

AGENDA

REGULAR MEETING
MISSOULA RURAL FIRE DISTRICT

BOARD OF TRUSTEES

DATE: Tuesday, April 9th, 2024
TIME: 4:00 P.M.
PLACE: Station #1, 2521 South Avenue West, Missoula

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

READING OF MINUTES

PUBLIC COMMENT

CLAIMS

January Claims	\$ 6,217.82
February Claims	<u>\$246,986.98</u>
Total Claims	\$253,204.80

1. Ratification of January and February Claims

February Claims	\$ 2,016.60
March Claims	<u>\$174,985.36</u>
Total Claims	\$177,001.96

2. Discussion and Decision on February and March Claims

COMMUNICATIONS

TRUSTEE REPORTS

STAFF REPORTS

OLD BUSINESS

NEW BUSINESS

1. Introduction of New Resident Firefighters: RFF TJ Sentell and RFF Bryant Little
2. Discussion and Decision on New Human Resource Director Position
3. Discussion and Decision on Annexation for: 2780 Loraine Drive, Missoula, MT 59803
4. Discussion and Decision on Resolution #2024-1 Release of Liability of Surplus items
5. Discussion and Decision on Release of Liability to Montana FSTS for Wildland Hose
6. Discussion and Decision on Release of Liability to Seeley Lake Fire Department for Airway Pro bags and an EMS bag
7. Discussion and Decision on Request from Kris Davenport
8. Discussion and Decision on Resolution #2024-2 2021 International Fire Code Adoption
9. Discussion and Decision on Ratification of the Collective Bargaining Agreement with Local 2457

ADJOURNMENT

Missoula Rural Fire District
Board of Trustees
Missoula, Montana 59804

February 13th, 2024

The Missoula Rural Fire District (MRFD) Board of Trustees (BOT) met in regular session at the Station 1 Headquarters meeting room and via a "Zoom" video conference on **Tuesday, February 13th, 2024.**

CALL TO ORDER: Chairman Murphy called the meeting to order at 16:00 hours.

PLEDGE OF ALLEGIANCE

ROLL CALL: Present: Chairman Ben Murphy, Vice-Chairman Larry Hanson, Secretary Dick Mangan, Trustee Jeff Merritt, and Trustee Dan Corti.

READING OF THE MINUTES:

PUBLIC COMMENT:

CLAIMS: Secretary Mangan moved to accept the claims as submitted. Trustee Merritt seconded the motion. The motion was voted on and passed with 5 yays, 0 nays, and 0 abstains.

COMMUNICATIONS: Raquel Wilkinson conveyed that the communications consisted of an invitation to the MRFD Annual Dinner, notification on the Montana Fire Trustees Association Conference, a letter from the Board of the County Commissioners approving the annexation of a property into Missoula Rural Fire District, a letter from Youth Court regarding Station 5 damage, an email of gratitude from Missoula Fire Department's Chief Hughes, an email from Assistant Chief Paulsen regarding a call and the great job that the crew did, 4 Certificates of Appreciation, a Deputy Fire Marshal (DFM) Report, a Public Relations Outreach Breakdown, and a Calls for Service Report.

TRUSTEE REPORTS: There were no Trustee Reports.

STAFF REPORTS:

Local 2457: Lieutenant Muir reported that some members recently participated in the Spring Seminar at Chico Hot Springs. Additionally, he noted that the Local has been actively involved in ongoing preparations for the State Convention and collaborated with Local 271 to plan and host the State Convention this year.

Finance and Human Resources (HR): Melissa Schnee reported that the front office completed the processing and distribution of W2s and 1099s for calendar year 2023. The MRFD budget request forms for the FY25 budget have been distributed to the program managers. The auditor informed Melissa that they are very close to completion of the FY21 audit. MRFD was balanced with Missoula County statements through December 2023. Melissa also reported that the website had been updated with new photos. Montana Firefighters Testing Consortium (MFFTC) had a new website where candidates can register for the coming spring Candidate Physical Ability Test (CPAT), which will be held on April 22-23.

Deputy Chief: Deputy Chief Horsens reported that the Assistance to Firefighters Grant (AFG) application period began on January 28th. MRFD is working with Michael Penzatti from Grant Master\$ to ensure the application meets the AFG Grant's requirements. MRFD received an email from the MT State Fire Chief requesting they contact their US Representative and Senators to express support for the AFG and Staffing for Adequate Fire and Emergency Response Grants. If these grants are not reauthorized, they will stop existing after September this year, which is concerning for agencies like MRFD that have benefited from them in the past. Deputy Chief Horsens plans to contact Senators Zinke, Tester, and Daines to advocate

support for these programs. Deputy Fire Marshal McDermott and Deputy Fire Marshal Giardino from the Community Risk Reduction Division recently conducted fire investigation training for the Operations personnel. The training was timely, as the personnel had the opportunity to apply their newly acquired skills on actual fires this month. The MRFD Dinner is scheduled for March 9th, and those attending are requested to RSVP to Jenn Culp to ensure an accurate headcount. In the absence of an Accreditation Manager, Deputy Chief Horsens supervised the Accreditation program and completed all but two program appraisals in January. MRFD had been monitoring the turnout times and is delighted to report that they exceeded their goal by nine seconds in January 2024. MRFD have surpassed their turnout target 92% of the time, and the operations staff deserve recognition for their efficiency in promptly leaving the premises. Deputy Chief Horsens was recently informed that he will be part of a Peer Team conducting a reaccreditation visit for the Brentwood, Tennessee, Fire and Rescue Department. He is expected to travel there between March 31st and May 31st. The Resident/Volunteer Coordinator position had been advertised, and Letters of Intent are due on Friday, February 16th. The interviews will take place on March 13th, and the selected candidate will start working on April 17th. MRFD is currently facing maintenance issues at Station 4. Deputy Chief Horsens recently met with a contractor to assess the HVAC system and is awaiting an estimate. A letter was received regarding graffiti at Station 5. The on-duty crew was able to remove it without any issues and did not feel the need to pursue any further action. Chief Finlay, Assistant Chief Paulsen, and Deputy Chief Horsens attended a 911 working group meeting, which will occur monthly, to discuss improvements for the 911 center. This group aims to provide constructive feedback to the 911 center and improve its services. Deputy Chief Horsens attended the Lolo Community Council meeting last month and will be attending again tonight. He will let Captain Giardino speak to a de-annexation meeting that they will both be attending regarding a couple of parcels out in the Bonner area that will be potentially de-annexed from the City of Missoula and annexed into MRFD if they so choose. Captain Giardino reported that an individual purchased two parcels of land to create a subdivision. However, the City of Missoula had specific requirements that do not allow for the installation of cisterns on these properties. Therefore, the individual would have to run water lines under the interstate to these two parcels, which would be very expensive. As a result, the individual sold the parcels to someone else who wanted to build a 5000-square-foot storage facility for bees on the closest parcel to the road. MRFD did not find it necessary to extend the water line for the building in question. MRFD was concerned about the need for a cistern instead, which was already present across the road. MRFD did not want the individual to incur unnecessary expenses for this build. However, they left a caveat that if the rest of the 27-acre parcel was subdivided for commercial or residential use, water on that side of the road would be required. The entire process takes around 6-8 months. Deputy Chief Horsens added to his report that he had been accepted into the National Fire Academy and will be attending a program called Managing Effective Fire Prevention Programs.

Assistant Chief of Operations: Assistant Chief Paulsen reported that MRFD prepared for the year ahead, which included refreshers and contracts. IQS was a valuable tool for MRFD as it gave them better control over the apparatus and personnel available. Their personnel and the dispatch center could select appropriate people for special assignments, such as strike team leaders, task force members, and incident management team members, which expedited the selection process. MRFD received the new Nissan which replaced the old Dodge. The old Dodge was stripped of its light package and radio, and the radio was then placed in the new Nissan. In the Calls for Service Report, Assistant Chief Paulsen reported that the MRFD was quite busy in January. Compared to last year, the District received an 8.04% increase in calls. One significant difference in 2024 was the occurrence of six structure fires in the month, which was a notable difference from last year, when there were only six fires throughout the entire year. During two significant incidents, the Missoula Rural Fire District (MRFD) provided support to the Missoula Fire Department (MFD). The first incident was a home explosion caused by a gas leak, during which MRFD crews responded to eight of MFD's calls. The second incident was a large apartment fire near the University Golf Course, where MFD requested assistance from 311. Upon arriving at the scene, the 311 crew acted as a Rapid Intervention Team. As a result of their assistance, MRFD received a thank-you letter from MFD, which was included in the Board packet. ACLS and PALS courses were completed in January. In MRFD's jurisdiction, there were several structure fires. The first one took place early in the

month during B-Shift. As a result, most stations were occupied with the fire while simultaneously responding to an emergency call at the airport. Deputy Chief Horsens was the duty chief and had to provide backfill. C-Shifts had three structure fires in a row, with the first one being at Mullan Trail, which was stopped remarkably well. The second one was on Big Flat Road, which was also an excellent stop. The third one was off Riverside Drive on the other side of the McClay Bridge, and the last one was on Larch Camp Road. Everyone did an outstanding job, and they had one After Action Review that went well. MRFD crews were continually learning and trying to improve. Assistant Chief Paulsen recently attended several meetings. He, along with Chief Finlay and Melissa Schnee, went to Clearwater, Florida, to participate in a class on managing disciplinary challenges led by Curt Varone, who manages the Fire Law Blog. The class was phenomenal, and there would be a follow-up class. Assistant Chief Paulsen met with the Resource Management Division to review the budget going forward, as well as the training. They assessed both of these areas and measured where they were so that they could make necessary rewrites. Assistant Chief Paulsen attended a well-attended hot topic McClay Bridge Open House Meeting. He spoke continuously for over two hours, and there was good feedback. It was good to see that people were out and able to look at everything being done with the bridge, what had happened to it, and where they were going. Many questions were asked, and a report was sent to Adrienne Beck, Missoula County Department of Emergency Services Coordinator. Chief Finlay and Assistant Chief Paulsen were careful not to take a stand on one side or the other. Chief Finlay and Assistant Chief Paulsen did their due diligence to ensure neutrality and even tracked mileage, finding that it takes 2 minutes and 2 seconds longer to go around. Assistant Chief Paulsen pointed out that the Fire District would adapt and overcome whatever was decided with the bridge, whether it stays or goes. The chiefs prepared for upcoming projects and received new station assignments from the battalion chiefs. The chiefs are making minor changes to the assignments and plan to move everyone to their new stations by March 15th. Jeff Merritt asked about it being a dry season and how it would impact the upcoming fire season. Assistant Chief Paulsen stated that he had discussed the dry weather conditions with the Department of Natural Resources and Conservation (DNRC), and there may be some possible involvement with DNRC later on. The snowpack was at 54%, much lower than last year's snowpack in the 90s, which was astonishingly low when looking at ten-year average statistics. Trustee Merritt asked if there was any extra community involvement. Assistant Chief Paulsen said he would attend a Community Preparedness Team (CPT) working group that's a part of the Missoula County Fire Protection Association (MCFPA). Assistant Chief Paulsen plans to be more involved with this group and make MRFD the face of the push with DNRC, the Forest Service, and local jurisdictions. Chairman Murphy noted that historically, snowpack was a good predictor of the fire season's intensity.

Fire Chief: Chief Finlay reported that the new administration attended a Labor Management Meeting, with a second one coming up. During the second meeting, they will revisit topics started under Chief Newman. Chief Finlay and Melissa Schnee met with MRFD's insurance carrier to discuss the available training through the Volunteer Firefighter Insurance Services (VFIS). MRFD plans to provide sexual harassment training in the coming months, with the dates yet to be scheduled. In the meantime, MRFD was registered as an agency for VFIS University, and members will be training online as Training Officer Crocker sets it up for each individual. The administration has been conducting weekly budget and admin meetings, which have proven beneficial. The budget can sometimes be an unknown factor, but Melissa explains it well to everyone, so they are using these opportunities to learn from her and the budget's history. The admin meetings have also been beneficial as they help everyone know what the other folks in the front office and job trailer are doing and how they can provide assistance where possible. The MCFPA meeting with Chief Finlay had been rescheduled due to winter weather and will occur next month. Unfortunately, this overlaps with AVL dispatching. However, this presents an opportunity to share the information with a larger group, which they plan to take advantage of. The chiefs recently had lunch with Chief Calnan from Frenchtown Fire, as they both share the tax increment district. MRFD and Frenchtown Fire are concerned about the number of hours spent on building the tax increment district and the lack of tax revenue going to either of the fire districts. MRFD and Frenchtown Fire plan to investigate further as they move forward. As mentioned by Deputy Chief Horsens, the administration held a dispatch meeting to discuss call processing time. MRFD had been examining their own internal statistics and working towards improving their response times. This is part of an ongoing effort to improve and provide better service to taxpayers continuously.

Yesterday, Chief Finlay attended the Bonner Milltown Community Council meeting. He and Melissa have spent significant time with MRFD's legal counsel to ensure that the information regarding the unfair labor practice suit filed against MRFD was correct before being submitted by the attorney handling the case. The chiefs met with all shifts in January and plan to do so again in February to share information. Each Board member will receive an MRFD email address, and Joe will provide training next week. Chief Finlay provided an update on the hydrant situation, saying that Missoula City had intended for MRFD to stop using the hydrant, but MRFD contended that this was not the case. However, if the hydrant was not usable for MRFD in a training scenario, then the easement does MRFD no good. Chief Finlay will be pursuing this issue. As Assistant Chief Paulsen mentioned, there was a fire on Larch Camp Road. The Community Risk Division had sent two letters for annexation to the property owners, as the property was not in a fire district in 2022. However, both letters were ignored. The second letter was even a certified one, but nothing happened. MRFD fought the fire, not realizing that the property was not in their District until the following day. Chief Finlay informed the homeowner about this and stated that since MRFD was not responsible, they would not spend more time and resources on it. MRFD will send a bill to the homeowner and possibly the insurance company. On February 21 and 22, Chief Finlay was invited to assist the MFD with their BC and Captain's assessment center, which was the first time in history that an MRFD chief had been involved in such an event. Additionally, the administration has an upcoming conference for accreditation from the Center for Public Safety and Excellence at the end of the month. Trustee Merritt asked when Chief Finlay meets with each shift and what the meeting consists of. Chief Finlay answered that much of the information was similar to what is shared at the BOT meetings but slightly different regarding the operational side of things. The administration reviews their goals and expectations and ensures that they update them as they move along. Recognizing that, for instance, Deputy Chief Horsens fell a little short of his January goal. The chiefs want to be responsible to the suppression staff to ensure they know where they're at, when they fall short, and explain why. The chiefs have also asked that the suppression staff consider the opportunity as a question-and-answer session. This opens an additional line of necessary communication and had determined that there was no such thing as over-communication within the agency. It helps the administration spread the word more in person and allows that question-and-answer session in a group setting. Trustee Merritt said that Chairman Murphy mentioned an ambulance that Frenchtown might be selling. Chief Finlay said that he has yet to have that discussion.

OLD BUSINESS:

NEW BUSINESS:

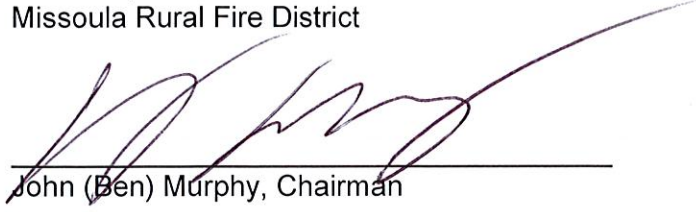
1. **State of Montana, Department of Administration, Local Government Services, Annual Financial Report:** Melissa Schnee clarified that the MRFD provides an annual financial report to the State of Montana. As part of that report, they request a certification from the BOT stating that the information provided was true and correct to the best of their knowledge. Chairman Murphy's name was added to the document for the required certification. A motion wasn't necessary but was put in as an agenda item because it was certified by the BOT.
2. **Update on Collective Bargaining Agreement with Local 2457:** Trustee Merritt had reported that they have identified some issues they need to work on. They are currently waiting for additional information from the Local 2457 representative. If they cannot resolve the issues, Montana Code Annotated 39-34-101 mandates that they must proceed to fact-finding.

ADJOURNMENT: Trustee Merritt made a motion to adjourn. Vice-Chairman Hanson seconded the motion. The motion passed with 5 yays, 0 nays, and 0 abstains. Chairman Murphy adjourned the meeting at 16:40 hours.

Respectfully submitted,



Jenn Culp, Administrative Assistant
Missoula Rural Fire District



John (Ben) Murphy, Chairman

4/9/24

Date



Dick Mangan, Secretary

4/10/24

Date

Missoula Rural Fire District
Board of Trustees
Missoula, Montana 59804

March 12, 2024

The Missoula Rural Fire District (MRFD) Board of Trustees (BOT) met in regular session at the Station 1 Headquarters meeting room and via a "Zoom" video conference on **Tuesday, March 12th, 2024.**

CALL TO ORDER: As there was no quorum, a board meeting could not take place.

ROLL CALL: Present: Secretary Dick Mangan, and Trustee Dan Corti. Absent: Chairman Ben Murphy, Vice-Chairman Larry Hanson, and Trustee Jeff Merritt.

CLAIMS: Melissa Schnee stated that the claims had to be approved. MRFD's attorney, Kate Dinwiddie confirmed that the two members present could vote on paying the claims this month with the full BOT ratifying the approval at the next Board meeting. Secretary Mangan moved to approve the submitted claims. Trustee Corti seconded. The motion was voted on and passed with two ayes, zero nays, and zero abstains.

NEW BUSINESS:

- 1. Introduction of New Resident Firefighters: RFF James Burris, RFF TJ Sentell, RFF Shawn Puttkammer, RFF Andrew Stratton and RFF Bryant Little:** Kate Dinwiddie confirmed that the attendees could administer the Oath of Office to the two new MRFD resident firefighters (RFF) that were in attendance, as it did not require a board decision. Chief Finlay proceeded to swear in RFF James Burris and RFF Shawn Puttkammer. RFF TJ Sentell, RFF Andrew Stratton and RFF Bryant Little were not present and will be sworn in at a later date.

Respectfully submitted,



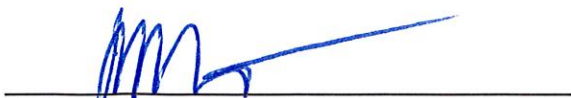
Jenn Culp, Administrative Assistant
Missoula Rural Fire District



John (Ben) Murphy, Chairman

4/9/24

Date



Dick Mangan, Secretary



Date

03/04/24
11:01:17

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 1/24

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Report ID: AP100V

For doc #s from 44836 to 44857
* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44853	-99772C	8 ALLBRAND'S APPLIANCE SERVICE	229.00						
1	178111 01/18/24 STA 1		229.00			1000 50 420460	361		101000
		Total for Vendor:	229.00						
44857	82026S	1687 CDW GOVERNMENT	164.82						
1	PH45926 01/29/24 COMPUTER SUPPLIES		164.82			1000 10 420510	268		101000
		Total for Vendor:	164.82						
44856	82027S	1113 CLARK INDUSTRIAL, INC	1,725.00						
1	813551 01/30/24 317		862.50			1000 20 420440	372		101000
2	813551 01/30/24 327		862.50			1000 20 420440	372		101000
		Total for Vendor:	1,725.00						
44836	-99773C	420 KELLEY CREATE CO	220.15						
1	35838666 01/31/24 COPIER MAINT		220.15			1000 10 420510	356		101000
		Total for Vendor:	220.15						
44854	82028S	202 LEGACY GLASS, LLC	40.00						
1	80686 01/30/24 307		40.00			1000 20 420440	372		101000
		Total for Vendor:	40.00						
44855	-99771C	705 SEA WESTERN FIRE APPARATUS &	3,838.85						
1	INV28591 01/04/24 PPE		503.90			1000 50 420460	224		101000
2	INV29070 01/23/24 PPE		957.00			1000 50 420460	224		101000
3	INV29163 01/25/24 PPE		2,377.95			1000 50 420460	224		101000
		Total for Vendor:	3,838.85						
		# of Claims	6	Total:					
				6,217.82	# of Vendors	3			
		Total Electronic Claims		4,288.00					
		Total Non-Electronic Claims		1,929.82					

03/08/24
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MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 2/24

