

RESOLUTION NO. 2026-083

A RESOLUTION OF THE TOWN OF CASTLE ROCK, COLORADO RECOGNIZING THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 4116 AS THE EMPLOYEE ORGANIZATION FOR CERTAIN TOWN FIRE DEPARTMENT EMPLOYEES FOR NON-BINDING CONSULTATION PURPOSES ONLY, AND SETTING OUT PRIORITY ELEMENTS FOR THE RELATIONSHIP BETWEEN THE TOWN OF CASTLE ROCK AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 4116

WHEREAS, the Town of Castle Rock (“Town”) has enjoyed a lengthy and productive history of volunteer and professional fire service that has provided for the safety, health and welfare of the community to the benefit of Castle Rock citizens; and

WHEREAS, the Town and the Castle Rock Professional Fire Fighters, Local 4116 of the International Association of Fire Fighters (“Association”) enjoy a productive relationship based on mutual respect and the mutual desire to best serve the Castle Rock community; and

WHEREAS, both the Town and Association desire to formalize their relationship with this Resolution and ensure a continued productive relationship and dialogue for the future;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF CASTLE ROCK, COLORADO AS FOLLOWS:

Section 1. Recognition. The Town of Castle Rock, Colorado (“Town”) hereby recognizes Castle Rock Professional Fire Fighters, Local 4116 of the International Association of Fire Fighters (“Association”) for the purpose of conducting meet-and-confer engagement, as further outlined in this Resolution. This recognition does not in any way limit the management powers of the Town or the Town’s designees. For purposes of this Resolution, the Town’s designees shall include the Town Manager and the Fire Chief, as their duties and powers are contained and outlined in the Town Charter and Town Code. This recognition and Resolution shall not be construed to create or confer collective bargaining rights or collected bargaining responsibilities upon either the Town or Association.

Section 2. Representation of Employees. The Association shall be recognized as the employee organization representing all badged, full-time employees engaged in firefighting, emergency medical, rescue services, or related duties that are classified in the Town public safety pay table and also all emergency vehicle technicians.

Section 3. No Collective Bargaining Rights. Nothing in this Resolution creates or confers collective bargaining rights. The sole intent of this Resolution is to ensure the continued meaningful and active discussions between the Town’s designees and the Association on issues related to compensation, benefits and selected other issues as set forth in this Resolution. The Recognition conferred by this Resolution shall not be interpreted as grounds for seeking or requiring a Collective Bargaining Agreement (CBA) between the Town and Local 4116, the Association. This Resolution shall not be interpreted as requiring a Collective Bargaining Agreement.

Section 4. Continued Association Participation in Fire Department Committees.

As the Fire Chief shall solely determine and shall create and maintain various committees, the Association shall enjoy continued participation in committees, including but not limited to committees on accreditation, safety, apparatus design and purchases, health and wellness, peer support, public outreach, and others that the Fire Chief may so designate. The Association leadership shall solely determine Association membership and participation in such committees at the levels prescribed by the Fire Chief.

Section 5. Periodic Association Meetings with Fire Department and Town Management. The Association shall be invited to attend the following schedule of meetings:

- a) Monthly Labor Management meetings with the Fire Chief
- b) Meetings with the Town Manager on a quarterly basis
- c) Meetings twice a year with the Town's Human Resources Manager, or such similar staff as the Town Manager may determine, with preference for such meetings to be in the First Quarter of the Year, and the Third Quarter of the Year

Provided that the above schedule may be mutually changed for the lack of agenda items, budget preparation timing considerations or similar issues, the intent is to provide an adequate opportunity for meaningful dialogue between Town management and the Association. Nothing in this Resolution shall limit the Association or Association members from directly communicating with elected Town Mayor or Councilmembers as the Association or Association members may desire.

Section 6. Communication Regarding Town Budget. The Town and the Association shall strive to provide meaningful opportunities to engage in discussions concerning the Town's budget preparation and implementation. Budget issues shall include, but not be limited to, compensation, benefits, training and other aspects of the budget which may impact the funding of the Fire Department. The Association shall have the opportunity to provide non-binding recommendations concerning the Town's budget to: the Fire Chief, the Town Manager, and the Town Council.

Section 7. Association Participation in Interview Panels for Certain Positions in the Fire Department. The Town values the non-binding input and views of the Association in the qualities and characteristics of future members of the executive staff of the Fire Department, including Fire Chief, Deputy Chiefs and Division Chiefs. In the creation and implementation of necessary processes for the selection of such positions, the Town Manager in the case of Fire Chief, and for other executive positions the Fire Chief, consideration of active and meaningful involvement in the selection process by Association members shall be given.

Section 8. Limitation on Recognition. The Town's recognition of Local 4116 is specifically limited to the consultation and advisory purposes as set forth in this Resolution. The Recognition conferred by this Resolution shall not be interpreted as grounds for seeking or requiring a Collective Bargaining Agreement (CBA) between the Town and Local 4116. This Resolution shall not be interpreted as requiring a Collective Bargaining Agreement.

Section 9. Other Matters between the Town and Association. The Town and Association may agree on other matters not specified in this Resolution, and on other matters not

prohibited by this Resolution, as the Town and Association may determine such as payroll processing of Association fees or other matters which may come.

PASSED, APPROVED AND ADOPTED this 21st day of July, 2026, by the Town Council of the Town of Castle Rock, Colorado, on first and final reading by a vote of _____ for and _____ against.

ATTEST:

TOWN OF CASTLE ROCK

Lisa Anderson, Town Clerk

Jason Gray, Mayor

Approved as to form:

Approved as to content:

Michael J. Hyman, Town Attorney

David L. Corliss, Town Manager