

Friday May 1st 2026

Tiara Rado Golf Course

2057 South Broadway

Grand Junction, CO 81507

(970) 254-3830

EVENTS

10:00 AM- - 12:00 PM

Registration & Lunch

12:30 pm

Play Begins

After golf round

Dinner Buffet & Awards

The Diggers Dig Hosts

INTERMOUNTAIN ELECTRONICS

MINOVA

FUCHS LUBRICANTS CO

PHILLIPS GLOBAL

JENNMAR CORPORATION

IPS

LONGWALL WEST

SWANSON INDUSTRIES

ICM SOLUTIONS

CONTINENTAL GLOBAL

KOMATSU

UNITED CENTRAL SUPPLY

MONTEM SUPPLY

PLEASE DON'T DRINK AND DRIVE – TRANSPORTATION FROM TIARA RADO GOLF COURSE IS PROVIDED

NO EVENTS PLANNED FOR SPOUSES

NON – SMOKING RESTAURANT & FACILITY

DUE TO THE LIMITED SPACE THE INVITATION IS FOR ADDRESSEE ONLY AND IS NON – TRANSFERRABLE

PLEASE RSVP WITH HANDICAP OR AVERAGE 18 HOLE SCORE TO diggersdig21@gmail.com

BY APRIL 24th 2026

RETIREE'S AND OUTSIDE VENDORS WILL GOLF IF SPACE ALLOWS