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* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44906	82048S	1507 A & I DISTRIBUTORS	991.65						
1	4035790	02/13/24 LUBRICANT	991.65			1000 20 420440	232		101000
		Total for Vendor:	991.65						
44872	82029S	1594 ACROSS THE STREET PRODUCTIONS	7,055.29						
1	24767	02/09/24 BLUE CARD	7,055.29			1000 50 420460	380		101000
		Total for Vendor:	7,055.29						
44883	82042S	1661 ALEC BRAY	57.35						
1	022824AB01	02/28/24 BRAY ANNUAL PHYSICAL	57.35			1000 10 420510	356		101000
		Total for Vendor:	57.35						
44938	82080S	1788 AMAZON CAPITAL SERVICES	6,341.69						
1	-PNGN-F7NR	02/01/24 SCBA	18.64			1000 50 420460	204		101000
2	-L1NM-TDCJ	02/03/24 STA 1	84.26			1000 50 420460	361		101000
3	-QGPM-XKQ6	02/04/24 PPE	3,999.60			1000 50 420460	224		101000
4	-RJTT-KY6W	02/06/24 ARM TOOLS	355.00*			1000 20 420440	234		101000
5	-3HF4-NKKM	02/07/24 MEMORY	16.04			1000 10 420510	268		101000
6	-LWX6-Q37D	02/07/24 FINLAY PHONE	30.03			1000 10 420510	345		101000
7	-9L7G-QV7R	02/07/24 LOCKBOX	63.63			1000 20 420440	370		101000
8	-7TJN-Q64P	02/07/24 SMALL TOOLS	44.95*			1000 20 420440	234		101000
9	-Q97C-3PNQ	02/08/24 OFFICE SUPPLIES	17.32			1000 10 420510	210		101000
10	-QFX7-FYX9	02/10/24 FINLAY PHONE	-37.98			1000 10 420510	345		101000
11	-N1JM-R3TG	02/12/24 OFFICE SUPPLIES	84.35			1000 10 420510	210		101000
12	-FLHR-7PMX	02/14/24 ARM TOOLS	90.66*			1000 20 420440	234		101000
13	-Q9XK-3RD4	02/15/24 OFFICE SUPPLIES	35.37			1000 10 420510	210		101000
14	-VD6K-9HJN	02/16/24 OFFICE SUPPLIES	99.98			1000 10 420510	210		101000
15	-GLRK-33TX	02/21/24 STA 1	407.79			1000 50 420460	361		101000
16	-XCXV-3X7M	02/26/24 STA 5	133.70			1000 50 420460	365		101000
17	-XCXV-3X7M	02/26/24 STA 5	103.78			1000 50 420460	365		101000
18	-XCXV-3X7M	02/26/24 OFFICE SUPPLIES	18.99			1000 10 420510	210		101000
19	-M7RG-7ICF	02/27/24 STA 6	448.79			1000 50 420460	366		101000
20	-YP3D-6XG1	02/29/24 WILDLAND	56.82			1000 50 420460	229		101000
21	-D6WN-7V4X	02/29/24 OFFICE SUPPLIES	269.97			1000 10 420510	210		101000
		Total for Vendor:	6,341.69						

03/08/24
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MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 2/24

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Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ #/Inv Date/Description	Document \$/ Line \$	Disc \$	FO #	Fund Org Acct	Object	Proj	Cash Account
44919	82049S	32 BIG BEAR SIGN COMPANY	40.00						
1	2024-114	02/05/24 NEW 308	40.00			1000 20 420440	945		101000
		Total for Vendor:	40.00						
44838	82003S	819 BLACKFOOT COMMUNICATIONS	485.70						
1	0201244647	02/01/24 STA 2	485.70			1000 10 420510	345		101000
		Total for Vendor:	485.70						
44887	-99769C	685 BLUE RIBBON AUTO BODY	1,319.00						
1	47472	01/29/24 NEW 308	1,319.00			1000 20 420440	945		101000
		Total for Vendor:	1,319.00						
44821	81990S	1480 BRIAN LAFOREST	35.00						
1	020524BL01	02/05/24 LAFOREST MT EMT	35.00*			1000 20 420440	380		101000
44873	82030S	1480 BRIAN LAFOREST	209.87						
1	022624BL01	02/26/24 LAFOREST ANNUAL PHYSICAL	139.87			1000 10 420510	356		101000
2	022224BL01	02/22/24 LAFOREST EVT RECERT	70.00*			1000 20 420440	380		101000
44884	82043S	1480 BRIAN LAFOREST	15.00						
1	022924BL01	02/29/24 LAFOREST FEB GYM REIMB	15.00			1000 20 420440	132		101000
		Total for Vendor:	259.87						
44858	82016S	948 CASEY PORTE	54.00						
1	022124CP01	02/21/24 PORTE HAZMAT PER DIEM	54.00			1000 50 420460	379		101000
		Total for Vendor:	54.00						
44917	82050S	1687 CDW GOVERNMENT	621.00						
1	ET13225	02/22/24 COMPUTER SUPPLIES	621.00			1000 10 420510	268		101000
		Total for Vendor:	621.00						
44839	82004S	1424 CHARTER	750.78						
1	3301020124	02/01/24 STA 1	540.00			1000 10 420510	345		101000
2	8801020124	02/01/24 STA 5	210.78			1000 10 420510	345		101000

03/08/24
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MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 2/24

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Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv	Vendor #/Name/ Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44859	82017S	1424 CHARTER	240.84						
1	0211246052	02/11/24 STA 1	13.22			1000 10 420510	345		101000
2	4701021424	02/14/24 STA 6	227.62			1000 10 420510	345		101000
44874	82031S	1424 CHARTER	302.57						
1	1719022024	02/20/24 STA 4	302.57			1000 10 420510	345		101000
Total for Vendor:			1,294.19						
44870	82032S	1583 CIII CARDS	8,896.74						
1	0220249808	02/20/24 HORSENS ADV DISCIP	-375.00			1000 10 420510	380		101000
2	0220249808	02/20/24 MULLINS FIRE PUMP FLIGHT	528.90			1000 20 420440	379		101000
3	0220249808	02/20/24 B PAULSEN FDIC FLIGHT	537.21			1000 50 420460	379		101000
4	0220249808	02/20/24 MULLINS FIRE PUMP FLIGHT	30.00			1000 20 420440	379		101000
5	0220249808	02/20/24 B PAULSEN FDIC FLIGHT	30.00			1000 50 420460	379		101000
6	0220249808	02/20/24 K PAULSEN FDIC FLIGHT	30.00			1000 10 420510	379		101000
7	0220249808	02/20/24 K PAULSEN FDIC FLIGHT	537.21			1000 10 420510	379		101000
8	0220249808	02/20/24 SCHNEE DISCIP BAGGAGE	35.00			1000 10 420510	379		101000
9	0220249808	02/20/24 SCHNEE DISCIP BAGGAGE	35.00			1000 10 420510	379		101000
10	0220249808	02/20/24 K PAULSEN FDIC	649.00			1000 10 420510	380		101000
11	0220249808	02/20/24 B PAULSEN FDIC	649.00			1000 50 420460	380		101000
12	0220249808	02/20/24 SCHNEE GOV FINANCE	195.00			1000 10 420510	380		101000
13	0220249808	02/20/24 SCHNEE GOV FINANCE	390.00			1000 10 420510	380		101000
14	0220249808	02/20/24 HORSENS DISCIP FLIGHT	435.20			1000 10 420510	379		101000
15	0220249808	02/20/24 HORSENS DISCIP FLIGHT	30.00			1000 10 420510	379		101000
16	0220249808	02/20/24 SCHNEE SHRM MEMBERSHIP	244.00			1000 10 420510	333		101000
17	0220249808	02/20/24 301	26.98			1000 20 420440	272		101000
18	0220249808	02/20/24 KAHOOI	120.00			1000 10 420510	368		101000
19	0220249808	02/20/24 ADMIN LUNCH W/ FRENCHTOWN	93.34			1000 10 420510	379		101000
20	0220249808	02/20/24 FINLAY DISCIP BAGGAGE	35.00			1000 10 420510	379		101000
21	0220249808	02/20/24 FINLAY DISCIP BAGGAGE	35.00			1000 10 420510	379		101000
22	0220249808	02/20/24 SCHNEE CURT VARONE TRAININ	350.00			1000 10 420510	380		101000
23	0220249808	02/20/24 FINLAY CURT VARONE TRAININ	350.00			1000 10 420510	380		101000
24	0220249808	02/20/24 K PAULSEN CURT VARONE TRAI	350.00			1000 10 420510	380		101000
25	0220249808	02/20/24 FINLAY DISCIP CAR RENT	165.04			1000 10 420510	379		101000
26	0220249808	02/20/24 K PAULSEN DISCIP LODGING	809.08			1000 10 420510	379		101000
27	0220249808	02/20/24 SCHNEE DISCIP LODGING	809.08			1000 10 420510	379		101000

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28	0220249808	02/20/24 FINLAY DISCIP LODGING	809.08			1000 10 420510	379		101000
29	0220249808	02/20/24 TRAINING SUPPLIES	97.00			1000 30 420430	220		101000
30	0220249808	02/20/24 INCIDENT MEAL	50.53			1000 50 420460	379		101000
31	0220249808	02/20/24 INCIDENT MEAL	152.50			1000 50 420460	379		101000
32	0220249808	02/20/24 JAN DFM II CAR WASH	10.00			1000 20 420440	370		101000
33	0220249808	02/20/24 HORSENS DISCIP CAR RENT	98.45			1000 10 420510	379		101000
34	0220249808	02/20/24 HORSENS ADV DISCIP	375.00			1000 10 420510	380		101000
35	0220249808	02/20/24 LAFOREST EVT TOLLS	44.08			1000 20 420440	379		101000
36	0220249808	02/20/24 MULE	92.07			1000 20 420440	272		101000
37	0220249808	02/20/24 NEW 308	43.99			1000 20 420440	272		101000
Total for Vendor:			8,896.74						
44840	82005S	1299 CITY OF MISSOULA-FINANCE	38.03						
1	0202247950	02/02/24 STA 1	38.03			1000 10 420510	341		101000
44911	82044S	1299 CITY OF MISSOULA-FINANCE	22.19						
1	0221247965	02/21/24 STA 6	22.19			1000 10 420510	341		101000
Total for Vendor:			60.22						
44871	82033S	216 CLEARWATER CREDIT UNION	6,920.33						
1	0222244600	02/22/24 ZOOM	16.59			1000 10 420510	368		101000
2	0222244600	02/22/24 MULLINS PUMP CLASS	875.00*			1000 20 420440	380		101000
3	0222244600	02/22/24 SCBA	206.93			1000 50 420460	204		101000
4	0222244600	02/22/24 FEES	1.72			1000 10 420510	356		101000
5	0222244600	02/22/24 DISCIP TRAINING ADMIN	780.00			1000 10 420510	380		101000
6	0222244600	02/22/24 STA 4	83.28			1000 50 420460	364		101000
7	0222244600	02/22/24 SCHNEE DISCIP TRAINING	295.00			1000 10 420510	380		101000
8	0222244600	02/22/24 FINLAY DISCIP TRAINING	295.00			1000 10 420510	380		101000
9	0222244600	02/22/24 K PAULSEN DISCIP TRAINING	295.00			1000 10 420510	380		101000
10	0222244600	02/22/24 K PAULSEN ADV DISCIP	150.00			1000 10 420510	380		101000
11	0222244600	02/22/24 SCHNEE ADV DISCIP	150.00			1000 10 420510	380		101000
12	0222244600	02/22/24 HORSENS ADV DISCIP	150.00			1000 10 420510	380		101000
13	0222244600	02/22/24 FINLAY ADV DISCIP	150.00			1000 10 420510	380		101000
14	0222244600	02/22/24 SCHNEE CREDIBILITY	150.00			1000 10 420510	380		101000
15	0222244600	02/22/24 FINLAY CREDIBILITY	150.00			1000 10 420510	380		101000
16	0222244600	02/22/24 EXTERNAL USB	139.98			1000 10 420510	268		101000
17	0222244600	02/22/24 GRAMMARLY	144.00			1000 10 420510	368		101000

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18	0222244600	02/22/24 REHAB	302.83*			1000 50 420460	220		101000
19	0222244600	02/22/24 REHAB	34.99*			1000 50 420460	220		101000
20	0222244600	02/22/24 REHAB	134.72*			1000 50 420460	220		101000
21	0222244600	02/22/24 NREMT	931.00			1000 50 420460	380		101000
22	0222244600	02/22/24 NREMT (TO BE REFUNDED)	931.00			1000 50 420460	380		101000
23	0222244600	02/22/24 NREMT (TO BE REFUNDED)	931.00			1000 50 420460	380		101000
24	0222244600	02/22/24 KUNZ ICE RESCUE	314.15			1000 60 420462	380		101000
25	0222244600	02/22/24 OFFICE SUPPLIES	109.49			1000 10 420510	210		101000
26	0222244600	02/22/24 INCIDENT MEAL	188.00			1000 50 420460	379		101000
27	0222244600	02/22/24 INCIDENT MEAL	287.50			1000 50 420460	379		101000
28	0222244600	02/22/24 HORSENS ADV DISCIP	-150.00			1000 10 420510	380		101000
29	0222244600	02/22/24 HORSENS MANAGING DISCIPLIN	375.00			1000 10 420510	380		101000
30	0222244600	02/22/24 BUSINESS CARDS	77.97			1000 10 420510	320		101000
31	0222244600	02/22/24 ARM TOOLS	1,187.76*			1000 20 420440	234		101000
32	0222244600	02/22/24 PORTE CON SPACE	-1,565.00			1000 50 420460	380		101000
33	0222244600	02/22/24 AEMT VOUCHERS	78.00			1000 50 420460	380		101000
34	0222244600	02/22/24 NREMT	-931.00			1000 50 420460	380		101000
35	0222244600	02/22/24 NREMT	-931.00			1000 50 420460	380		101000
36	0222244600	02/22/24 EXTINGUISHER STRAPS	250.05			1000 50 420460	205		101000
37	0222244600	02/22/24 SCHNEE GFOA FLIGHT	766.19			1000 10 420510	379		101000
38	0222244600	02/22/24 SCHNEE GFOA FLIGHT	30.00			1000 10 420510	379		101000
39	0222244600	02/22/24 WISESTAMP	-788.80			1000 10 420510	368		101000
40	0222244600	02/22/24 RILEY IAAI	103.00			1000 40 420410	333		101000
41	0222244600	02/22/24 EXTERNAL USB	145.98			1000 10 420510	268		101000
42	0222244600	02/22/24 DUFNER PARAMEDIC RECERI	75.00			1000 50 420460	380		101000
		Total for Vendor:	6,920.33						
44860	82034S	1502 CORY HORSENS	231.00						
2	021224CH02	02/21/24 HORSENS DISCIPLINE PER DIE	231.00			1000 10 420510	379		101000
		Total for Vendor:	231.00						
44841	82006S	1793 CRAIG MARTYNN	55.00						
1	020924CM01	02/09/24 MARTYNN AEMT LICENSE RENEW	55.00			1000 60 420462	380		101000
		Total for Vendor:	55.00						

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44925	-99759C	76 CULLIGAN WATER CONDITIONING	158.75						
1	0225247138	02/25/24 ALL STATIONS	158.75			1000 10 420510	341		101000
		Total for Vendor:	158.75						
44940	C	77 CURTIS	14,728.38						
1	INV790354	02/07/24 THERMAL IMAGING	84.16			1000 50 420460	203		101000
2	INV791211	02/09/24 RESCUE	493.46			1000 50 420460	294		101000
3	INV792054	02/13/24 RESCUE	633.81			1000 50 420460	294		101000
4	INV874659	02/15/24 RESCUE	2,711.38			1000 50 420460	294		101000
5	INV792802	02/15/24 THERMAL IMAGING	8,497.65			1000 50 420460	203		101000
6	INV794361	02/21/24 TRAINING SUPPLIES	963.56			1000 30 420430	220		101000
7	INV874659	02/26/24 RESCUE	1,262.52			1000 50 420460	294		101000
8	INV796201	02/27/24 RESCUE	81.84			1000 50 420460	294		101000
		Total for Vendor:	14,728.38						
44869	82019S	1416 D.L. WILLIAMS INSURANCE	224.00						
1	1540	02/19/24 NEW 308	224.00*			1000 10 420510	510		101000
		Total for Vendor:	224.00						
44851	82014S	743 DODD MCDERMOTT	54.00						
1	021524DM01	02/15/24 MCDERMOTT FIRST DUE PER DI	54.00			1000 30 420430	379		101000
		Total for Vendor:	54.00						
44822	81991S	1738 DYLAN WICK	75.00						
1	020224DW01	02/02/24 WICK MT PARAMEDIC	75.00			1000 50 420460	380		101000
		Total for Vendor:	75.00						
44842	82007S	310 GREGORY ORR	32.99						
1	020924G001	02/09/24 INCIENIT MEAL	32.99			1000 50 420460	379		101000
		Total for Vendor:	32.99						
44905	-99762C	1506 HARLOW'S TRUCK CENTER	2,250.38						
1	02W5530	02/01/24 328	2,229.58			1000 20 420440	372		101000
2	02P20928	02/29/24 317	20.80			1000 20 420440	272		101000
		Total for Vendor:	2,250.38						

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44888	82051S	1286 HILLYARD - MT dba HOUSE OF CLEAN	48.61						
1	605379740	02/01/24 STA 4	48.61			1000 50 420460	364		101000
		Total for Vendor:	48.61						
44861	82020S	650 HOME DEPOT CREDIT SERVICES	385.68						
1	9621145	02/07/24 STA 1	58.89			1000 50 420460	361		101000
2	3525214	02/13/24 STA 1	90.97			1000 50 420460	361		101000
3	2012085	02/14/24 ARM TOOLS	171.97*			1000 20 420440	234		101000
4	2614224	02/14/24 STA 1	63.85			1000 50 420460	361		101000
		Total for Vendor:	385.68						
44904	82052S	1258 I-STATE TRUCK CENTER	478.10						
1	C253189864	02/13/24 348	189.54			1000 20 420440	272		101000
2	C253190151	02/13/24 351	142.93			1000 20 420440	272		101000
3	C253189933	02/28/24 STOCK	145.63			1000 20 420440	270		101000
		Total for Vendor:	478.10						
44843	82008S	1308 JIM STEYEE	55.00						
1	020524JS01	02/05/24 STEYEE AEMT LICENSE RENEWA	55.00			1000 50 420460	380		101000
		Total for Vendor:	55.00						
44912	82045S	1351 JON MUIR	54.00						
1	022924JM01	02/29/24 MUIR FEB GYM REIMB	54.00			1000 50 420460	132		101000
		Total for Vendor:	54.00						
44849	82009S	1905 KALEVA LAW OFFICE	912.50						
1	6957	02/09/24 LEGAL SERVICES	912.50			1000 10 420510	352		101000
		Total for Vendor:	912.50						
44889	-99768C	1282 LIFE-ASSIST, INC	7,220.49						
1	1406032	02/13/24 MEDICAL SUPPLIES	213.70*			1000 80 420461	222		101000
2	1406211	02/13/24 MEDICAL SUPPLIES	5,657.03*			1000 80 420461	222		101000
3	1409739	02/26/24 MEDICAL SUPPLIES	1,349.76*			1000 80 420461	222		101000
		Total for Vendor:	7,220.49						

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44935	82081S	148 LITHIA MOTORS	92.99						
1	455116	02/14/24 310	92.99			1000 20 420440	372		101000
		Total for Vendor:	92.99						
44844	82010S	1570 LOGAN HEALTH MEDICAL CENTER	290.00						
1	02012418	02/01/24 BLS	130.00			1000 50 420460	380		101000
2	02012418	02/01/24 ACLS	80.00			1000 50 420460	380		101000
3	02012418	02/01/24 PALS	80.00			1000 50 420460	380		101000
		Total for Vendor:	290.00						
44890	82053S	1894 LOWE'S	16.13						
1	673116636	02/19/24 STA 2	16.13			1000 50 420460	362		101000
		Total for Vendor:	16.13						
44921	82054S	1708 METRO EXPRESS CAR WASH-MISSOULA	70.00						
1	022924ME01	02/29/24 JAN 303	49.00			1000 20 420440	372		101000
2	022924ME01	02/29/24 JAN 301	21.00			1000 20 420440	372		101000
		Total for Vendor:	70.00						
44916	82055S	1906 MICHELE PUIGGARI	2,640.00						
1	022824MP01	02/28/24 HR CONSULTING	2,640.00			1000 10 420510	356		101000
		Total for Vendor:	2,640.00						
44881	82035S	208 MISSOULA COUNTY MEDICAL BENEFITS	96,274.10						
1	0060011597	02/20/24 ADMIN	11,576.90*			1000 10 420510	143		101000
2	0000011597	02/20/24 ARM/RM	4,048.20			1000 20 420440	143		101000
3	0000011597	02/20/24 TO	2,024.10			1000 30 420430	143		101000
4	0000011597	02/20/24 FP	3,371.10			1000 40 420410	143		101000
5	0000011597	02/20/24 SUPP	75,253.80			1000 50 420460	143		101000
		Total for Vendor:	96,274.10						
44882	82036S	210 MISSOULA COUNTY OEM	500.00						
1	MRFD_FY23	02/27/24 AAIR FY23	500.00			1000 50 420460	226		101000
		Total for Vendor:	500.00						

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44875	82037S	228 MISSOULA COUNTY TREASURER	378.55			1000 10 420510	345		101000
1	1038	02/08/24 JAN TELE SERVICES	378.55						
		Total for Vendor:	378.55						
44845	82011S	230 MISSOULA ELECTRIC COOPERATIVE	574.84			1000 10 420510	341		101000
1	0206243950	02/06/24 STA 2	20.48			1000 10 420510	341		101000
2	0206243950	02/06/24 STA 6	293.31			1000 10 420510	341		101000
3	0206243950	02/06/24 STA 2	261.05						
		Total for Vendor:	574.84						
44891	82056S	231 MISSOULA EMERGENCY SERVICE INC	150.00			1000 50 420460	380		101000
1	2024-9	02/16/24 BLS PROVIDER CARDS	90.00			1000 50 420460	380		101000
2	2024-6	02/16/24 BLS PROVIDER CARDS	60.00						
		Total for Vendor:	150.00						
44892	82057S	235 MISSOULA MOTOR PARTS	2,523.28			1000 20 420440	945		101000
1	794012	02/01/24 NEW 308	29.87			1000 20 420440	270		101000
2	795151	02/05/24 SHOP	9.79			1000 20 420440	234		101000
3	795343	02/05/24 ARM TOOLS	20.81*			1000 20 420440	272		101000
4	795352	02/05/24 347	60.57			1000 20 420440	272		101000
5	795352	02/05/24 367	60.57			1000 20 420440	272		101000
6	795354	02/05/24 322	60.57			1000 20 420440	272		101000
7	795354	02/05/24 363	60.57			1000 20 420440	232		101000
8	796061	02/07/24 LUBRICANT	27.98			1000 20 420440	272		101000
9	796164	02/07/24 311	76.32			1000 20 420440	272		101000
10	796061	02/07/24 363	76.32			1000 20 420440	272		101000
11	796061	02/07/24 317	121.98			1000 20 420440	272		101000
12	796061	02/07/24 327	121.98			1000 20 420440	272		101000
13	796061	02/07/24 328	108.16			1000 20 420440	272		101000
14	796167	02/07/24 322	-37.00			1000 20 420440	272		101000
15	796805	02/09/24 317	-62.00			1000 20 420440	272		101000
16	796805	02/09/24 327	-62.00			1000 20 420440	234		101000
17	797494	02/12/24 SMALL TOOLS	47.99*			1000 20 420440	272		101000
18	797494	02/12/24 357	457.77			1000 20 420440	272		101000
19	797974	02/13/24 311	-37.00			1000 20 420440	272		101000
20	797975	02/13/24 341	60.57						

