

To access the Agenda and Backup Materials electronically, go to [the City of Grand Junction Website](#). To participate or watch the meeting virtually register for the [GoToWebinar](#).



**GRAND JUNCTION CITY COUNCIL
MONDAY, JULY 1, 2024
WORKSHOP, 5:30 PM
FIRE DEPARTMENT TRAINING ROOM
625 UTE AVENUE**

1. Discussion Topics

- a. Fire Collective Bargaining Ordinance
- b. 2025 Council Budget Priorities
- c. Tax Exemption on Second-Hand Goods
- d. Cannabis Ordinance Modification(s)

2. City Council Communicaton

- a. An unstructured time for Councilmembers to discuss current matters, share ideas for possible future consideration by Council, and provide information from board & commission participation.

3. Other Business

What is the purpose of a Workshop?

The purpose of the Workshop is to facilitate City Council discussion through analyzing information, studying issues, and clarifying problems. The less formal setting of the Workshop promotes conversation regarding items and topics that may be considered at a future City Council meeting.

How can I provide my input about a topic on tonight's Workshop agenda?

Individuals wishing to provide input about Workshop topics can:

- 1. Send input by emailing a City Council member ([Council email addresses](#)) or call one or more members of City Council (970-244-1504)

2. Provide information to the City Manager (citymanager@gjcity.org) for dissemination to the City Council. If your information is submitted prior to 3 p.m. on the date of the Workshop, copies will be provided to Council that evening. Information provided after 3 p.m. will be disseminated the next business day.

3. Attend a Regular Council Meeting (generally held the 1st and 3rd Wednesdays of each month at 5:30 p.m. at City Hall) and provide comments during "Public Comments."



Building Professional Relationships

Adopting an agreement towards increasing service, safety, and innovative group thinking.

Outline

- Intent
- Comparable Cities
- Pros and Cons of a Collective Bargaining Agreement
- Process – Ordinance vs Vote
- Senate Bill 25
- Closing

Intent

- The Local 2808 is seeking a Collective Bargaining Agreement to:
 - Add an employee level perspective to discussions regarding pay, benefits, safety, etc.
 - Help establish consistency through changes in leadership and organizational changes.
 - Work with leadership to help deliver changes and direction.
 - Organizing labor assistance in areas of gathering information or data to help make decisions and easing the burden on leadership.

What is not Intended

- Unrealistic increases in pay.
- Infringement on management rights.
- Complicate processes and/or procedures.

Comparable Cities/Districts

With CBA

- West Metro FD
- Denver FD
- Arvada FD
- Poudre Valley FD
- Thornton FD
- Longmont
- Westminster FD (Ordnance only)
- North Metro FD
- Greeley FD
- Pueblo FD
- Boulder FD
- South Adams County FD
- South Metro

Without CBA

- Loveland FD (currently in process)
- Castlerock

Pros / Cons of Collective Bargaining

Pros

- Increases Service and Safety.
- Expands perspective allowing more innovative ideas throughout all aspects of departmental internal and external service.
- Shares a collective voice of the labor force allowing leadership to get ahead of issues.
- Spreads accountability of actions or ideas by allowing a voice at the table.

Cons

- Balancing and managing schedules.

Ordinance or Charter?

Ordinance

- Faster and easier for all parties.
- Equitable allowing a voice at the table and not truly impinging on decision making.
- Most importantly is a display of the true intent being labor and management talking and working together.

Charter

- Slower and more complicated.
- One perspective of this method is the City, Department, and labor force are not on the same page with moving forward together which removes from the intent.

Senate Bill 25

- Passed in February of 2013
- Allows firefighters of two or more to organize, negotiate collectively, and engage in collective bargaining.
- Prohibits firefighters from striking.
- Not necessarily applicable in cities under home rule.

Closing

- Local 2808 invites the City of Grand Junction to agree on the importance of collective bargaining showing faith and commitment to hearing the voice of the labor force in continuing to improve working conditions that support increases in safety for firefighters.