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21	797975	02/13/24 357	60.57			1000 20 420440	272		101000
22	985879	02/13/24 STA 1	23.57			1000 50 420460	361		101000
23	798290	02/14/24 STA 6	25.98			1000 50 420460	366		101000
24	798535	02/15/24 ARM TOOLS	72.99*			1000 20 420440	234		101000
25	798717	02/15/24 311	105.83			1000 20 420440	272		101000
26	798717	02/15/24 351	-37.00			1000 20 420440	272		101000
27	799645	02/19/24 328	289.90			1000 20 420440	272		101000
28	799645	02/19/24 LUBRICANT	33.60			1000 20 420440	232		101000
29	800197	02/20/24 351	472.26			1000 20 420440	272		101000
30	800382	02/21/24 341	-37.00			1000 20 420440	272		101000
31	800634	02/21/24 363	-37.00			1000 20 420440	272		101000
32	987675	02/22/24 STA 1	76.41			1000 50 420460	361		101000
33	801556	02/24/24 STA 2	27.58			1000 50 420460	362		101000
34	801959	02/26/24 SHOP	18.39			1000 20 420440	270		101000
35	802432	02/27/24 STA 1	41.16			1000 50 420460	361		101000
36	802631	02/27/24 315	182.22			1000 20 420440	272		101000
Total for Vendor:			2,523.28						
44915	-99760C	244 MISSOULA TEXTILE SERVICES	506.63						
1	02282420	02/28/24 ALL STATIONS	506.63			1000 10 420510	356		101000
Total for Vendor:			506.63						
44937	82082S	249 MODERN MACHINERY CO., INC.	148.50						
1	2979486	02/27/24 347	16.50			1000 20 420440	372		101000
2	2979486	02/27/24 367	16.50			1000 20 420440	372		101000
3	2979486	02/27/24 317	16.50			1000 20 420440	372		101000
4	2979486	02/27/24 327	16.50			1000 20 420440	372		101000
5	2979486	02/27/24 363	16.50			1000 20 420440	372		101000
6	2979486	02/27/24 311	16.50			1000 20 420440	372		101000
7	2979486	02/27/24 351	16.50			1000 20 420440	372		101000
8	2979486	02/27/24 328	16.50			1000 20 420440	372		101000
9	2979486	02/27/24 341	16.50			1000 20 420440	372		101000
Total for Vendor:			148.50						

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44923	82058S	1904 MONTANA BROOM AND BRUSH SUPPLY	477.73						
1	338455 02/02/24	STA 6	59.79			1000 50 420460	366		101000
2	1363658-0 02/13/24	STA 1	81.38			1000 50 420460	361		101000
3	1364928-0 02/16/24	STA 4	45.44			1000 50 420460	364		101000
4	1364940-0 02/16/24	STA 2	24.93			1000 50 420460	362		101000
5	1364942-0 02/16/24	STA 6	60.25			1000 50 420460	366		101000
6	1364952-0 02/16/24	STA 5	24.93			1000 50 420460	365		101000
7	1364953-0 02/16/24	SCBA	11.96			1000 50 420460	204		101000
8	1364956-0 02/16/24	SCBA	11.96			1000 50 420460	204		101000
9	1368438-0 02/23/24	STA 4	33.66			1000 50 420460	364		101000
10	1368441-0 02/23/24	STA 6	33.66			1000 50 420460	366		101000
11	1368445-0 02/23/24	STA 1	91.82			1000 50 420460	361		101000
12	1368665-0 02/27/24	STA 2	9.91			1000 50 420460	362		101000
13	C1365201-0 02/16/24	SCBA	-11.96			1000 50 420460	204		101000
Total for Vendor:			477.73						
44819	-99780C	259 MSUES FIRE TRAINING SCHOOL	285.00						
1	26-225 02/02/24	HAMMOND FF1	95.00			1000 60 420462	380		101000
2	26-225 02/02/24	B. PAULSEN FI1	95.00			1000 50 420460	380		101000
3	26-225 02/02/24	MCKAY DR/OP WILDLAND	95.00			1000 60 420462	380		101000
44864	-99775C	259 MSUES FIRE TRAINING SCHOOL	95.00						
1	26-226 02/06/24	HAMMOND HAZMAT	95.00			1000 60 420462	380		101000
44876	-99770C	259 MSUES FIRE TRAINING SCHOOL	380.00						
1	26-227 02/13/24	MAXON D/O AERIAL APPARATUS	95.00			1000 50 420460	380		101000
2	26-227 02/13/24	WHITING D/O MOBILE WATER SUPPL	95.00			1000 60 420462	380		101000
3	26-228 02/23/24	GOODIN D/O MOBILE WATER SUPPLY	95.00			1000 60 420462	380		101000
4	26-228 02/23/24	HAMMOND D/O MOBILE WATER SUPPL	95.00			1000 60 420462	380		101000
Total for Vendor:			760.00						
44893	82059S	205 MI ACE HARDWARE	34.98						
1	237772151 02/02/24	STA 1	14.99			1000 50 420460	361		101000
2	237790209 02/21/24	STA 1	19.99			1000 50 420460	361		101000
Total for Vendor:			34.98						

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Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44894	-99767C	1542 MT COFFEE EXPRESS	294.00						
1	800496 02/01/24	STA 1 WATER	90.00			1000 10 420510	341		101000
2	4745 02/08/24	STA 1	153.00			1000 10 420510	210		101000
3	4773 02/14/24	STA 1	51.00			1000 10 420510	210		101000
		Total for Vendor:	294.00						
44847	82012S	1383 MT DEPARTMENT OF LABOR &	18.80						
1	0207249881 02/07/24	INTEREST	18.80			1000 10 420510	356		101000
		Total for Vendor:	18.80						
44830	81995S	554 MT DEPT OF ADMINISTRATION	2,500.00						
1	020824 02/08/24	FY 2023 AFR FILING FEES	2,500.00			1000 10 420510	354		101000
		Total for Vendor:	2,500.00						
44820	81992S	1208 NICK HOUPPERT	35.00						
1	020224NH01 02/02/24	HOUPPERT STATE EMT	35.00			1000 50 420460	380		101000
		Total for Vendor:	35.00						
44895	82060S	295 NORCO	472.45						
1	39891324 02/09/24	MEDICAL OXYGEN	190.21*			1000 80 420461	222		101000
2	39954102 02/19/24	MEDICAL OXYGEN	151.45*			1000 80 420461	222		101000
3	40059443 02/29/24	CYLINDER RENTAL	130.79			1000 10 420510	356		101000
		Total for Vendor:	472.45						
44896	82061S	1686 NORTH RIDGE FIRE EQUIPMENT	3,531.95						
1	27179 01/11/24	PPE	393.92			1000 50 420460	224		101000
2	29069 02/07/24	PPE	446.00			1000 50 420460	224		101000
3	29257 02/14/24	363	33.91			1000 20 420440	272		101000
4	29545 02/26/24	PPE	2,354.12			1000 50 420460	224		101000
5	29597 02/27/24	STA 1	304.00			1000 50 420460	361		101000
		Total for Vendor:	3,531.95						
44846	82013S	547 NORTHWESTERN ENERGY	952.56						
1	02012494-6 02/01/24	STA 5	856.58			1000 10 420510	341		101000
2	02012457-3 02/01/24	OLD STA 5	95.98			1000 10 420510	341		101000

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Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44865	82023S	547 NORTHWESTERN ENERGY	1,894.87						
1	02152458-3	02/15/24 STA 4	1,894.87			1000 10 420510	341		101000
44877	82038S	547 NORTHWESTERN ENERGY	3,033.95						
1	02192441-3	02/19/24 STA 1	1,678.54			1000 10 420510	341		101000
2	02192425-3	02/19/24 STA 1	693.53			1000 10 420510	341		101000
3	02162415-4	02/16/24 STA 6	293.96			1000 10 420510	341		101000
4	02212485-4	02/21/24 STA 2	367.92			1000 10 420510	341		101000
		Total for Vendor:	5,881.38						
44936	82083S	312 PACIFIC STEEL	54.00						
1	8641475	02/29/24 317	27.00			1000 20 420440	272		101000
2	8641475	02/29/24 327	27.00			1000 20 420440	272		101000
		Total for Vendor:	54.00						
44878	82039S	114 PAUL FINLAY	82.21						
2	022324PF01	02/23/24 FINLAY DISCIP UBER	82.21			1000 10 420510	379		101000
		Total for Vendor:	82.21						
44850	82015S	142 PETER GIARDINO	54.00						
1	021524PG01	02/15/24 GIARDINO FIRST DUE PER DIE	54.00			1000 30 420430	379		101000
		Total for Vendor:	54.00						
44907	-99761C	1725 PIERCE LEASING	750.00						
1	0059919	02/29/24 OFFICE TRAILER 2/27 - 3/25	750.00			1000 10 420510	530		101000
		Total for Vendor:	750.00						
44897	-99766C	988 PLATT	311.09						
1	4U85877	02/02/24 STA 1	109.55			1000 50 420460	361		101000
2	4V44608	02/12/24 STA 1	170.75			1000 50 420460	361		101000
3	4V84997	02/16/24 ARM TOOLS	30.79*			1000 20 420440	234		101000
		Total for Vendor:	311.09						

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Claim/ Line #	Check Invoice #	Vendor #/Name/ #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44898	-99765C	756 POMP'S TIRE SERVICE, INC	266.00						
1	1850026463	02/01/24 315	266.00			1000 20 420440	233		101000
		Total for Vendor:	266.00						
44920	82062S	260 REDTAIL COMMUNICATIONS INC	274.28						
1	1263	02/02/24 NEW 308	51.30			1000 20 420440	945		101000
2	1280	02/08/24 NEW 308	29.95			1000 20 420440	945		101000
3	1284	02/12/24 NEW 308	99.93			1000 20 420440	945		101000
4	1311	02/19/24 NEW 308	93.10			1000 20 420440	945		101000
		Total for Vendor:	274.28						
44918	82063S	31 REPUBLIC SERVICES #889	1,118.61						
1	-003527173	02/29/24 ALL STATIONS	1,118.61			1000 10 420510	342		101000
		Total for Vendor:	1,118.61						
44913	82046S	204 RON LUBKE	27.50						
1	022924RL01	02/29/24 LUBKE FEB GYM REIME	27.50			1000 50 420460	132		101000
		Total for Vendor:	27.50						
44900	-99763C	1471 SAW SHOP	239.00						
1	5032	02/13/24 SAWS	239.00			1000 50 420460	206		101000
		Total for Vendor:	239.00						
44867	82025S	1791 SEAN MULLINS	655.20						
1	022124SM01	02/21/24 MULLINS OFAEM PER DIEM	378.00			1000 20 420440	379		101000
2	022124SM02	02/21/24 MULLINS OFAEM CAR RENTAL	277.20			1000 20 420440	379		101000
		Total for Vendor:	655.20						
44909	82064S	360 SHIPPING DEPOT	46.72						
1	12341	02/05/24 POSTAGE	22.88			1000 10 420510	311		101000
2	13013	02/21/24 TIC POSTAGE	23.84			1000 50 420460	203		101000
		Total for Vendor:	46.72						

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Claim/ Line #	Check Invoice #	Vendor #/Name/ Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44901	82065S	1540 SNAP ON INDUSTRIAL	2,242.17						
1	60347937	02/08/24 ARM TOOLS	2,005.27*			1000 20 420440	234		101000
2	60365056	02/09/24 ARM TOOLS	136.35*			1000 20 420440	234		101000
3	60368282	02/09/24 ARM TOOLS	34.83*			1000 20 420440	234		101000
4	60409148	02/14/24 ARM TOOLS	65.72*			1000 20 420440	234		101000
		Total for Vendor:	2,242.17						
44902	82066S	1419 SOLESTONE REIMBURSEMENT SERVICES	888.54						
1	02132024	02/13/24 RFF SHIRTS	654.60			1000 60 420462	291		101000
2	02222024	02/22/24 MEDICAL SUPPLIES	233.94*			1000 80 420461	222		101000
		Total for Vendor:	888.54						
44934	C	369 STAPLES	34.83						
1	8073181530	02/04/24 OFFICE SUPPLIES	34.83			1000 10 420510	210		101000
		Total for Vendor:	34.83						
44879	82040S	385 THOMAS PLUMBING & HEATING	575.00						
1	162947	02/22/24 STA 1	575.00			1000 50 420460	361		101000
		Total for Vendor:	575.00						
44880	82041S	87 TIM DEVOS	13.95						
1	022224TD01	02/22/24 STA 1	13.95			1000 50 420460	361		101000
44886	82047S	87 TIM DEVOS	22.50						
1	022924TD01	02/29/24 STA 1	22.50			1000 50 420460	361		101000
		Total for Vendor:	36.45						
44823	81993S	1783 TRAIL WEST BANK	50,775.79						
1	020624TW	02/06/24 XXX0391 PRINCIPAL	17,760.40			1000 10 420510	610		101000
2	020624TW	02/06/24 XXX0391 INTEREST	1,305.39*			1000 10 420510	620		101000
3	020624TW	02/06/24 XXX0392 INTEREST	3,450.00*			1000 10 420510	620		101000
4	020624TW	02/06/24 XXX0393 INTEREST	3,750.00*			1000 10 420510	620		101000
5	020624TW	02/06/24 XXX0394 INTEREST	4,860.00*			1000 10 420510	620		101000
6	020624TW	02/06/24 XXX0395 INTEREST	5,220.00*			1000 10 420510	620		101000
7	020624TW	02/06/24 XXX0396 INTEREST	6,510.00*			1000 10 420510	620		101000
8	020624TW	02/06/24 XXX0397 INTEREST	7,920.00*			1000 10 420510	620		101000
		Total for Vendor:	50,775.79						

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Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44899	-99764C	463 TRI ARC, INC.	34.96						
1	R28335 02/29/24	CYLINDER RENTAL	34.96			1000 20 420440	370		101000
		Total for Vendor:	34.96						
44903	82067S	1628 UNIVISION	3,452.00						
1	254246 02/01/24	VELOCITY HOURS	1,728.00			1000 10 420510	368		101000
2	254005 02/01/24	MICROSOFT 365	1,724.00			1000 10 420510	368		101000
		Total for Vendor:	3,452.00						
44868	-99774C	408 VERIZON WIRELESS	1,071.04						
1	9956485872 02/11/24	WIRELESS	1,071.04			1000 10 420510	345		101000
		Total for Vendor:	1,071.04						
44908	82068S	1724 WEX BANK	4,465.37						
1	02292485-4 02/29/24	FUEL	4,465.37			1000 20 420440	231		101000
		Total for Vendor:	4,465.37						
		# of Claims	85	Total:	246,986.98	# of Vendors	60		
		Total Electronic Claims	29,944.55						
		Total Non-Electronic Claims	217042.43						

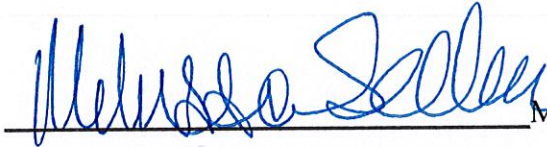
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MISSOULA RURAL FIRE DISTRICT
Fund Summary for Claims
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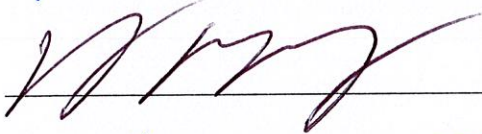
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Fund/Account	Amount
1000 GENERAL FUND	
101000 CASH ON DEPOSIT - COUNTY TREASURER	246,986.98
Total:	246,986.98

Claims reviewed and approved for payment at the Regular scheduled Missoula Rural Fire District Board of Trustee Meeting held Tuesday, March 12th, 2024, at 4:00 PM.



Melissa Schnee, Finance/HR Director



Ben Murphy, Chairman



Dick Mangan, Secretary

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* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44945	82084S	1299 CITY OF MISSOULA-FINANCE	30.38						
1	0223244500	02/23/24 STA 2	30.38			1000 10 420510	341		101000
		Total for Vendor:	30.38						
44943	-99755C	141 GENERAL FIRE APPARATUS	813.58						
1	17921	02/05/24 322	205.59			1000 20 420440	272		101000
2	17969	02/12/24 363	46.86			1000 10 420510	311		101000
3	17999	02/20/24 328	33.81			1000 20 420440	272		101000
4	18058	02/27/24 351	527.32			1000 20 420440	272		101000
		Total for Vendor:	813.58						
44944	82085S	1570 LOGAN HEALTH MEDICAL CENTER	150.00						
1	CL11210	02/01/24 2 PALS CARDS	20.00			1000 50 420460	380		101000
2	CL11210	02/01/24 6 ACLS CARDS	60.00			1000 50 420460	380		101000
3	CL11210	02/01/24 6 BLS CARDS	60.00			1000 50 420460	380		101000
4	CL11210	02/01/24 1 BLS CARD	10.00			1000 50 420460	380		101000
		Total for Vendor:	150.00						
44942	82086S	855 PITNEY BOWES	150.00						
1	0214242579	02/14/24 POSTAGE	150.00			1000 10 420510	311		101000
		Total for Vendor:	150.00						
44957	82087S	1901 SIEVE GUPTILL	872.64						
1	101	02/27/24 CONSULTING SERVICES	872.64			1000 10 420510	356		101000
		Total for Vendor:	872.64						
		# of Claims	5	Total:					
				2,016.60	# of Vendors			4	
		Total Electronic Claims		813.58					
		Total Non-Electronic Claims		1203.02					

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Claim/ Line #	Check Invoice #	Vendor #/Name/ Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44926	82069S	1661 ALEC BRAY	35.00						
1	030524AB01	03/05/24 NREMT RECERT REIMB	35.00			1000 50 420460	380		101000
45049	82186S	1661 ALEC BRAY	27.50						
1	033124AB01	03/31/24 BRAY MAR GYM REIMB	27.50			1000 50 420460	132		101000
		Total for Vendor:	62.50						
45003	82139S	7 ALL AMERICAN TROPHY	256.00						
1	89327	03/26/24 PASSPORTS	256.00			1000 50 420460	208		101000
		Total for Vendor:	256.00						
45052	82188S	1788 AMAZON CAPITAL SERVICES	577.37						
1	-4XDP-V9Y6	03/03/24 STA 6	38.99			1000 50 420460	366		101000
2	-D9QD-1QRF	03/05/24 MEDICAL SUPPLIES	11.75			1000 80 420461	222		101000
3	-D9QD-1QRF	03/05/24 WL SUPPLIES	146.82			1000 50 420460	229		101000
4	-THDJ-17WJ	03/05/24 STA 2	49.78			1000 50 420460	362		101000
5	-QGMR-1N9R	03/07/24 OFFICE SUPPLIES	-18.99			1000 10 420510	210		101000
6	-MHGK-6YNN	03/08/24 OFFICE SUPPLIES	35.96			1000 10 420510	210		101000
7	-MX9-97TK	03/08/24 MAINT. TURNOUTS	116.61			1000 50 420460	369		101000
8	-WWW-CCNF	03/08/24 OFFICE SUPPLIES	49.99			1000 10 420510	210		101000
9	-7JW6-DCW3	03/08/24 STA 5	146.66			1000 50 420460	365		101000
10	-JHNJ-X6TJ	03/11/24 OFFICE SUPPLIES	12.89			1000 10 420510	210		101000
11	-LHJJ-7CLD	03/12/24 OFFICE SUPPLIES	9.98			1000 10 420510	210		101000
12	-4VKQ-1G6M	03/13/24 OFFICE SUPPLIES	-269.97			1000 10 420510	210		101000
13	-LW4N-HCP9	03/15/24 OFFICE SUPPLIES	35.33			1000 10 420510	210		101000
14	-9RKH-1QPN	03/19/24 OFFICE SUPPLIES	-16.09			1000 10 420510	210		101000
15	-X67V-Y6WY	03/23/24 FLASH DRIVES	37.98			1000 40 420410	235		101000
16	-RXX6-Y4PF	03/23/24 OFFICE SUPPLIES	35.13			1000 10 420510	210		101000
17	-9HVY-J36Q	03/29/24 STA 1	109.88			1000 50 420460	361		101000
18	-WRKG-M4MC	03/30/24 FINLAY PHONE	44.67			1000 10 420510	345		101000
		Total for Vendor:	577.37						
44960	82104S	1899 APEX PLUMBING AND HEATING	641.70						
1	I240311801	03/13/24 STA 6	641.70			1000 50 420460	366		101000
		Total for Vendor:	641.70						

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Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44927	82070S	1782 ASSOCIATED EMPLOYERS	825.00						
1	030124AE01 03/01/24 ANNUAL MEMBERSHIP		825.00			1000 10 420510	333		101000
		Total for Vendor:	825.00						
45040	82170S	26 AXMEN	45.95						
1	460827 03/01/24 WL SUPPLIES		45.95			1000 50 420460	229		101000
		Total for Vendor:	45.95						
44928	82071S	1219 BEN CROCKER	75.00						
1	030424BC01 03/04/24 PARAMEDIC RENEWAL		75.00			1000 50 420460	380		101000
		Total for Vendor:	75.00						
45017	82140S	1543 BIG SKY CANVAS	1,600.00						
1	7384 03/26/24 327		800.00			1000 20 420440	272		101000
2	7384 03/26/24 317		800.00			1000 20 420440	272		101000
		Total for Vendor:	1,600.00						
44946	82091S	819 BLACKFOOT COMMUNICATIONS	485.70						
1	0301246467 03/01/24 STA 2		485.70			1000 10 420510	345		101000
		Total for Vendor:	485.70						
45022	82159S	1480 BRIAN LAFOREST	15.00						
1	033124BL01 03/31/24 LAFOREST MAR GYM REIME		15.00			1000 20 420440	132		101000
		Total for Vendor:	15.00						
44991	82132S	1687 CDW GOVERNMENT	2,197.13						
1	QB85122 03/08/24 TV FOR TRAINING ROOM		1,992.23			1000 10 420510	268		101000
2	QC57782 03/11/24 BELKIN HDMI TO VFA CONVERTER		32.10			1000 10 420510	268		101000
3	QC63392 03/12/24 MSI CUBI N100		172.80			1000 10 420510	268		101000
45050	82187S	1687 CDW GOVERNMENT	589.00						
1	QH54186 03/21/24 CLASSROOM COMPUTER		589.00			1000 10 420510	268		101000
		Total for Vendor:	2,786.13						

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44992	-99751C	1764 CENTER FOR PUBLIC SAFETY	5,000.00						
1	05-18926	03/13/24 CPSE COMMUNITY FEEDBACK	5,000.00			1000 10 420510	357		101000
		Total for Vendor:	5,000.00						
44947	82092S	1424 CHARTER	752.70						
1	8801030124	03/01/24 STA 5	212.70			1000 10 420510	345		101000
2	3301030124	03/01/24 STA 1	540.00			1000 10 420510	345		101000
44981	82105S	1424 CHARTER	227.62						
1	4701031424	03/14/24 STA 6	227.62			1000 10 420510	345		101000
44993	82133S	1424 CHARTER	13.22						
1	0311246052	03/11/24 STA 1	13.22			1000 10 420510	345		101000
45030	82160S	1424 CHARTER	302.57						
1	1719032024	03/20/24 STA 4	302.57			1000 10 420510	345		101000
		Total for Vendor:	1,296.11						
44999	82161S	1583 CITI CARDS	1,412.49						
1	0320249808	03/20/24 K PAULSEN FDIC FLIGHT	-537.21			1000 10 420510	379		101000
2	0320249808	03/20/24 B PAULSEN FDIC FLIGHT	-537.21			1000 50 420460	379		101000
3	0320249808	03/20/24 HORSENS CPSE FLIGHT	57.00			1000 10 420510	379		101000
4	0320249808	03/20/24 HORSENS CPSE FLIGHT	104.00			1000 10 420510	379		101000
5	0320249808	03/20/24 HORSENS CPSE FLIGHT	57.00			1000 10 420510	379		101000
6	0320249808	03/20/24 CPSE LUNCH	87.52			1000 10 420510	379		101000
7	0320249808	03/20/24 CPSE LUNCH	11.07			1000 10 420510	379		101000
8	0320249808	03/20/24 CPSE LUNCH	179.91			1000 10 420510	379		101000
9	0320249808	03/20/24 ORR EMI RENEWAL	35.00			1000 50 420460	380		101000
10	0320249808	03/20/24 MFD MEETING	66.75			1000 10 420510	379		101000
11	0320249808	03/20/24 CPSE LUNCH	62.75			1000 10 420510	379		101000
12	0320249808	03/20/24 HORSENS DISCIP LODGING	388.72			1000 10 420510	379		101000
13	0320249808	03/20/24 HORSENS DISCIP LODGING	125.98			1000 10 420510	379		101000
14	0320249808	03/20/24 HORSENS DISCIP FUEL	42.82			1000 20 420440	231		101000
15	0320249808	03/20/24 HORSENS DISCIP CAR RENTAL	317.04			1000 10 420510	379		101000
16	0320249808	03/20/24 HORSENS BOILER CLASS	172.50			1000 10 420510	380		101000
17	0320249808	03/20/24 HORSENS WORKPLACE INVESTIG	225.00			1000 10 420510	380		101000

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18	0320249808	03/20/24 HORSENS WORKPLACE INVESTIG	275.00			1000 10 420510	380		101000
19	0320249808	03/20/24 HORSENS DISCIP TOLL	11.86			1000 10 420510	379		101000
20	0320249808	03/20/24 HORSENS DISCIP TOLL	11.86			1000 10 420510	379		101000
21	0320249808	03/20/24 327	109.98			1000 20 420440	272		101000
22	0320249808	03/20/24 NEW 308 REGISTRATION	46.95			1000 20 420440	333		101000
23	0320249808	03/20/24 357	98.20			1000 20 420440	272		101000
		Total for Vendor:	1,412.49						
44948	820935	1299 CITY OF MISSOULA-FINANCE	38.03						
1	0301247950	03/01/24 STA 1	38.03			1000 10 420510	341		101000
45042	821685	1299 CITY OF MISSOULA-FINANCE	24.82						
1	0326247965	03/26/24 STA 6	24.82			1000 10 420510	341		101000
		Total for Vendor:	62.85						
44998	821625	216 CLEARWATER CREDIT UNION	14,609.23						
1	0322244600	03/22/24 PPE	376.46			1000 50 420460	369		101000
2	0322244600	03/22/24 ZOOM	16.59			1000 10 420510	368		101000
3	0322244600	03/22/24 SCHNEE CPSE LODGING	280.13			1000 10 420510	379		101000
4	0322244600	03/22/24 ADVERTISING	488.75			1000 10 420510	391		101000
5	0322244600	03/22/24 HORSENS CPSE LODGING	280.13			1000 10 420510	379		101000
6	0322244600	03/22/24 HORSENS DISCIP FLIGHT	30.00			1000 10 420510	379		101000
7	0322244600	03/22/24 HORSENS DISCIP FLIGHT	1,082.21			1000 10 420510	379		101000
8	0322244600	03/22/24 HORSENS DISCIP FLIGHT	59.00			1000 10 420510	379		101000
9	0322244600	03/22/24 HORSENS DISCIP FLIGHT	129.00			1000 10 420510	379		101000
10	0322244600	03/22/24 HORSENS DISCIP FLIGHT	125.00			1000 10 420510	379		101000
11	0322244600	03/22/24 HORSENS DISCIP FLIGHT	59.00			1000 10 420510	379		101000
12	0322244600	03/22/24 HORSENS DISCIP FLIGHT	709.20			1000 10 420510	379		101000
13	0322244600	03/22/24 HORSENS DISCIP FLIGHT	-1,082.21			1000 10 420510	379		101000
14	0322244600	03/22/24 EXTERNAL USB	283.96			1000 10 420510	268		101000
15	0322244600	03/22/24 LCD MODULE	72.33			1000 10 420510	268		101000
16	0322244600	03/22/24 FEES	7.86			1000 10 420510	356		101000
17	0322244600	03/22/24 FLASH DRIVES	25.99			1000 10 420510	268		101000
18	0322244600	03/22/24 STA 6	97.00			1000 50 420460	366		101000
19	0322244600	03/22/24 STA 4	639.98			1000 50 420460	364		101000
20	0322244600	03/22/24 MULLINS F3 PUMP LODGING	789.24			1000 20 420440	379		101000
21	0322244600	03/22/24 WILDLAND BAGS	236.96			1000 50 420460	229		101000

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22	0322244600 03/22/24	SCBA	34.94			1000 50 420460	204		101000
23	0322244600 03/22/24	BOWMAN NFA FLIGHT	52.68			1000 50 420460	379		101000
24	0322244600 03/22/24	BOWMAN NFA FLIGHT	52.68			1000 50 420460	379		101000
25	0322244600 03/22/24	BOWMAN NFA FLIGHT	600.20			1000 50 420460	379		101000
26	0322244600 03/22/24	BOWMAN NFA FLIGHT	30.00			1000 50 420460	379		101000
27	0322244600 03/22/24	HULEATT NFA MEAL TICKET	358.23			1000 50 420460	379		101000
28	0322244600 03/22/24	K PAULSEN FDIC FLIGHT	22.00			1000 10 420510	379		101000
29	0322244600 03/22/24	B PAULSEN FDIC FLIGHT	22.00			1000 50 420460	379		101000
30	0322244600 03/22/24	K PAULSEN FDIC FLIGHT	30.00			1000 10 420510	379		101000
31	0322244600 03/22/24	B PAULSEN FDIC FLIGHT	72.00			1000 50 420460	379		101000
32	0322244600 03/22/24	B PAULSEN FDIC FLIGHT	30.00			1000 50 420460	379		101000
33	0322244600 03/22/24	K PAULSEN FDIC FLIGHT	72.00			1000 10 420510	379		101000
34	0322244600 03/22/24	B PAULSEN FDIC FLIGHT	22.00			1000 50 420460	379		101000
35	0322244600 03/22/24	K PAULSEN FDIC FLIGHT	22.00			1000 10 420510	379		101000
36	0322244600 03/22/24	B PAULSEN FDIC FLIGHT	695.96			1000 50 420460	379		101000
37	0322244600 03/22/24	K PAULSEN FDIC FLIGHT	695.96			1000 10 420510	379		101000
38	0322244600 03/22/24	SANTOS EMT RENEWAL	55.00			1000 50 420460	380		101000
39	0322244600 03/22/24	SD CARDS FOR RECORDERS	32.94			1000 10 420510	210		101000
40	0322244600 03/22/24	GIARDINO BUILDING CODE LOD	1,120.08*			1000 40 420410	379		101000
41	0322244600 03/22/24	GIARDINO BUILDING CODE FLI	1,067.20*			1000 40 420410	379		101000
42	0322244600 03/22/24	GIARDINO BUILDING CODE FLI	30.00*			1000 40 420410	379		101000
43	0322244600 03/22/24	SD FOR RECORDERS	34.99			1000 10 420510	210		101000
44	0322244600 03/22/24	MRFD DINNER	3,911.80			1000 60 420462	291		101000
45	0322244600 03/22/24	SPORNA PARAMEDIC RENEWAL	75.00			1000 50 420460	380		101000
46	0322244600 03/22/24	BOWMAN EMT RENEWAL	55.00			1000 50 420460	380		101000
47	0322244600 03/22/24	REED PARAMEDIC RENEWAL	75.00			1000 50 420460	380		101000
48	0322244600 03/22/24	STA 1	545.00			1000 50 420460	361		101000
49	0322244600 03/22/24	AITCHISON PARAMEDIC RENEWA	75.00			1000 50 420460	380		101000
50	0322244600 03/22/24	ADOBE	12.99			1000 10 420510	268		101000
Total for Vendor:			14,609.23						
44949	82094S 1502	CORY HORSENS	34.00						
1	031124CH01 03/11/24	HORSENS DISCIP PARKING	34.00			1000 10 420510	379		101000
Total for Vendor:			34.00						

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45043	-99741C	76 CULLIGAN WATER CONDITIONING	110.50						
1	0325247138 03/25/24 ALL STATIONS		110.50			1000 10 420510	341		101000
		Total for Vendor:	110.50						
44933	82072S	599 CUSTOM TROPHY AND ENGRAVING	100.00						
1	RP1031 03/01/24 AWARDS		100.00*			1000 60 420462	391		101000
		Total for Vendor:	100.00						
44929	82073S	1309 ERIC HULEATT	108.00						
1	030724EH01 03/07/24 HULEATT NFA PER DIEM		108.00			1000 50 420460	379		101000
		Total for Vendor:	108.00						
44950	82095S	1606 GARAGE DOOR GUYS	455.00						
1	9676 03/11/24 STA 1		455.00			1000 50 420460	361		101000
		Total for Vendor:	455.00						
44930	-99758C	1865 GECKO DESIGNS, LLC	890.00						
1	13034 03/05/24 WEBSITE DEVELOPMENT		890.00			1000 10 420510	368		101000
		Total for Vendor:	890.00						
45021	-99744C	1506 HARLOW'S TRUCK CENTER	235.73						
1	02P21010 03/04/24 322		235.73			1000 20 420440	272		101000
		Total for Vendor:	235.73						
45000	82163S	650 HOME DEPOT CREDIT SERVICES	41.47						
1	8623504 02/28/24 STA 1		112.93			1000 50 420460	361		101000
2	1183251 03/06/24 STA 1		-71.46			1000 50 420460	361		101000
		Total for Vendor:	41.47						
45041	82171S	1258 I-STATE TRUCK CENTER	12.27						
1	53190814:0 03/06/24 322		12.27			1000 20 420440	272		101000
		Total for Vendor:	12.27						

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44953	82096S	1840 IMAGE TREND	11,586.85						
1	143692	07/01/24 ANNUAL FEE	11,586.85			1000 10 420510	368		101000
		Total for Vendor:	11,586.85						
45054	-99737C	1864 INK SHED MERCH	138.00						
1	3024	02/27/24 RFF HOODIES	138.00			1000 60 420462	291		101000
		Total for Vendor:	138.00						
45001	82164S	680 IRON HORSE TOWING	300.00						
1	81572	03/22/24 315	300.00			1000 20 420440	372		101000
		Total for Vendor:	300.00						
44978	82106S	1773 JACOB LAPINSKI	75.00						
1	031824JL01	03/18/24 J LAPINSKI PARAMEDIC RENEW	75.00			1000 50 420460	380		101000
		Total for Vendor:	75.00						
44962	82107S	864 JASON BUTLER	55.00						
1	031724JB01	03/17/24 BUTLER AEMT LICENCE RENEWA	55.00			1000 50 420460	380		101000
		Total for Vendor:	55.00						
44961	82108S	1637 JEREMY BERGBOWER	55.00						
1	031724JB01	03/17/24 BERGBOWER AEMT LICENSE REN	55.00			1000 50 420460	380		101000
		Total for Vendor:	55.00						
44951	82097S	1673 JOE FORD	34.99						
1	030824JF01	03/08/24 COMPUTER SUPPLIES	34.99			1000 10 420510	268		101000
44994	82134S	1673 JOE FORD	74.89						
1	032524JF01	03/25/24 1TB PORTABLE STORAGE	74.89			1000 10 420510	268		101000
		Total for Vendor:	109.88						
44963	82109S	1905 KALEVA LAW OFFICE	4,193.75						
1	7122	03/13/24 LEGAL SERVICES	4,193.75			1000 10 420510	352		101000
		Total for Vendor:	4,193.75						

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44979	-99753C	420 KELLEY CREATE CO	107.95						
1	26047718	02/29/24 PRINTER MAINT	107.95			1000 10 420510	356		101000
		Total for Vendor:	107.95						
45019	-99746C	1114 KENWORTH SALES MISSOULA	21.09						
1	017P31758	03/06/24 322	21.09			1000 20 420440	272		101000
		Total for Vendor:	21.09						
45026	-99743C	1282 LIFE-ASSIST, INC	1,178.82						
1	1412100	03/04/24 MEDICAL SUPPLIES	1,178.82			1000 80 420461	222		101000
		Total for Vendor:	1,178.82						
44965	82110S	1853 MATTHEW MCINTYRE	35.00						
1	03/15/24	MCINYRE EMT LICENSE RENEWA	35.00			1000 60 420462	380		101000
		Total for Vendor:	35.00						
45004	82141S	1708 METRO EXPRESS CAR WASH-MISSOULA	112.00						
1	MRFD FEB 2	02/29/24 FEB 302	35.00			1000 20 420440	372		101000
2	MRFD FEB 2	02/29/24 FEB 303	56.00			1000 20 420440	372		101000
3	MRFD FEB 2	02/29/24 FEB 301	21.00			1000 20 420440	372		101000
		Total for Vendor:	112.00						
45044	82169S	1906 MICHELE PUIGGARI	1,365.00						
1	032134MP01	03/31/24 HR CONSULTING	1,365.00			1000 10 420510	356		101000
		Total for Vendor:	1,365.00						
45005	82142S	1806 MINUTEMAN PRESS	32.81						
1	6876	03/05/24 2024 MRFD DINNER POSTER	32.81			1000 10 420510	320		101000
		Total for Vendor:	32.81						
45006	82165S	208 MISSOULA COUNTY MEDICAL BENEFITS	94,250.00						
1	0000011659	03/20/24 ADMIN	11,576.90*			1000 10 420510	143		101000
2	0000011659	03/20/24 RM/ARM	4,048.20			1000 20 420440	143		101000
3	0000011659	03/20/24 TO	2,024.10			1000 30 420430	143		101000
4	0000011659	03/20/24 FP	3,371.10			1000 40 420410	143		101000
5	0000011659	03/20/24 SUPP	73,229.70			1000 50 420460	143		101000
		Total for Vendor:	94,250.00						

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44976	82111S	228 MISSOULA COUNTY TREASURER	915.40						
1	1207 03/19/24	FEB TELE SERVICES	465.40			1000 10 420510	345		101000
2	1004 01/19/24	PAPER	450.00			1000 10 420510	210		101000
Total for Vendor:			915.40						
44967	82112S	211 MISSOULA COUNTY WORKERS COMP	697.55						
1	022924MCWC	02/29/24 FEB VFF/RFF HOURS	697.55			1000 60 420462	146		101000
44987	82135S	211 MISSOULA COUNTY WORKERS COMP	75.62						
1	032624WC01	03/26/24 JAN VFF/RFF HOURS CATCH UP	36.13			1000 60 420462	146		101000
2	032624WC02	03/26/24 FEB VFF/RFF HOURS CATCH UP	39.49			1000 60 420462	146		101000
45028	82166S	211 MISSOULA COUNTY WORKERS COMP	669.12						
1	033124WC01	03/31/24 MARCH VFF/RFF HOURS	669.12			1000 60 420462	146		101000
Total for Vendor:			1,442.29						
44952	82098S	230 MISSOULA ELECTRIC COOPERATIVE	518.63						
1	0306243950	03/06/24 STA 2	20.48			1000 10 420510	341		101000
2	0306243950	03/06/24 STA 6	263.06			1000 10 420510	341		101000
3	0306243950	03/06/24 STA 2	235.09			1000 10 420510	341		101000
Total for Vendor:			518.63						
45015	82143S	235 MISSOULA MOTOR PARTS	797.31						
1	803776	03/01/24 347	-29.04			1000 20 420440	272		101000
2	804579	03/05/24 305	5.95			1000 20 420440	272		101000
3	804583	03/05/24 STA 2	23.98			1000 50 420460	362		101000
4	804701	03/05/24 305	153.91			1000 20 420440	272		101000
5	804704	03/05/24 305	-18.00			1000 20 420440	272		101000
6	804939	03/05/24 322	18.93			1000 20 420440	272		101000
7	805258	03/06/24 332	135.91			1000 20 420440	272		101000
8	805615	03/07/24 SHOP	43.92			1000 20 420440	270		101000
9	806681	03/11/24 STA 4	17.28			1000 50 420460	364		101000
10	806681	03/11/24 STA 5	17.28			1000 50 420460	365		101000
11	807089	03/12/24 357	8.07			1000 20 420440	272		101000
12	807583	03/13/24 .311	9.14			1000 20 420440	272		101000
13	991637	03/13/24 STA 6	56.58			1000 50 420460	366		101000

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14	809865 03/19/24 363		8.85			1000 20 420440	272		101000
15	812902 03/27/24 SHOP		5.21			1000 20 420440	270		101000
16	813157 03/28/24 328		5.28			1000 20 420440	272		101000
17	813157 03/28/24 SMALL TOOLS		51.72*			1000 20 420440	234		101000
18	813765 03/29/24 335		282.34			1000 20 420440	272		101000
		Total for Vendor:	797.31						
45039	-99739C 244 MISSOULA TEXTILE SERVICES		392.54						
1	03312420 03/31/24 ALL STATIONS		392.54			1000 10 420510	356		101000
		Total for Vendor:	392.54						
45023	82144S 1285 MOUNTAIN INK & TONER		45.99						
1	165531 03/08/24 PRINTER INK		45.99			1000 10 420510	210		101000
		Total for Vendor:	45.99						
44973	-99754C 259 MSUES FIRE TRAINING SCHOOL		475.00						
1	26-229 03/18/24 THOMPSON FF1		95.00			1000 60 420462	380		101000
2	26-229 03/18/24 THOMPSON HAZMAT		95.00			1000 60 420462	380		101000
3	26-229 03/18/24 J NOBLE D/O PUMPER		95.00			1000 50 420460	380		101000
4	26-229 03/18/24 J NOBLE D/O MOBILE WATER SUPPL		95.00			1000 50 420460	380		101000
5	26-229 03/18/24 DEMERS FO1		95.00			1000 50 420460	380		101000
		Total for Vendor:	475.00						
45033	82172S 205 MT ACE HARDWARE		291.94						
1	237803178 03/06/24 STA 1		86.98			1000 50 420460	361		101000
2	237812187 03/15/24 SHOP		34.97			1000 20 420440	270		101000
3	237824371 03/26/24 STA 1		109.99			1000 50 420460	361		101000
4	237825310 03/27/24 STA 1		19.99			1000 50 420460	361		101000
5	237826593 03/28/24 STA 1		4.20			1000 50 420460	361		101000
6	237827945 03/29/24 STA 1 TRAINING ROOM SCREEN		35.81			1000 10 420510	268		101000
		Total for Vendor:	291.94						
45034	-99740C 1542 MT COFFEE EXPRESS		204.00						
1	4900 03/06/24 STA 1		102.00			1000 10 420510	210		101000
2	5027 03/27/24 STA 1		102.00			1000 10 420510	210		101000
		Total for Vendor:	204.00						

04/05/24
10:27:12

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 3/24

Page: 11 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date	Vendor #/Name/ Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44968	82113S	554 MT DEPT OF ADMINISTRATION	250.00						
1	5152 02/07/24	AFR FILING FEE	250.00			1000 10 420510	354		101000
		Total for Vendor:	250.00						
44969	82114S	1882 MT DEPT OF REVENUE	50.00						
1	0826362176 03/01/24	FILING FEES	50.00			1000 10 420510	356		101000
		Total for Vendor:	50.00						
45024	82145S	1322 MURDOCHS RANCH & HOME SUPPLY	38.09						
1	56051053 03/20/24	327	38.09			1000 20 420440	272		101000
		Total for Vendor:	38.09						
44995	82136S	1560 NAMI MISSOULA	125.00						
1	101 03/20/24	MUIR CIT ACADEMY	125.00			1000 50 420460	380		101000
		Total for Vendor:	125.00						
45016	82146S	295 NORCO	139.81						
1	40303641 03/31/24	CYLINDER RENTAL	139.81			1000 10 420510	356		101000
		Total for Vendor:	139.81						
44954	82099S	547 NORTHWESTERN ENERGY	764.01						
1	03012497-6 03/01/24	STA 5	692.70			1000 10 420510	341		101000
2	03012457-3 03/01/24	OLD STA 5	71.31			1000 10 420510	341		101000
44996	82137S	547 NORTHWESTERN ENERGY	3,845.92						
1	03152458-3 03/15/24	STA 4	1,622.88			1000 10 420510	341		101000
2	03182415-4 03/18/24	STA 6	217.32			1000 10 420510	341		101000
3	03192441-3 03/19/24	STA 1	1,276.38			1000 10 420510	341		101000
4	03192425-3 03/19/24	STA 1	456.44			1000 10 420510	341		101000
5	03212485-4 03/21/24	STA 2	272.90			1000 10 420510	341		101000
		Total for Vendor:	4,609.93						
45037	82173S	1266 NRS RESCUE	1,929.09						
1	1537984 03/28/24	RESCUE	1,929.09			1000 50 420460	294		101000
		Total for Vendor:	1,929.09						

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MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 3/24

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Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44931	82074S	142 PETER GIARDINO	324.00						
1	030724PG01 03/07/24	GIARDINO BUILDING CODE PER	324.00*			1000 40 420410	379		101000
		Total for Vendor:	324.00						
44974	82127S	968 PHIL RICHARDS	75.00						
1	032024PR01 03/20/24	RICHARDS PARAMEDIC RENEWAL	75.00			1000 50 420460	380		101000
		Total for Vendor:	75.00						
44970	82116S	1701 PHILLIP MEDIATE	98.31						
1	031324PM01 03/13/24	MEDIATE ANNUAL PHYSICAL	23.31			1000 10 420510	356		101000
2	031324PM02 03/13/24	MEDIATE PARAMEDIC RENEWAL	75.00			1000 50 420460	380		101000
		Total for Vendor:	98.31						
45051	-99738C	1725 PIERCE LEASING	750.00						
1	0060337 03/31/24	OFFICE TRAILER 3/26-4/22	750.00			1000 10 420510	530		101000
		Total for Vendor:	750.00						
44971	82117S	322 PITNEY BOWES	127.80						
1	1024996124 03/14/24	POSTAGE INK	127.80			1000 10 420510	311		101000
		Total for Vendor:	127.80						
44972	82118S	927 PITNEY BOWES, INC	88.92						
1	3318886309 03/13/24	METER LEASE	88.92			1000 10 420510	356		101000
		Total for Vendor:	88.92						
45020	-99745C	756 POMP'S TIRE SERVICE, INC	1,957.38						
1	1850028329 03/29/24	349	608.98			1000 20 420440	233		101000
2	1850028405 03/29/24	349	1,348.40			1000 20 420440	233		101000
		Total for Vendor:	1,957.38						
44955	82100S	1898 RAQUEL HAHN-WILKINSON	8.97						
1	031224RW01 03/12/24	POSTAGE	8.97			1000 10 420510	311		101000
		Total for Vendor:	8.97						

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MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 3/24

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Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44956	82101S	344 ROTO-ROOTER PLUMBING	550.00						
1	47056 03/07/24	STA 4	550.00			1000 50 420460	364		101000
		Total for Vendor:	550.00						
45053	82189S	349 SAFETY KLEEN CORPORATION	205.50						
1	93963503 03/22/24	SOLVENT	205.50			1000 20 420440	370		101000
		Total for Vendor:	205.50						
45008	-99750C	1471 SAW SHOP	15.00						
1	5064 03/08/24	CHAINSAW	15.00			1000 50 420460	206		101000
		Total for Vendor:	15.00						
44932	82075S	1760 SCOTT NOBLE	219.13						
1	030124SN01 03/01/24	NOBLE ANNUAL PHYSICAL REIM	219.13			1000 10 420510	356		101000
		Total for Vendor:	219.13						
44975	82119S	1791 SEAN MULLINS	553.95						
1	031924SM01 03/19/24	MULLINS F3 PUMP CAR RENTAL	453.52			1000 20 420440	379		101000
2	031924SM02 03/19/24	MULLINS F3 PUMP BAGGAGE	35.00			1000 20 420440	379		101000
3	031924SM03 03/19/24	MULLINS F3 PUMP FUEL	30.43			1000 20 420440	231		101000
4	031924SM04 03/19/24	MULLINS F3 PUMP BAGGAGE	35.00			1000 20 420440	379		101000
		Total for Vendor:	553.95						
45035	82174S	360 SHIPPING DEPOT	15.51						
1	13427 03/04/24	AIR SAMPLE	15.51			1000 10 420510	311		101000
		Total for Vendor:	15.51						
45007	82147S	1419 SOLESTONE REIMBURSEMENT SERVICES	2,013.64						
1	31524 03/15/24	MEDICAL SUPPLIES	756.94			1000 80 420461	222		101000
2	03052024 03/05/24	PPE	1,256.70			1000 60 420462	291		101000
		Total for Vendor:	2,013.64						
45011	-99748C	369 STAPLES	74.47						
1	6000612015 03/24/24	OFFICE SUPPLIES	13.10			1000 10 420510	210		101000
2	6000612015 03/24/24	BLUE CARD SUPPLIES	25.72			1000 30 420430	220		101000
3	6000970624 03/25/24	OFFICE SUPPLIES	21.74			1000 10 420510	210		101000

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10:27:12

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 3/24

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Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
4	6000970625	03/31/24 SUPP HOSES AND NOZZLES	5.03			1000 50 420460	237		101000
5	6000970625	03/31/24 OFFICE SUPPLIES	8.88			1000 10 420510	210		101000
		Total for Vendor:	74.47						
44977	82120S	87 TIM DEVOS	69.90						
1	032024TD01	03/20/24 STA 1	69.90			1000 50 420460	361		101000
45002	82167S	87 TIM DEVOS	239.97						
1	032824TD01	03/28/24 STA 1	239.97			1000 50 420460	361		101000
		Total for Vendor:	309.87						
45009	-99749C	1284 TRACE ANALYTICS, INC.	503.78						
1	24-05115	03/08/24 ROUTINE ANALYSIS	89.00			1000 20 420440	370		101000
2	24-05116	03/08/24 ROUTINE ANALYSIS	89.00			1000 20 420440	370		101000
3	24-05117	03/08/24 ROUTINE ANALYSIS	285.00			1000 20 420440	370		101000
4	24-05564	03/12/24 SAMPLING	40.78			1000 20 420440	370		101000
		Total for Vendor:	503.78						
45018	-99747C	463 TRI ARC, INC.	34.96						
1	R28645	03/31/24 CYLINDER RENTAL	34.96			1000 20 420440	370		101000
		Total for Vendor:	34.96						
45027	-99742C	981 TRUCKPRO, LLC	26.88						
1	311-001007	03/13/24 328	26.88			1000 20 420440	272		101000
		Total for Vendor:	26.88						
45010	82148S	1628 UNIVISION	3,452.00						
1	254777	03/01/24 VELOCITY HOURS	1,728.00			1000 10 420510	368		101000
2	254526	03/01/24 MICROSOFT 365	1,724.00			1000 10 420510	368		101000
		Total for Vendor:	3,452.00						
44980	-99752C	408 VERIZON WIRELESS	1,057.17						
1	9958955909	03/11/24 WIRELESS	1,057.17			1000 10 420510	345		101000
		Total for Vendor:	1,057.17						

04/05/24
10:27:12

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 3/24

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Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44997	82138S	1775 WEGNER FIRE AND EQUIPMENT REPAIR	225.58						
1	661609 03/04/24 STA 1		225.58			1000 50 420460	361		101000
		Total for Vendor:	225.58						
45014	82149S	1724 WEX BANK	4,689.37						
1	96098481 03/31/24 FUEL		4,689.37			1000 20 420440	231		101000
		Total for Vendor:	4,689.37						
45038	82175S	1818 ZANON FULBRIGHT	29.00						
1	033124ZF01 03/31/24 FULBRIGHT MAR GYM REIMB		29.00			1000 50 420460	132		101000
		Total for Vendor:	29.00						
		# of Claims	93	Total:	174,985.36	# of Vendors	63		
		Total Electronic Claims			13,173.27				
		Total Non-Electronic Claims			161812.09				

04/05/24
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MISSOULA RURAL FIRE DISTRICT
Fund Summary for Claims
For the Accounting Period: 3/24

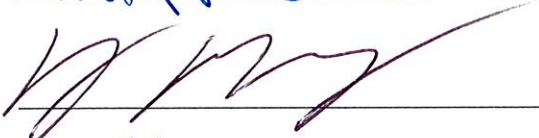
Page: 16 of 16
Report ID: AP110

Fund/Account	Amount
1000 GENERAL FUND	
101000 CASH ON DEPOSIT - COUNTY TREASURER	174,985.36
Total:	174,985.36


Claims reviewed and approved for payment at the Regular scheduled Missoula Rural Fire District Board of Trustee Meeting held Tuesday, April 9th, 2024, at 4:00 PM.



Melissa Schnee, Finance/HR Director



Ben Murphy, Chairman



Dick Mangan, Secretary

Return to: City Clerk
City of Missoula
435 Ryman Street
Missoula MT 59802-4297

RESOLUTION NUMBER 8746

A resolution to annex and incorporate within the boundaries of the City of Missoula, Montana a parcel of land legally described as a Portion of Lot 42 of Cobban & Dinsmore's Orchard Homes #1 and adjacent Larkin Wood Drive right-of-way, located in the SE1/4 of Section 19, Township 13 North, Range 19 West, P.M.M. Missoula County, Montana, as shown on Exhibit A, and zone the property RT5.4 Residential 5.4 (two-unit/townhouse), based on the findings of fact in the staff report, subject to the recommended conditions of annexation approval.

WHEREAS, Robert and Evelyn Bean, Collin Bangs, and John Barrett, owners of 100% of the property described herein as a Portion of Lot 42 of Cobban & Dinsmore's Orchard Homes #1, located in the SE1/4 of Section 19, Township 13 North, Range 19 West, P.M.M. Missoula County, Montana, has filed Petition No. 10160 with the City Clerk requesting annexation and waiving the need to prepare a service plan for the annexation; and

WHEREAS, it is the Missoula City Council's decision to consider this petition for annexation pursuant to the statutory annexation by petition method set forth in Title 7 Chapter 2 Part 46 Section 4601 (3)(a)(ii) Montana Code Annotated (MCA); and

WHEREAS, the herein described property is within the City of Missoula Utility Service Area boundary, the City has current and future capacity to serve the property and development, and the owners/developers will pay all costs to extend the municipal sewer and water service to the property; and

WHEREAS, the City Council desires the annexation and zoning of the herein described property be conditioned upon annexation subject to the following conditions:

Zoning

1. Approval of the annexation shall be contingent upon City Council approval of the Orchard Grove Subdivision.

Streets, General

2. The following statement shall appear on the face of each plat, in the covenants, conditions, and restrictions, and on each instrument of conveyance, subject to review and approval by Public Works & Mobility and Development Services, prior to final plat approval: "Acceptance of a deed for a lot within this subdivision shall constitute the assent of the owners to any future SID/RSID, based on benefit, for future improvements and maintenance of Larkin Wood Drive and Grove Street including but not limited to paving, curbs and gutters, non-motorized facilities, street widening and drainage facilities, and may be used in lieu of their signatures on a SID petition."

3. The developer shall provide a street signage plan and install street signage (including street name signs) in accordance with the Manual on Uniform Traffic Control Devices, subject to review and approval by Public Works & Mobility and the Fire Department, prior to final plat approval.

Road and Alleys

4. The developer shall provide plans for and install half street improvements to South Grove Street, a low-density urban local street, including a 5-foot dedication of public right-of-way, drive lane, curb and gutter, landscaped boulevard, street trees, stormwater facilities, and pedestrian facilities as shown on the preliminary plat and plans, subject to review and approval by Public Works & Mobility and Parks & Recreation, prior to final plat approval.
5. The developer shall provide plans for and install improvements to Larkin Wood Drive, a local residential street, including a 10-foot dedication of public right-of-way, two drive lanes, parking lane, curb and gutter, sidewalks, and stormwater facilities as shown on the preliminary plat and plans, subject to review and approval by Public Works & Mobility and Parks and Recreation, prior to final plat approval.
6. The developer shall provide plans for and install improvements to Magnolia Drive, a privately maintained homezone/woonerf street within a public access and utility easement of varying width, including a 20-foot travel way, streetside common parking spaces, curb and gutter, landscaping, street trees, and stormwater facilities as shown on the preliminary plat and plans, subject to review and approval by Public Works & Mobility and Parks and Recreation, prior to final plat approval.
7. The following statement shall appear on the face of each plat, in the covenants, conditions, and restrictions, and on each instrument of conveyance, subject to review and approval by Public Works & Mobility and Development Services, prior to final plat approval: "The purchaser and/or owner of the lot or parcel understands and agrees that private road construction, maintenance, and snow removal are the obligation of the owner or property owners' association and that the City of Missoula is in no way obligated to perform such maintenance or upkeep until the roads are brought up to standards and accepted by the City of Missoula for maintenance."

Non-Motorized Transportation

8. The developer shall provide plans for and installation of a pedestrian connection from Larkin Wood Drive to the Reserve Street shared-use path, subject to review and approval by Public Works & Mobility and Parks & Recreation, prior to final plat approval.

Rights-of-Way and Easements

9. All proposed rights-of-way and easements shall be shown on the face of the plat and identified for their width and purpose, subject to review and approval by Public Works & Mobility, prior to final plat approval.

Fire Protection

10. The developer shall provide plans for fire suppression water flow and hydrant placement, subject to review and approval by City Fire Department and Public Works & Mobility, prior to final plat approval. The developer shall install all fire hydrants prior to final plat approval. In the event the developer enters into an improvements agreement with the City of Missoula to postpone installation of certain improvements until after final plat approval, fire hydrants must be installed prior to combustible construction in the area the hydrants are intended to serve, subject to review and approval by City Fire Department and Public Works & Mobility.

Water Supply, Sewage Disposal, Stormwater Management, and Solid Waste

11. The developer shall provide plans for and installation of water supply, sewage disposal, stormwater management, and solid waste disposal facilities for review and approval by Public

Works & Mobility, City/County Health Department, and Montana Department of Environmental Quality, prior to final plat approval.

Agricultural Water Rights

12. The developer shall dedicate on the final subdivision plat ditch or culvert easements for the unobstructed use and maintenance of existing water delivery ditches, pipelines, and facilities on the property to lands adjacent to or beyond the property boundaries in quantities and in a manner that is consistent with historic and legal rights. The language on the final plat shall also prohibit the placement of structures or the planting of vegetation other than grass within the ditch easement without the written permission of the ditch owner.
13. The developer shall provide a statement on the face of the final plat and in the Development Covenants as follows: "Water rights have been removed from the property and lot owners are notified that the land is classified as irrigated and may continue to be assessed for irrigation water delivery even though the water may not be deliverable," subject to review and approval by Development Services, prior to final plat approval.

Ground Water

14. The developer shall include the following note on the final plat and in the Development Covenants: "Basements shall be prohibited until such time as the owner provides sufficient evidence to the City of Missoula Public Works & Mobility Department that no threat to the public safety or loss of property will result in those areas proposed for basements," subject to review and approval by Development Services and Public Works & Mobility.

Historic Resources

15. The developer shall submit an Architectural Engineering Record Form to the State Historic Preservation Office to document the existing structure at 2513 Bean Lane prior to any structural alterations and prior to final plat approval.

Mail Delivery

16. The developer shall provide for mail delivery for future subdivision residents in a manner and location(s) approved by the U.S. Postal Service prior to final plat approval.

Landscaping

17. The developer shall provide plans for boulevard landscaping and landscape plans for all streets, non-motorized transportation connections and common parking areas, subject to review and approval by Parks and Recreation, prior to final plat approval. The property owner shall be responsible for obtaining boulevard landscaping permits prior to building permit approval and for installation of boulevard landscaping adjacent to development prior to certificate of occupancy, subject to review and approval of Parks and Recreation.

Parkland

18. The developer shall provide cash-in-lieu of parkland equal to the fair market value of the amount of land statutorily required to be dedicated determined by an appraisal report conducted by a Montana State licensed general real estate appraiser (as provided under MCA 37-54-201-, et seq) chosen by the City, prepared within six months of the date that a complete final plat application is submitted for approval, subject to review and approval by Development Services and Parks & Recreation, prior to final plat approval.

Noxious Weeds

19. The developer shall provide a Weed Management and Revegetation Plan, appended to the Development Covenants and approved by the Missoula County Weed District, subject to review and approval by Development Services, prior to final plat approval.

Development Covenants

20. The developer shall submit final Development Covenants meeting the requirements of City Subdivision Regulations Section 5-020.14.K, subject to review and approval by Development Services, prior to final plat approval.
21. The developer shall include the following sections in the Development Covenants, subject to review and approval by Public Works and Mobility and Development Services, prior to final plat approval: common area and common facility maintenance of the internal subdivision roadway and associated facilities, maintenance and replacement of mail delivery facilities, wood burning devices, weed control, agricultural operations, radon mitigation, basements, water rights, SID/RSID, and fire protection, and said sections may not be amended or deleted without written approval by the governing body.

WHEREAS, Section 7-2-4211 MCA requires municipalities to include the full width of any public street or road rights-of-way that are adjacent to the property being annexed; and

WHEREAS, the Larkin Wood Drive public street and access easement extending east from Grove Street, adjacent to and along the subject property to Reserve Street, is not within the municipal boundary of the City of Missoula and therefore, the City has included the full width of the Larkin Wood Drive right-of-way in the annexation boundary; and

WHEREAS, the parcel described herein is currently within the Residential Medium land use designation of the Our Missoula 2035 Growth Policy, which is the applicable regional plan. The recommended zoning in the City is RT5.4 Residential 5.4 (two-unit/townhouse) in accordance with MCA 76-2-303(3)(a) and Missoula Municipal Code criterion 20.85.040(l)(2), and it is the intention of the City of Missoula to annex this property with the recommended city zoning. FURTHER, the parcel is situated adjacent to City Council Ward Area No. 6 and the Two Rivers Neighborhood Council District, and it is the intention of the Council to add this parcel to said Ward and Neighborhood Council District; and

WHEREAS, in the judgment of the City Council of the City of Missoula, it is deemed to be in the best interest of the City of Missoula, the inhabitants thereof and the current and future inhabitants of the tracts and parcels of land described herein, which have petitioned for annexation and are within the urban growth boundary, that the boundaries of the City of Missoula shall be extended to include the same within the corporate limits.

NOW THEREFORE BE IT RESOLVED that it is the intention of the City Council of the City of Missoula to incorporate and annex into the City's jurisdictional boundary the herein described property, apply city zoning as stated within, and assign the property to the said Ward and Neighborhood Council District; and

BE IT FURTHER RESOLVED that the City did, pursuant to Section 76-2-303 and 7-1-4127 MCA, publish in the Missoulian, a newspaper of general circulation in the City of Missoula, which newspaper is nearest to the said land being considered for annexation, at least once a week for two successive weeks on December 9th, 2023, and December 16th, 2023, a notice of the public hearing date. On December 18th, 2023 City Council adopted Resolution of Intention 8742 to annex the subject property and adjacent right-of-way, and the City did accept expressions of approval or disapproval in writing of this proposed alteration of the boundaries of the City and zoning until 6:00 p.m. on January 8th, 2024 and that a City Council public hearing was held January 8th, 2024 at 6:00 p.m. at the regularly scheduled City Council meeting with final consideration on the resolution at the regularly scheduled City Council meeting on January 22nd, 2024; and


BE IT FURTHER RESOLVED that if the city annexation of any lot(s), parcel(s), block(s) or tract(s) of land annexed into the city pursuant to this city annexation resolution or any provision of this resolution is ever held to be invalid or unconstitutional, the City Council hereby declares that any such decision shall not affect the validity of the annexation of the remaining lot(s), parcel(s), block(s) or tract(s) of land annexed

into the city or the remaining provisions of this resolution. The City Council hereby declares that it would have passed this resolution and annexed each lot(s), parcel(s), block(s) or tracts(s) of land into the city as well as each provision of this resolution irrespective of the fact that the annexation of any one or more lot(s), parcel(s), block(s) or tract(s) of land annexed into the city or provision of this resolution may have been declared invalid or unconstitutional, and if for any reason the annexation of any lot(s), parcel(s), block(s), tract(s) of land or any provision of this resolution should be declared invalid or unconstitutional, then the annexation of the remaining lot(s), parcel(s), block(s) or tracts(s) of land and resolution provisions are intended to be and shall be in full force and effect as enacted by the City Council.

PASSED AND ADOPTED this 22nd day of January, 2024.

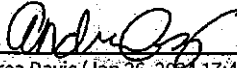
ATTEST:

APPROVED:



Claire Trimble (Jan 29, 2024 12:06 MST)

Claire Trimble
City Clerk

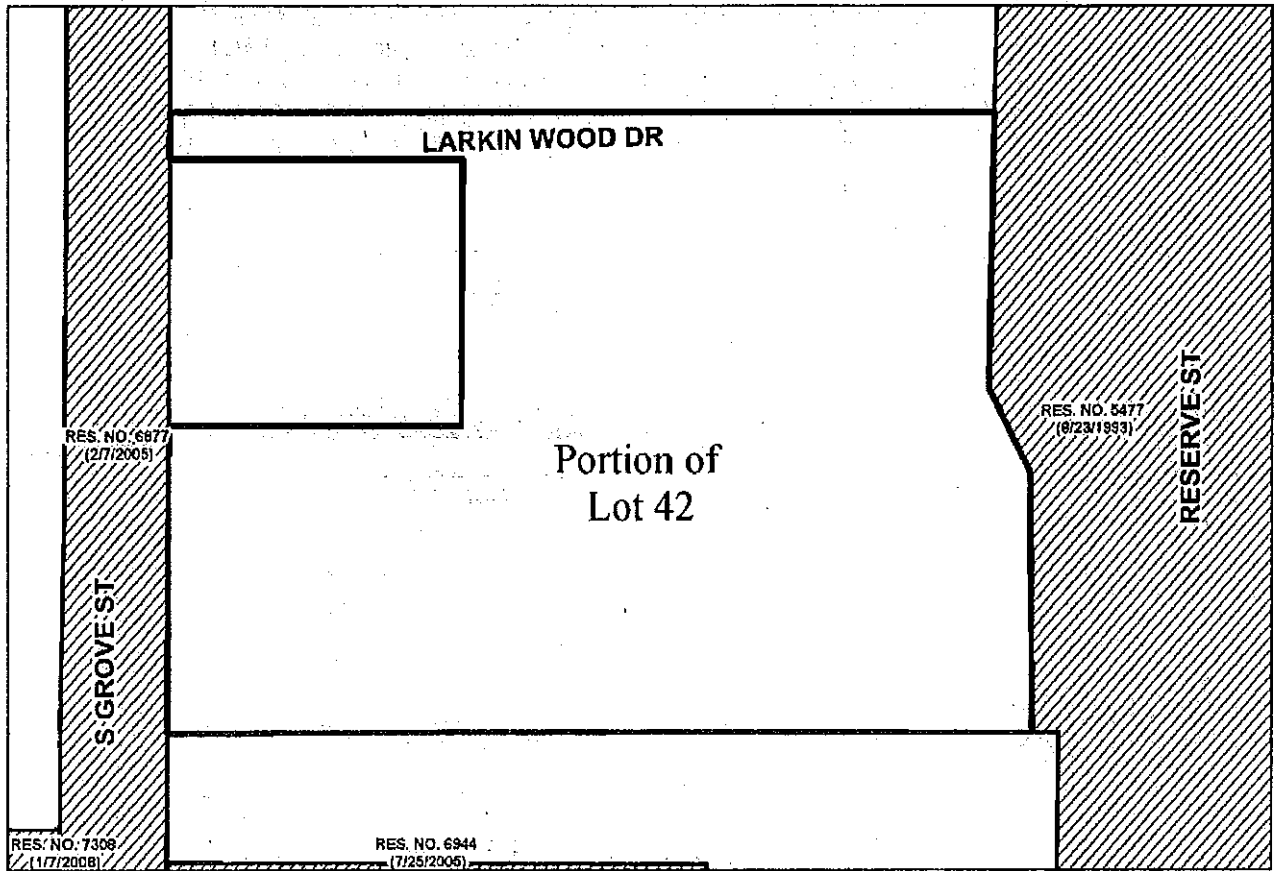


Andrea Davis (Jan 26, 2024 17:46 MST)

Andrea Davis
Mayor



Exhibit A: Annexation Map



**Portion of Lot 42 Less Sold R/W
Cobban & Dinsmore's Orchard Homes #1
& Adjacent Larkinwood Dr R/W**

All Located in Section 19, T.13 N., R.19 W., P.M.M.

- Legend**
- Proposed Annexation
 - Parcel Boundaries
 - Resolutions
 - City Limits

RES 8746

Final Audit Report


2024-01-29

Created:	2024-01-27
By:	Anneliese Brown (BrownA@ci.missoula.mt.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAiPYppqgeo3AJbmBBkC129A5q1HKLu78H

"RES 8746" History


Document created by Anneliese Brown (BrownA@ci.missoula.mt.us)
2024-01-27 - 0:10:52 AM GMT


Document emailed to Andrea Davis (DavisA@ci.missoula.mt.us) for signature
2024-01-27 - 0:11:26 AM GMT

 Document e-signed by Andrea Davis (DavisA@ci.missoula.mt.us)
Signature Date: 2024-01-27 - 0:46:08 AM GMT - Time Source: server

Document emailed to Claire Trimble (trimblec@ci.missoula.mt.us) for signature
2024-01-27 - 0:46:09 AM GMT

Email viewed by Claire Trimble (trimblec@ci.missoula.mt.us)
2024-01-29 - 7:05:51 PM GMT

 Document e-signed by Claire Trimble (trimblec@ci.missoula.mt.us)
Signature Date: 2024-01-29 - 7:06:26 PM GMT - Time Source: server

 Agreement completed.
2024-01-29 - 7:06:26 PM GMT

Return to: City Clerk
City of Missoula
435 Ryman Street
Missoula MT 59802-4297

RESOLUTION NUMBER 8719

A resolution to annex and incorporate within the boundaries of the City of Missoula, Montana a parcel of land legally described as Tract B of Certificate of Survey 6850 located in the E ½ of Section 12, Township 13 North, Range 20 West and the W ½ of Section 7, Township 13 North, Range 19 West, P.M.M., as shown on Exhibit A, and zone the property OS Open Space, T3 Neighborhood Edge, T4-O Neighborhood General - Open, T4-R Neighborhood General - Restricted, and T5 Mixed-Use Center, based on the findings of fact in the staff report, subject to the recommended conditions of annexation approval

WHEREAS, Dougherty Ranch, LLC, owner of 100% of the property described herein as Tract B of COS 6850, has filed Petition No. 10157 with the City Clerk requesting annexation and waiving the need to prepare a service plan for the annexation; and

WHEREAS, it is the Missoula City Council's decision to consider this petition for annexation pursuant to the statutory annexation by petition method set forth in Title 7 Chapter 2 Part 46 Section 4601 (3)(a)(ii) Montana Code Annotated (MCA); and

WHEREAS, the herein described property is within the City of Missoula Utility Service Area boundary, the City has current and future capacity to serve the property and development, and the owners/developers will pay all costs to extend the municipal sewer and water service to the property; and

WHEREAS, the City Council desires the annexation and zoning of the herein described property be conditioned upon annexation subject to the following conditions:

Zoning

1. Approval of the Icon Apartment Homes at Dougherty Ranch Subdivision Preliminary Plat and Master Site Plans shall be contingent upon City Council approval of the annexation and zoning upon annexation.

Streets, General

2. The following statement shall appear on the face of each plat and on each instrument of conveyance, subject to review and approval by Public Works & Mobility and Development Services: "Acceptance of a deed for a lot within this subdivision shall constitute the assent of the owners to any future SID/RSID, based on benefit, for future improvements and maintenance of Veterans Way, Ella Missoula Avenue, Charles Liberty Lane, Dougherty Drive, John Edward Lane, Roper Way, Abner Grier Road, and Pine Butte Boulevard including but not limited to paving, curbs and gutters, non-motorized facilities, street widening and drainage facilities."
3. The subdivider shall provide plans for and install street and trail signage and striping for the entire subdivision, subject to review and approval by Public Works & Mobility and Parks and Recreation, prior to final plat approval of each phase.

4. The subdivider shall finalize street names for all streets within the subdivision subject to review and approval of the Missoula County Public Works Department and City Council prior to final plat filing of Phase 1.

Specific Streets and Alleys

5. Within the subdivision property, the subdivider shall provide plans for and install improvements for Dougherty Drive, a neighborhood collector street, including driving lanes, parking lanes, curbs and gutters, stormwater facilities, landscaped boulevards, street lights, bike lanes, and sidewalks within a 90-foot right-of-way easement, as shown on the preliminary plat and plans subject to review and approval by Public Works & Mobility, prior to final plat filing of Phase 1.
6. The subdivider shall provide plans for and install improvements for Dougherty Drive extending from the southern property boundary and connecting to England Boulevard, including driving lanes, two-foot shoulders, roadside ditches, and a 10-foot multi-use path, prior to final plat approval for Phase 1, unless portions are already installed by others.
7. The subdivider shall provide plans for and install half-street improvements for Pine Butte Boulevard, a main street primary street, including two drive lanes, parking lane, curb and gutter, sidewalk, landscaped boulevard, street trees, and stormwater facilities as shown on the preliminary plat and plans within a 54-foot public right-of-way and public access and utility easement subject to review and approval by Public Works & Mobility prior to final plat approval of each phase.
8. The subdivider shall provide plans for and install Roper Way, an urban secondary street, including two drive lanes, parking lane, curb and gutter, sidewalks, landscaped boulevards (includes landscaped parking islands and tree wells, with topsoil as specified in the Missoula City Public Works Standards and Specifications Manual), street trees, and stormwater facilities as shown on the preliminary plat and plans within a 60-foot public right-of-way subject to review and approval by Public Works & Mobility prior to final plat approval of Phase 1.
9. The subdivider shall provide plans for and install half-street improvements for Ella Missoula Avenue, an urban secondary street, including two drive lanes, parking lane, curb and gutter, sidewalks, landscaped boulevards (includes landscaped parking islands and tree wells, with topsoil as specified in the Missoula City Public Works Standards and Specifications Manual), street trees, and stormwater facilities as shown on the preliminary plat and plans within a 43.5-foot public right-of-way and public access and utility easement subject to review and approval of Public Works & Mobility, prior to final plat approval of Phase 2.
10. The subdivider shall provide plans for and install half street improvements to Veterans Way, an urban bike street, including two drive lanes, parking lane, curb and gutter, bike lane with protection strip, landscaped boulevard, street trees, sidewalk, and stormwater facilities as shown on the preliminary plat and plans within a varying width public right-of-way and public access and utility easement subject to review and approval by Public Works & Mobility prior to final plat approval of each phase.
11. The subdivider shall provide plans for and install woonerf streets John Edward Lane and Charles Liberty Lane, shared drive lanes, alternating parking lane and landscaped boulevards on either side, curbs and gutters, sidewalks, and stormwater retention within 56.5-foot public right-of-way, as shown on the preliminary plat and plans, subject to review and approval by Public Works & Mobility prior to final plat approval of each phase.
12. The subdivider shall provide plans for and install Abner Grier Road, a neighborhood street, including drive lanes, curbs and gutters, parking lane on one side, landscaped boulevards, sidewalks, and stormwater retention within a 60-foot public right-of-way as shown on the

preliminary plat and plans, subject to review and approval by Public Works & Mobility, prior to final plat approval of each phase.

13. The subdivider shall provide plans for and install alleys within the subdivision, including a minimum pavement width to satisfy fire apparatus access route requirements and stormwater facilities within 24-foot wide public access with private maintenance easements, as shown on the preliminary plat and plans, subject to review and approval by Public Works & Mobility, prior to final plat approval of each phase.

Non-Motorized Transportaton

14. The subdivider shall provide plans for and install Trail A with a 10-foot paved surface, 1-foot shoulders, 12-foot planting strips along the north and south sides, within a 36-foot public right-of-way easement subject to review and approval of Public Works & Mobility and Parks & Recreation prior to final plat of each phase. The subdivider may provide an amendment to the existing right-of-way agreement addressing impact fee offsets / reimbursement for installation of costs for these improvements pursuant to Title 15, subject to review and approval of Public Works & Mobility, prior to final plat approval of Phase 1.
15. The subdivider shall provide plans for and install the Trail Street between Lots 16 and 17 extending from the RMB Subdivision to the sidewalk on the east side of Roper Way. The trail street shall be built with a 12-foot paved surface with 14-foot planting strips along the north and south sides within a 40-foot right-of-way easement, subject to review and approval of Public Works & Mobility and Parks & Recreation, prior to final plat approval of Phase 1.

Transit

16. The subdivider shall petition for the property to be included in the Missoula Urban Transportation District, subject to review and approval by Development Services, prior final plat approval of Phase 1.

Rights-of-Way and Easements

17. All proposed rights-of-way and easements shall be shown on the face of each plat and identified for their width, purpose, and the recorded book and page numbers, in accordance with Missoula City Public Works Standards and Specifications Manual, subject to review and approval by Public Works & Mobility, prior to final plat approval for each applicable phase.

Grading and Drainage

18. The subdivider shall provide plans for and installation of grading, drainage, and stormwater facilities, subject to review and approval by Montana Department of Environmental Quality and Public Works & Mobility, prior to final plat approval of each phase

Water Systems, Sewer Systems, and Solid Waste Disposal

19. The subdivider shall provide plans for and installation of water supply and sewage disposal facilities for review and approval by Public Works & Mobility, City/County Health Department, and Montana Department of Environmental Quality prior to final plat approval for each phase. Construction of all water supply and sewer systems shall be in accordance with City policies.
20. The subdivider shall submit plans for solid waste disposal for review and approval of Public Works & Mobility, City/County Health Department, and Montana Department of Environmental Quality, prior to final plat approval for each phase.

Parkland Dedication, Boulevard Landscaping & Noxious Weeds

21. The subdivider shall meet the parkland dedication requirement by providing a minimum of 5.64 acres of parkland / open space as shown on the preliminary plat and master site plans. The parkland / open space areas are to be developed privately and maintained privately. The designated open space areas shall be accessible to the public.

22. Within Phase 1, the subdivider shall provide a minimum of 2.52 acres of parkland / open space and cash in lieu of land and within Phase 2, the subdivider shall provide a minimum of 3.12 acres of parkland, as shown on the preliminary plat and plans. When cash in lieu of land is proposed, the land valuation shall follow the methodology in City Subdivision Regulations Section 3-080.7, subject to review and approval of Parks & Recreation, prior to final plat approval of each phase.
23. Prior to final platting of each phase, the subdivider shall provide plans for and install the parkland / open space areas as described in Chapter 3 of the Sxwtpqyen Master Plan and as proposed in the master site plan exhibits, and as described in the subdivision application (Page 33). Plans and installation shall include grading, application of topsoil, installation of commercial grade irrigation systems, turf grass or dryland grass, installation of park trees, and installation of park improvements so that they comply with the term "pocket park" as defined in Chapter 3 of the Sxwtpqyen Master Plan. Plans shall be subject to review and approval by City Parks & Recreation prior to final plat approval of each phase.
24. The subdivider shall draft an agreement for review and approval by the Parks & Recreation Department and the City Attorney's Office to provide for the dedication of land and/or payment of money lieu of parkland prior to final platting of each phase. The agreement shall provide for different circumstances including where if the subdivider pays cash in lieu of parkland in Phase 1, when additional parkland is provided in Phase 2 that exceeds the required amount of parkland in that phase, the subdivider may be reimbursed a portion of the deposited funds so that the total parkland dedication requirement of 5.64 acres is ultimately met. The agreement shall be submitted, reviewed, and approved prior to final plat filing of Phase 1.
25. The subdivider shall provide plans for and installation of boulevard landscaping adjacent to Common Area/Parkland and Open Space areas, subject to review and approval by Parks and Recreation, prior to final plat approval of each phase.
26. The subdivider shall provide plans for boulevard landscaping and landscape plans for all streets, trails, parking lots, in accordance with the Public Works Standards and Specifications Manual, subject to review and approval by Parks and Recreation, prior to final plat approval of each phase.
27. The property owner shall be responsible for obtaining boulevard landscaping permits prior to building permit approval and for installation of boulevard landscaping adjacent to development prior to certificate of occupancy. Temporary Certificate of Occupancy will be granted and held in place for occupancy occurring after the growing season and until boulevard and tree establishment has been approved by Urban Forestry.
28. The subdivider shall provide a Weed Management and Revegetation Plan, appended to the Development Covenants and approved by the Missoula County Weed District, subject to review and approval by Development Services, prior to final plat approval for Phase 1.

Fire Protection

29. The subdivider shall provide plans for fire suppression water flow and hydrant placement, subject to review and approval by City Fire Department and Public Works & Mobility, prior to final plat approval for each phase. The subdivider shall install fire hydrants prior to combustible construction for each phase, subject to review and approval by City Fire Department and Public Works & Mobility.
30. The subdivider shall ensure two separate and approved fire apparatus access roads are provided prior to final plat of Phase 1, subject to review and approval of City Fire Department and Public Works & Mobility.

Irrigation

31. Unless otherwise provided under separate written agreement, the subdivider shall provide and dedicate on each final plat easements to allow for delivery of water for irrigation to persons and land legally entitled to the water in locations of appropriate topographic characteristics and of sufficient width to allow for physical placement and unobstructed use and maintenance of irrigation facilities. The easements shall provide for irrigation water conveyance through the subdivision to lands adjacent to or beyond the subdivision boundaries in quantities and in a manner that are consistent with historic and legal rights. The easements shall be reviewed and approved by Development Services and Public Works & Mobility prior to final plat filing of each phase.

Ground Water

32. The subdivider shall include the following note on each final plat and in the Development Covenants: "Basements shall be prohibited in all phases until such time as the developer provides sufficient evidence to the appropriate agencies that no threat to the public safety or loss of property will result in those areas proposed for basements", subject to review and approval by Development Services and Public Works & Mobility, prior to final plat approval for Phase 1.

Airport Influence Area and EADA Zone

33. The subdivider shall obtain an avigation easement from the Missoula Airport Authority in compliance with the Airport Influence Area Resolution, and present evidence of the easement, subject to review and approval of Development Services, prior to final plat approval for Phase 1.
34. The final plat shall include the following statement: "This property is in the airport influence area and subject to the requirements of the Airport Influence Area Resolution. The Icon Apartment Homes at Dougherty Ranch Subdivision contains lots within the Missoula Airport Extended Approach and Departure Area and lot owners should be aware of the resultant safety risk," subject to review and approval of Development Services, prior to final plat approval for Phase 1.

Development Covenants

35. The subdivider shall submit final Development Covenants meeting the requirements of City Subdivision Regulations Section 5-020-14.K, subject to review and approval by Development Services, prior to final plat approval of Phase 1.
36. The subdivider shall include the following statement in the Development Covenants, subject to review and approval by Development Services, prior to final plat approval for Phase 1: "Sections of the Development Covenants regarding common area maintenance, wood burning devices, weed control, agricultural operations, radon mitigation, basements, water rights, SID/RSID, and fire protection may not be amended or deleted without written approval by the governing body."
37. The subdivider shall include the following note on the final plat for each phase and in the Development Covenants: "Basements shall be prohibited until such time as the owner provides sufficient evidence to the City of Missoula Public Works & Mobility Department that no threat to the public safety or loss of property will result due to groundwater in those areas proposed for basements."

WHEREAS, the parcel described herein is currently within the Sx^wtpqyen Neighborhoods Town Center Neighborhood Unit Type of the Sx^wtpqyen Neighborhoods Master Plan area and the recommended zoning in the City is OS Open Space, T3 Neighborhood Edge, T4-O Neighborhood General - Open, T4-R Neighborhood General - Restricted, and T5 Mixed-Use Center in accordance with MCA 76-2-303(3)(a), (b) and (c) and Missoula Municipal Code criteria 20.85.040(l)(2)(a), (b) and (c), it is the intention of the City of Missoula to annex this property with the recommended city zoning. FURTHER, the parcel is situated adjacent to City Council Ward Area No. 2 and the Captain John Mullan Neighborhood Council District, and it is the intention of the Council to add this parcel to said Ward and Neighborhood Council District; and

WHEREAS, in the judgment of the City Council of the City of Missoula, it is deemed to be in the best interest of the City of Missoula, the inhabitants thereof and the current and future inhabitants of the tracts and parcels of land described herein, which have petitioned for annexation and are within the urban growth boundary, that the boundaries of the City of Missoula shall be extended to include the same within the corporate limits

NOW THEREFORE BE IT RESOLVED that it is the intention of the City Council of the City of Missoula to incorporate and annex into the City's jurisdictional boundary the herein described property, apply city zoning as stated within, and assign the property to the said Ward and Neighborhood Council District; and


BE IT FURTHER RESOLVED that the City did, pursuant to Section 76-2-303 and 7-1-4127 MCA, publish in the Missoulian, a newspaper of general circulation in the City of Missoula, which newspaper is nearest to the said land being considered for annexation, at least once a week for two successive weeks on July 29, 2023, and August 5, 2023, a notice of the public hearing date and that a resolution of intention did appear on the City Council agenda for the meeting scheduled on August 7, 2023, and that the City did accept expressions of approval or disapproval in writing of this proposed alteration of the boundaries of the city and zoning until 5:00 p.m. on August 28, 2023 and that a City Council public hearing was held Monday, August 21, 2023 at 6:00 p.m. at the regularly scheduled City Council meeting with final consideration on the resolution at the regularly scheduled City Council meeting on Monday, August 28, 2023; and

BE IT FURTHER RESOLVED that if the city annexation of any lot(s), parcel(s), block(s) or tract(s) of land annexed into the city pursuant to this city annexation resolution or any provision of this resolution is ever held to be invalid or unconstitutional, the City Council hereby declares that any such decision shall not affect the validity of the annexation of the remaining lot(s), parcel(s), block(s) or tract(s) of land annexed into the city or the remaining provisions of this resolution. The City Council hereby declares that it would have passed this resolution and annexed each lot(s), parcel(s), block(s) or tracts(s) of land into the city as well as each provision of this resolution irrespective of the fact that the annexation of any one or more lot(s), parcel(s), block(s) or tract(s) of land annexed into the city or provision of this resolution may have been declared invalid or unconstitutional, and if for any reason the annexation of any lot(s), parcel(s), block(s), tract(s) of land or any provision of this resolution should be declared invalid or unconstitutional, then the annexation of the remaining lot(s), parcel(s), block(s) or tracts(s) of land and resolution provisions are intended to be and shall be in full force and effect as enacted by the City Council.


PASSED AND ADOPTED this 28th day of August, 2023.

ATTEST:

APPROVED:


null MArty (Sep 19, 2023 15:57 MDT)

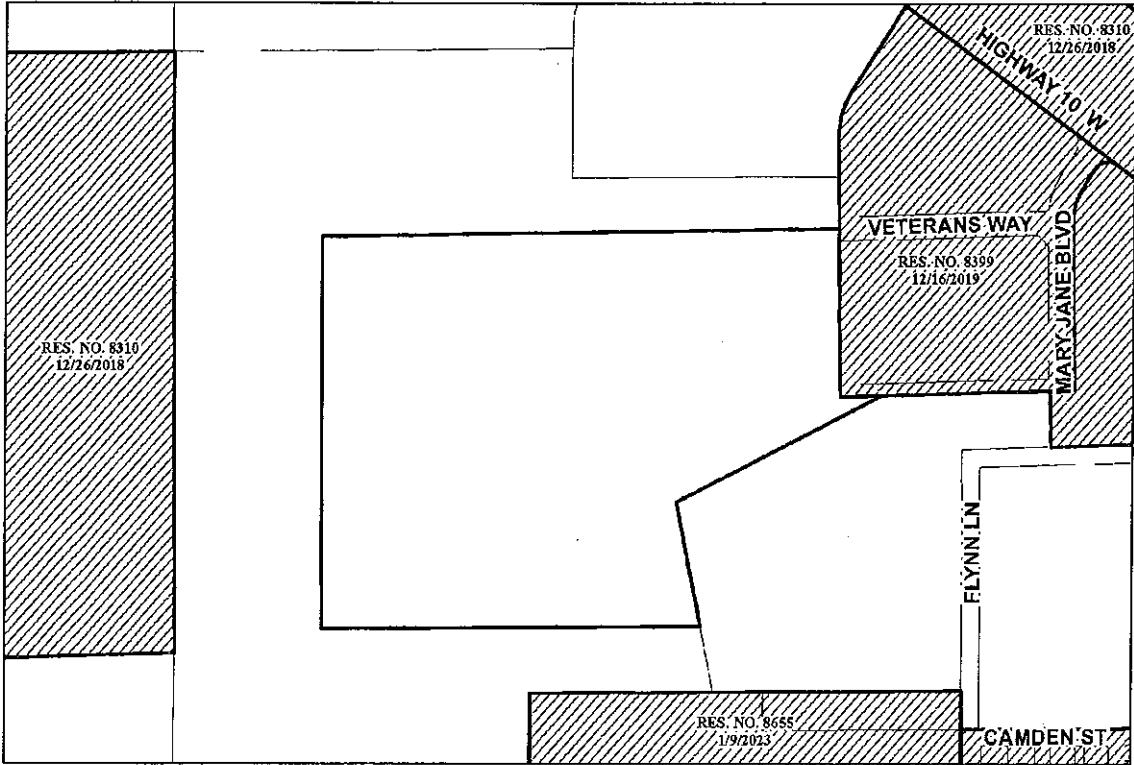
Martha L. Rehbein, CMC
City Clerk


null Mayor (Sep 7, 2023 16:31 MDT)

Jordan Hess
Mayor



Exhibit A: Annexation Map



Tract B Certificate of Survey 6850

All Located in Section 7, T.13 N., R.19 W.
& in Section 12, T.13 N., R.20 W., P.M.M.

Prepared by: CITY OF MISSOURI GIS SERVICES

- Legend
- Proposed Annexation
 - Parcel Boundaries
 - Annexation Resolutions
 - City Limits

RES8719

Final Audit Report

2023-09-19

Created:	2023-09-07
By:	Claire Trimble (trimblec@ci.missoula.mt.us)
Status:	Signed
Transaction ID:	CBJCHBCAABA5Uthn1NR6m6Fxe9aJtuPoM88-_w3A_E

"RES8719" History

Document created by Claire Trimble (trimblec@ci.missoula.mt.us)

2023-09-07 - 3:42:48 PM GMT

Document emailed to null Mayor (hessj@ci.missoula.mt.us) for signature

2023-09-07 - 3:43:46 PM GMT

 Document e-signed by null Mayor (hessj@ci.missoula.mt.us)

Signature Date: 2023-09-07 - 10:31:00 PM GMT - Time Source: server

Document emailed to null Marty (rehbeinm@ci.missoula.mt.us) for signature

2023-09-07 - 10:31:02 PM GMT

Email viewed by null Marty (rehbeinm@ci.missoula.mt.us)

2023-09-19 - 9:54:52 PM GMT

 Document e-signed by null Marty (rehbeinm@ci.missoula.mt.us)

Signature Date: 2023-09-19 - 9:57:02 PM GMT - Time Source: server

 Agreement completed.

2023-09-19 - 9:57:02 PM GMT



MRFD Administrative Directive

Number: 2024-1
Division: District
Subject: Board of Trustee Meeting Preparation and Participation
Prepared by: Deputy Chief Horsens **Date:** February 15, 2024
Effective Date: February 15, 2024 **Revision Date:**

To solidify expectations of individuals tasked with providing information prior to and during Board of Trustee (BOT) meetings, the following Administrative Directive is being provided, effective immediately.

The following written reports/items shall be submitted to the administrative support staff no later than 5:00 p.m. on the Wednesday preceding a regularly scheduled BOT meeting:

Report/Item	Person(s) Responsible
Claims	Business Manager/Accounting Assistant
Communications	Administrative Assistant/Accounting Assistant
Deputy Fire Marshall(s) (DFM) Report	DFM(s)
Public Relations Outreach Breakdown	Social Media Program Manager
Call for Service (CFS) Report	NFIRS Program Manager
Information Technology (I.T.) Report	I.T. Manager
Minutes of Previous Meeting	Administrative Assistant

The following verbal reports will be prepared prior to and provided during each regularly scheduled BOT meeting:

Report	Content	Person(s) Responsible
Assistant Chief Report	Summary of previous month's activities for programs overseen/areas of responsibility, upcoming/anticipated significant activities and/or meetings.	Assistant Chief

Battalion Chief (BC) Report	Call data from previous month, YTD, comparison of previous month in the previous year, previous YTD, 90 th percentile turnout time performance of previous month, existing turnout time benchmark, percentage compliance with turnout benchmark, overview of noteworthy responses from the previous month.	On-duty BC/ABC
Deputy Chief Report	Summary of previous month's activities for programs overseen/areas of responsibility, upcoming/anticipated significant activities and/or meetings.	Deputy Chief
Finance and Human Resources (HR) Report	Summary of previous month's activities for programs overseen/areas of responsibility, upcoming/anticipated significant activities and/or meetings.	Finance/HR Director
Fire Chief Report	Relevant District activities/occurrences, relevant information not provided by the Deputy or Assistant Chief(s)	Fire Chief
IAFF Local #2457*	Summary of Union activities/trainings or other items L2457 feels are relevant to share with the BOT	Local #2457 representative
Volunteer Association Report*	Any information the Volunteer Association feels is relevant to share with the BOT	Volunteer Association representative

*Optional

April 2nd, 2024

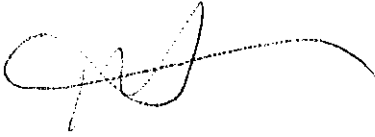
Missoula Rural Fire District

2521 South Ave. W.

Missoula, Montana 59804

Greetings, I am writing this letter to inform you of my retirement which be officially on June 4th, 2024. This meets my obligation of 60 days notice. Regards,

Dodd McDermott

A handwritten signature in black ink, appearing to read 'Dodd McDermott', with a long horizontal flourish extending to the right.

February IT Report

- Corrected Domain Time problem
- New residents' setup & licensing
- Assist user with remote login
- Update malfunctioning Teams computer at Station 1
- Analyze MDT data usage
- Update MDT 12
- Repurpose older crew computer to replace failing Burn Permit computer
- Assist various users with setting up new email signatures
- Set up email accounts for BOD members - Need to arrange training for BOD
- Determine appropriate server rack reconfiguration to move servers out of Assistant/Deputy Chief office
- Add disclaimer to emails
- Attend NICE radio traffic training and retrieved incident radio traffic
- Discuss MDT connectivity with Steve Guptill
- Review Microsoft licensing
- Review 2024-25 IT budget
- Review options and order new large format touchscreen for training room
- Worked on replacing outdated SonicWall firewall/routers at all stations
- Investigated reason for Station 4 monitor failures

Joe Ford
IT Manager

March IT Report

- Continued replacing outdated SonicWall firewalls
- Replace touchscreen on Lenovo tablet
- Installed Black Mountain accounting software on Admin-Assist computer
- Volunteer and Resident list management and other misc email maintenance
- Univision services review
- Investigate TV problems at Station 4
- Assist T.Blakely with tabletop training setup
- Misc work on server move
- Setup voice recorders
- Station alerting repeatedly losing county connectivity – determined due to state network problem
- Stn1-Crew1 failed. Replaced with overhauled standby computer
- Update all Blue Card class computers in preparation for new training. One classroom computer failed to boot – substituted on-hand tablet while acquiring new replacement
- Acquired and configured “tiny” computer for use with Station 4 public facing information display
- Acquired and configured new Adobe license for Admin-Assist computer
- Research setting up iPad for CrewSense Fire Mobil app in BC truck
- Installed and configured ID Card software on new training room desktop computer
- Installed new 75” touchscreen display in training room

Joe Ford
IT Manager

Deputy Fire Marshal Monthly Report

Peter V. Giardino

February 2024

Activities

Business Inspections (re-inspections):

- Hometree – 13333 Harpers Bridge Rd.

Certificate of Occupancy Finals (Business)

Residential Sprinkler Final, Rough-Ins, and C of O (residential) Inspections

- 2185 Amity Lane

Annexation

- Attended the administrative meeting to discuss annexation process.
- Spoke with property owner of 1005 Deer Creek Road re: annexation into MRFD.
- Petition for Annexation form signed by property owners for 1005 Deer Creek Road. Updated tracking sheet
- Reviewed and edited Annexation procedure document.

Water Supply (cisterns, hydrants, etc.)

- Site visit to 4075 Whippoorwill Dr. to discuss cistern location.
- Reviewed and approved cistern design for 4075 Whippoorwill Dr.
- Pontiac Subdivision cistern inspection.

Lockboxes

Community Risk Reduction, Fire Prevention, and Code Compliance

- Spoke with Meridian Construction re: cistern requirement for 4075 Whippoorwill Drive.
- Spoke with HOA rep from Grant Creek re: ISO. Working on setting a meeting date.
- Meeting with City, County, property owners, and developers re: de-annexation of 1005 Deer Creek Rd.
- Interview with KECL re: spate of structure fires recently/home fire safety.
- Met with Woith Engineering re: water supply for Kemosabe Commercial subdivision.
- Western States Fire Protection quarterly sprinkler inspection – Station 4
- Researched MAQ's for flammable/combustible liquids per Safety Committee request.
- Spoke with State Fire Marshal, James Jessop, re: C1-D1 extraction labs/rooms.
- Teams meeting with MC Health Dept. re: food truck code compliance.

Fire Investigations

- Continued work on 1967 Mullan Trail.
- Edited photo log for 1967 Mullan Trail.
- Completed fire investigation report for 1967 Mullan Trail and submitted to Chief Horsens.
- Completed fire investigation report for 1450 Big Flat Road and submitted to Chief Horsens.
- 2464 Larch Camp Rd.
- Met with Lt. Richards to discuss 1800 Riverside Dr. investigation.
- Completed Mullan Trail investigation module in Image Trend.
- Spoke with Mike Rallis, NWE fire investigator, re: 1800 Riverside Dr.
- Completed investigation for 1800 Riverside Drive and submitted to Chief Horsens.

- Photo log for 3010 Big Flat Road.
- Meeting with Chief Horsens re: 1800 Riverside Drive

Classes/Training

- CRR training – Fire Investigation for Company Officers.
- State hazmat training at GSK in Hamilton.
- First Dues Command Summit – Helena
- Fire safety presentation for Knife River – Double Tree, Missoula.
- New medications with Dr. Gildea.
- NREMT recertification
- MLGPA Pipeline training

Plan Reviews

- 1530 Trotting Horse Lane.
- 12840 Highway 200 E.
- 3611 Butler View Lane

First Due:

- Hometree – 13333 Harpers Bridge Rd. (pre-plan)

Assignments and Other Activities

- After Action Review (AAR) for 1967 Mullan Trail.
- Prepared report for Chief Horsens re: fires investigated for last 5 years.
- DRT meeting
- Streamlining permitting meeting.
- Safety bulletin for March.
- Created new email signature line.
- Attended the Mullan Trail HOA, at their request, to discuss home fire safety.
- Annexation meeting with Raquel.
- CRR budget meeting with Dodd
- Met with Hellgate Elementary administration to schedule Certificate of Appreciation presentation.
- Attended Certificate of Appreciation presentation at Hellgate Elementary.
- Budget request forms submitted (with Dodd)

Deputy Fire Marshal Monthly Report

Peter V. Giardino

March 2024

Activities

Business Inspections (re-inspections):

- 1005 Grant Creek Road – AT&T reinspection.
- 9809 Vally Grove Drive – Nectar, LLC
- 2824 W. Central Ave. – Tom Roy Community Home

Certificate of Occupancy Finals (Business)

Residential Sprinkler Final, Rough-Ins, and C of O (residential) Inspections

- 10233 Hummers Crest
- 6396 Woody Mountain Dr.
- 6399 Woody Mountain Dr.

Annexation

- Updated CRR folder and annexation letter templates.
- Annexation Criteria inspection for 1005 Deer Creek Road.

Water Supply (cisterns, hydrants, etc.)

- Spoke with contractor re: cistern specs.
- Cistern flow test for Pontiac subdivision.
- Reviewed cistern plans and location for Aladan Way subdivision. Provided comments to engineer.

Lockboxes

- Secured new key in lockbox for 8758 Bonner Mill Road.

Community Risk Reduction, Fire Prevention, and Code Compliance

- Researched Code and replied to Engineer re: fire access roads for new USFS Museum.
- Teams meeting with Project Manager re: fire access roads for new museum.
- Spoke with Lighthouse Drafting re: NFPA 13D sprinkler requirements.
- Researched egress requirements for EMO Fire for their residence room.
- Site visit to EMO Fire to assess egress requirements for their residence room.
- Site visit with contractor to explain requirements for underground flush prior to sprinkler installation.
- Researched flammable/combustible liquid storage lockers for Safety Committee.

Fire Investigations

- Per request, edited two (2) fire investigation reports.
- Met with Lt. Muir to discuss fire investigation reports included within Image Trend.
- Prepared fire investigation report for 6890 Boondock Lane per owner's request.
- Reviewed fire investigation SOG for potential re-write.
- Reviewed current investigation status within CRR folder.
- Reviewed 3017 River Bend Drive investigation report.
- Meeting with Lt. Muir to discuss Image Trend fire investigation report issues.
- Completed investigation report for 4756 Wilkie Street.

Classes/Training

- Reviewed pre-conference schedule and workbooks for individual sessions for Building Codes Conference.
- Picked up 5 fire extinguishers from Missoula Fire Equipment for class later this month.
- Attended the MT State Building Codes Educational Conference in Bozeman.
- State Hazmat Team training – MFD #5
- Instructed a fire extinguisher class for Botanie Soap in Bonner.

Plan Reviews

- 11300 Highway 93 S.-Tennant improvement. Completion pending.
- Reviewed list from MC Building re: old permits and their status.
- 9405 Futurity Drive
- 6200 Cochise Drive
- Reviewed 5891 Kerr Dr. for Change of Occupancy from SFR to Group Home (R-4). Completed on 3/28.

First Due:

- Updates to hydrant and cistern list.
- Work on creating new inspection form for Processing and Extraction facilities.

Assignments and Other Activities

- Visited Captain Swain at station 6 to wish him well in his retirement!
- Letter of appreciation and synopsis to Chief Horsens for Building Codes Conference.
- Meeting with Chief Finlay, Chief Horsens, DFM McDermott, and attorney re: IFC 2021 adoption.
- Met with Lt. Riley re: SOG development for FO II certification.
- State-wide Fire Marshal Networking meeting via Teams.

Deputy Fire Marshal Monthly Report

Dodd McDermott

February 2024

Activities

Business Inspections (re-inspections):

- 2021 31st Ave
- 11300 Highway 93 S

Certificate of Occupancy Finals (Business):

-

Residential Sprinkler Final, Rough-Ins, and C of O (residential) Inspections:

- 7896 Sugaree Trail
- 10761 Whistler Ln
- 2445 Pale Evening Ct
- 2449 Pale Evening Ct
- 1710 Lenore Ct
- 7680 Zaugg Dr
- 1925 Big Flat Rd
- 9767 Hatton Ln
- 13400 Turah Rd

Annexation:

- 697 Spanish Peaks Dr
- 2780 Lorraine Dr
- Annexation process meeting
- Annexation process form

Water Supply (cisterns, hydrants, etc.):

-

Lockboxes:

-

Community Risk Reduction, Fire Prevention, and Code Compliance:

-

Fire Investigations:

- 3010 Big Flat Rd

Classes/Training:

- EMS Run Review
- Confined space awareness
- First Due Command Training
- EMS NREMT renewal CAPCE
- Sexual Harassment training

Plan Reviews:

- Alexandria Estates
- Kimosabe Industrial Subdivision
- 638 Stallion Ln
- 10322 Hummers Crest
- 11335 Lewis and Clark Dr
- 610 Pattee Canyon Dr
- 1004 Bear Paws Cluster
- 11625 Highway 12 W
- 13605 Sapphire Dr
- 11355 Sleeman Creek Rd
- 10960 Sugar Pine Pl
- 4155 Mullan Rd

First Due:

- Pre plans

Assignments and Other Activities:

- Streamlining permitting meeting
- CPT meeting
- DRT Meeting
- Admin Meeting
- Cannabis Letters
- Structure Fire 2464 Larch Camp Rd
- CRR Budget requests

Deputy Fire Marshal Monthly Report

Dodd McDermott

March 2024

Activities

Business Inspections (re-inspections):

- 13705 Harpers Bridge Rd
- 7037 Two Smokes Way
- 10541 Deschamps Ct
- 8056 Highway 10 W
- 815 Tower St
- 11882 Lolo Vista Dr Ste A
- 11882 Lolo Vista Dr Ste B

Certificate of Occupancy Finals (Business):

- 10565 Highway 12W
- 9257 Bonner Mill Rd Ste A
- 9257 Bonner Mill Rd Ste B

Residential Sprinkler Final, Rough-Ins, and C of O (residential) Inspections:

- 1108 Clements Rd
- 10715 Royal Coachman Dr
- 13400 Turah Rd
- 10960 Sugar Pine Pl
- 1735 Birchwood Ln
- 1739 Birchwood Ln
- 16125 Queen Annes Ln
- 238 Saint Johns
- 15697 Highland Dr
- 7633 Zaugg Dr
- 9767 Hatton Ln
- 1040 Chief Joseph Cluster
- 10108 Coulter Pine Ln
- 5805 Primrose Dr

Annexation:

-

Water Supply (cisterns, hydrants, etc.):

-

Lockboxes:



Community Risk Reduction, Fire Prevention, and Code Compliance:



Fire Investigations:

- 3010 Big Flat Rd

Classes/Training:

- Wildland refresher

Plan Reviews:

- 7315 Buckhorn Ln Sprinkler plan
- 2395 Clydes Dale Ln
- 6890 Boondock Ln
- 2340 Partridge Pl
- 7626 Pontrelli Pl
- 1221 Pattee Canyon Rd
- 7719 Thornton Dr
- 11300 Highway 93 S Ste P
- 9000 Grouse Dr
- 14020 Hamton Dr
- 5246 Mallard Way

First Due:

- Pre plans

Assignments and Other Activities:

- Streamlining permitting meeting
- CPT Meeting

Public Relations Outreach Breakdown

February 2024

- 11 total documented events
 - 6 social media posts (Facebook/Instagram/Twitter)
 - 3 scheduled media appearance (Newspaper/Radio/TV)
 - 1 in station event (Car Seat Event/Station Tour)
 - 0 impromptu media appearance (Newspaper/Radio/TV)
 - 1 other (Fundraiser/Parade/Etc.)

Date

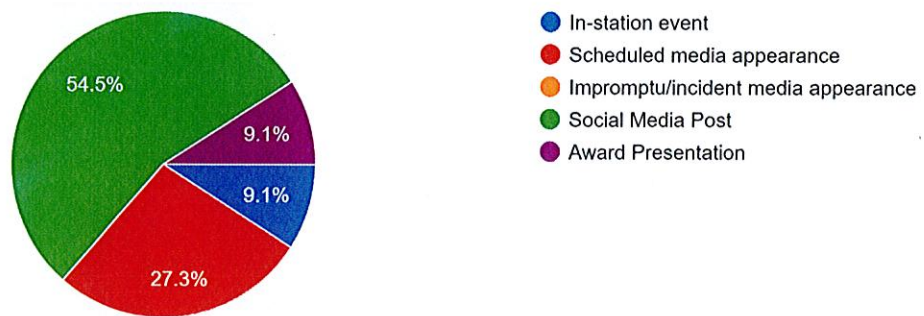
11 responses

Feb 2024



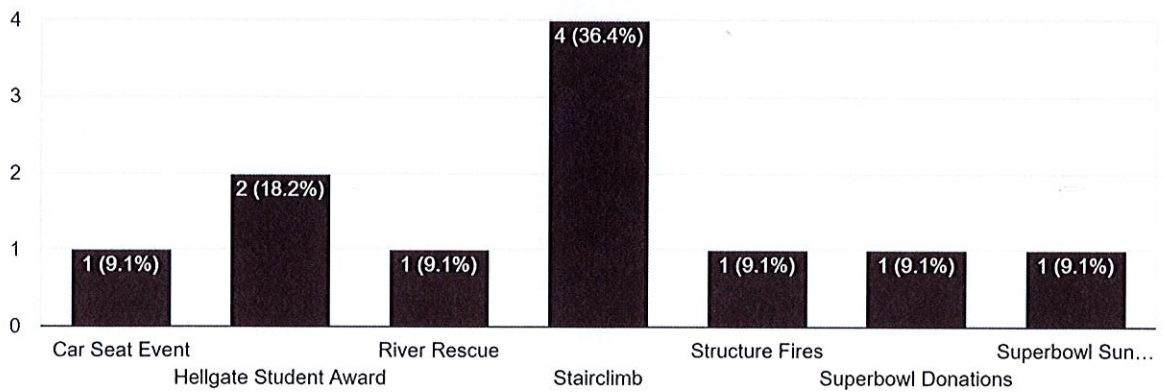
Type

11 responses



Topic Being Discussed

11 responses



Public Relations Outreach Breakdown

March 2024

- 14 total documented events
 - 7 social media posts (Facebook/Instagram/Twitter)
 - 4 scheduled media appearance (Newspaper/Radio/TV)
 - 1 in station event (Car Seat Event/Station Tour)
 - 0 impromptu media appearance (Newspaper/Radio/TV)
 - 2 other (Fundraiser/Parade/Etc.)

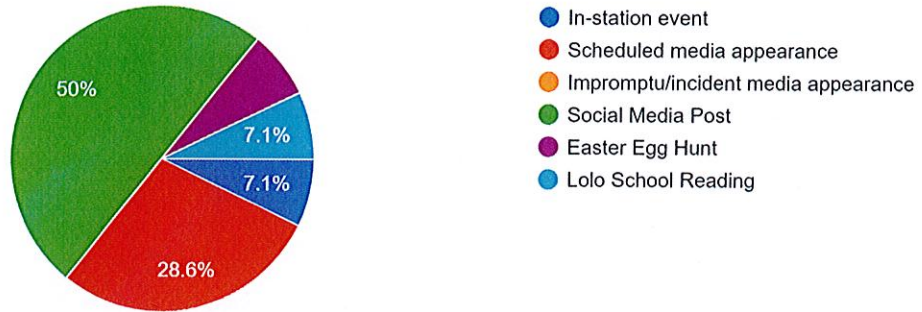
Date

14 responses



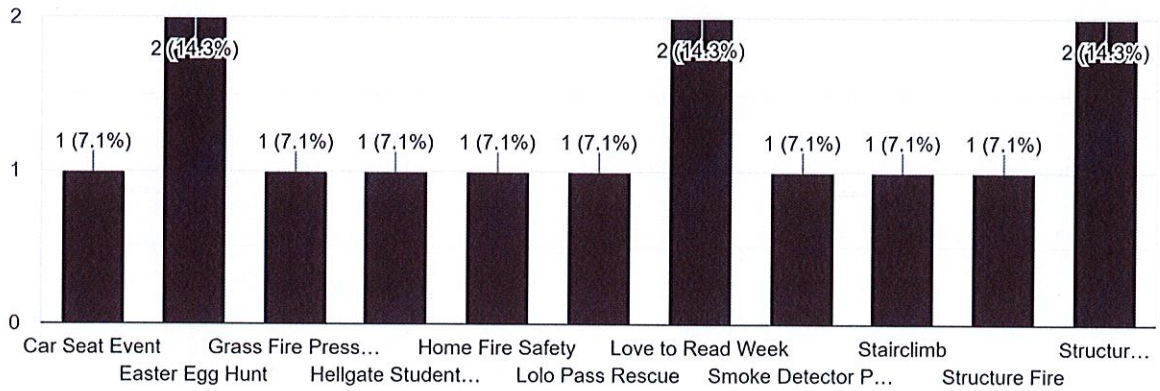
Type

14 responses



Topic Being Discussed

14 responses





MRFD CFS Report

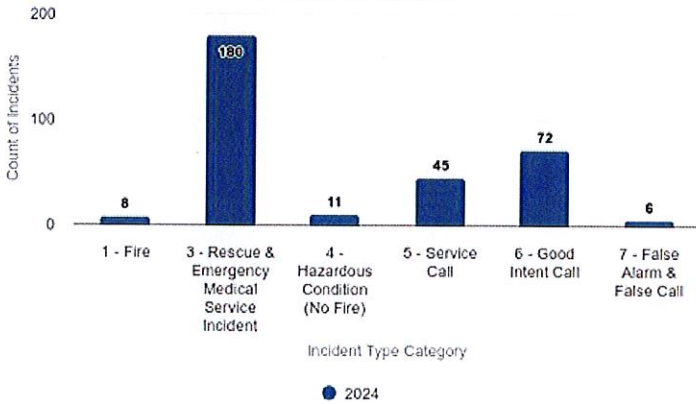
February 2024

Incident Numbers

February 2024	322	February 2023	217	Percent Change	+48.39%
YTD 2024	685	YTD 2023	553	Percent Change	+23.87%

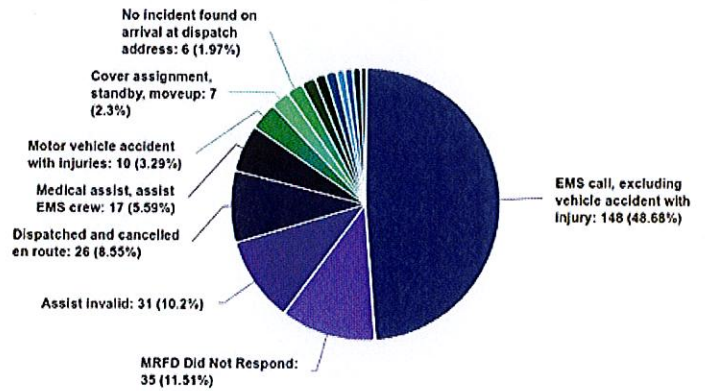
Incidents by Category and Year

Feb 01, 2024 to Feb 29, 2024



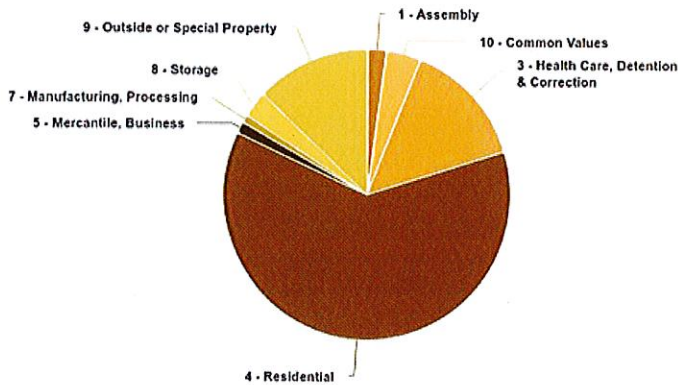
Incident Types (Top 15)

Feb 01, 2024 to Feb 29, 2024



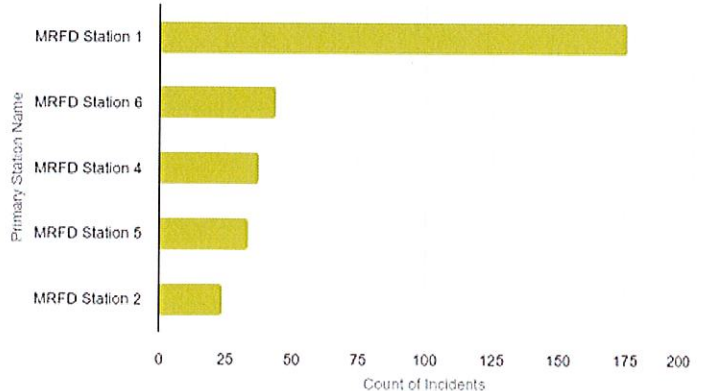
Incidents by Property Use Category

Feb 01, 2024 to Feb 29, 2024



Incidents by Primary Station Name

Feb 01, 2024 to Feb 29, 2024





MRFD CFS Report

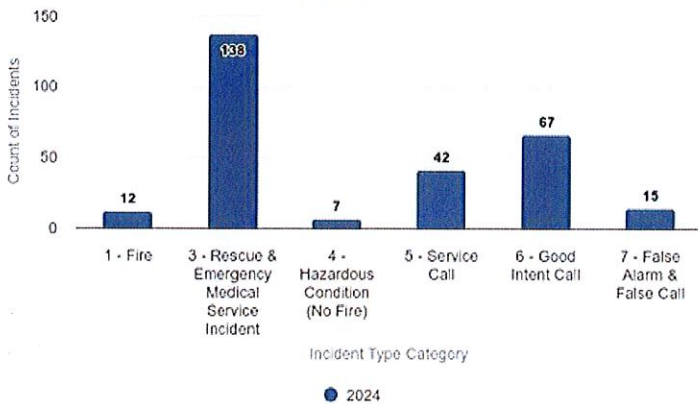
March 2024

Incident Numbers

March 2024	284	March 2023	227	Percent Change	+25.11%
YTD 2024	969	YTD 2023	780	Percent Change	+24.23%

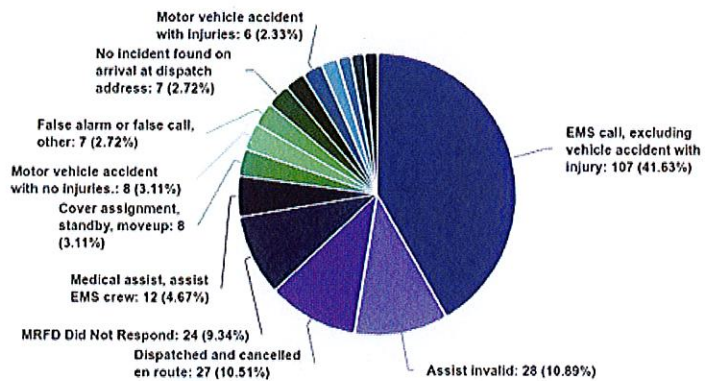
Incidents by Category and Year

Mar 01, 2024 to Mar 31, 2024



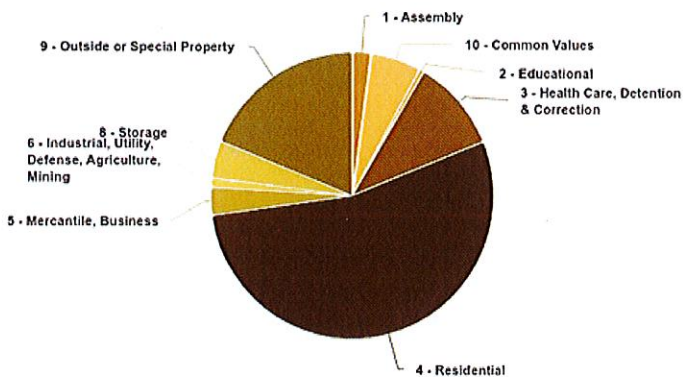
Incident Types (Top 15)

Mar 01, 2024 to Mar 31, 2024



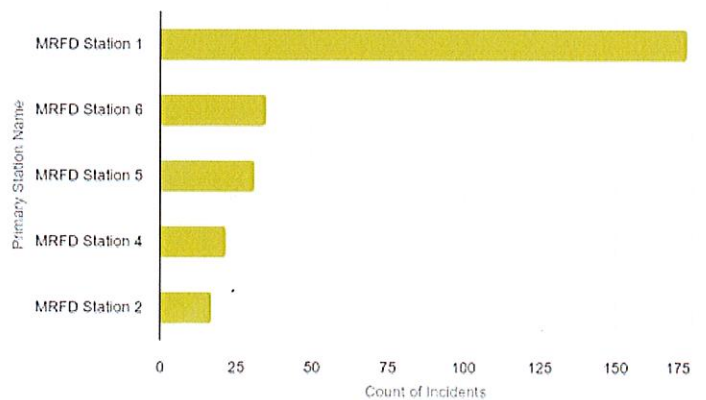
Incidents by Property Use Category

Mar 01, 2024 to Mar 31, 2024



Incidents by Primary Station Name

Mar 01, 2024 to Mar 31, 2024





MISSOULA RURAL FIRE DISTRICT

February 14, 2024

To: MRFD Board of Trustees

From: Paul Finlay and Cory Horsens

Re: **Recommendation of Approval for Annexation: 2780 Loraine Dr, Missoula, MT 59803.**

Dear Chair Murphy and Members of the Board of Trustees:

Upon our review, We concur with the findings of the Community Risk Reduction Division.

It is our recommendation to the Board that the property listed above should be annexed into the Missoula Rural Fire District.

Sincerely,

Cory Horsens, Deputy Fire Chief
Missoula, Rural Fire District

Paul Finlay, Fire Chief
Missoula Rural Fire District



MISSOULA RURAL

FIRE DISTRICT

February 14th, 2024

Chief Paul Finlay
Annexation of 2780 Loriane Dr

Chief, Please find attached the signed MRFD Annexation Criteria Form (ACF), which was completed after the property was inspected at the above-referenced address. The property owner was contacted and has also received a copy of this criteria form for their records. We explained that once we received the signed copy to acknowledge their understanding and receipt of the ACF, we would then submit this petition of annexation to the MRFD Fire Board for their consideration.

After my review, it is my recommendation to the Board that the property located at 2780 Loraine Dr, Missoula, MT 59803, be annexed into the Missoula Rural Fire District.

Deputy Fire Marshal
Dodd McDermott



MISSOULA RURAL FIRE DISTRICT

PETITION FOR ANNEXATION

We, the undersigned, being taxpaying freeholders and whose names appear upon the last completed assessment roll, do hereby petition the Board of County Commissioners to annex to the Missoula Rural Fire District, the following parcel:

5842759 2780 Loraine Drive

Taxpayer ID: Property Address:
04-2093-18-2-05-04-0000

Geo Code: Subdivision Name (if applicable)
S18, T12 N, R19 W, C.O.S.4088, PARCEL A2B, IN W2 NW⁴ NE⁴

Legal Description (Quarter, Section, Township, Range, Lot #, Block, COS #, etc.)

USAA

800-531-8722

Name of Insurance Company – Property Insurance

Insurance Phone Number

STACEY BARRETT 818-497-3480

stacey2070@yahoo.com

Contact Name for this Petition

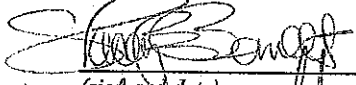

Contact's Phone Number

Contact's Email Address

Property Owner Signature(s)

Printed Name(s)

Mailing Address

 11/30/23
(sign and date)
 11/30/23
(sign and date)

Stacey E Barrett

Same as above

Kiel W Barrett

Same as above

(sign and date)

FOR OFFICE USE ONLY

Annexation accepted and approved this _____ day of _____ 20____
by the Board of Trustees for the Missoula Rural Fire District.

Signature

Title



MISSOULA RURAL FIRE DISTRICT

2521 South Avenue West • Missoula, Montana 59804

(406) 549-6172 • FAX (406) 549-6023

www.mrfdfire.org

Inspection Status

Completed

Inspected by

McDermott, Dodd

Completed at

02/15/2024 10:53:24

Address	Suite	City	State	Zip
2780 LORAIN DR	--	MISSOULA	MT	59803
Business Name				
Residence				

Fire Department Services:

ITEM: What is the distance to the closest MRFD fire station

RESULT: 4.3 miles to MRFD Station 1

ITEM: What is the distance to the closest mutual/auto aid partner

RESULT: 3.1 miles to MFD Station 5

Means of Access:

ITEM: Are there buildings more than 400 sf (ground floor area) and/or public occupancies with structural components?

RESULT: Yes

ITEM: Is there clear openings through gates at least 2 feet wider than the means of access it controls?

RESULT: N/A (no gates)

ITEM: Number of means of access.

RESULT: 1

ITEM: Can the fire department realistically access the property after a snow event or icy conditions? (*CRITICAL*)

RESULT: Yes

Roadways/Fire Lanes:

ITEM: Are roadways constructed of a hard, all-weather surface designed to support all imposed loads of MRFD apparatus? (*CRITICAL*)

RESULT: Yes

ITEM: Are the roadways a minimum clear width of 16 ft?

RESULT: Yes

ITEM: Is there at least 13 ft 6 in. nominal vertical clearance over the full width of the roadway? (*CRITICAL*)

RESULT: Yes

ITEM: Do the curves/turns in the roadway have a minimum radius of 60 ft to the outside of the turn?

RESULT: Yes

ITEM: Is/Are bridge(s) present that require access to the property/structure(s) (*CRITICAL*)

RESULT: No

ITEM: Is/Are bridge(s) designed to support the imposed load of all MRFD fire apparatus. (*CRITICAL*)

RESULT: N/A (no bridges)

ITEM: Is the load limit clearly posted at both approaches to the bridge?

RESULT: N/A (no bridges)

ITEM: Has the vegetation adjacent to the roadway been mitigated?

RESULT: Yes

Grades:

ITEM: Are there any road/driveway grades steeper than 10 percent?

RESULT: No

Dead Ends:

ITEM: Is there a dead end roadway more than 300 ft in length?

RESULT: Yes

ITEM: If yes, is there an appropriate turnaround for fire apparatus? (*CRITICAL*)

RESULT: Yes

ITEM: Is there a dead end/cul-de-sac that exceeds 1200 ft in length?

RESULT: No

ITEM: If yes, are there approved intermediate turnarounds at a maximum of 1200 ft intervals? (*CRITICAL*)

RESULT: N/A (no dead -end cul-de-sac greater than 1200 feet)

Driveways:

ITEM: Is the driveway longer than 150 ft?

RESULT: No

ITEM: If yes, is there an appropriate turnaround for fire apparatus? (*CRITICAL*)

RESULT: N/A (Driveway not longer than 150 feet)

ITEM: Is the driveway a minimum of 12 feet in width and 13 ft 6 in. in vertical clearance?

RESULT: Yes

ITEM: If the driveway is longer than 300 ft, are there pullouts?

RESULT: N/A (Driveway not longer than 300 feet)

Signage/Premises Identification:

ITEM: Are the road and address signs made of appropriate materials and properly located?

RESULT: Yes

Building Separation:

ITEM: Are building separations greater than 30 ft?

RESULT: No

Automatic Fire Protection/Fire Warning Systems:

ITEM: Is the building(s) protected by an automatic sprinkler system in accordance with NFPA 13, 13R or 13D?

RESULT: No

ITEM: Does the building(s) have a local/supervised fire alarm system in accordance with NFPA 72?

RESULT: No

Water Supply:

ITEM: What is the distance to the nearest fire hydrant?

RESULT: 830 feet

ITEM: If fire hydrants are not present, what is the distance to the nearest water storage (cistern or draft site) that meets NFPA 1142 requirements?

RESULT: N/A

ITEM: Are connections at either water source (if applicable) appropriate for MRFD use?

RESULT: Yes

Building Construction:

ITEM: Non-combustible roof?

RESULT: Yes

ITEM: Soffits enclosed?

RESULT: No

ITEM: Soffit, attic and crawl space vents screened?

RESULT: No

ITEM: Non-combustible siding?

RESULT: No

ITEM: Double pane windows?

RESULT: Yes

ITEM: Is/Are deck(s) present?

RESULT: Yes

ITEM: Is/Are decks(s) non-combustible?

RESULT: Yes

ITEM: Are decks fire resistant?

RESULT: Yes

Vegetation Clearance From Structures:

ITEM: 30-100 ft, Reduced Fuel Zone-Is a fuel break provided by the disruption of the vertical and/or horizontal continuity of flammable/combustible vegetation?

RESULT: Yes

ITEM: 0-30 ft, Defensible Space Zone-Is all flammable vegetation and combustible growth clear of this area? (*CRITICAL*)

RESULT: Yes

ITEM: Is there a potential difference in the wildfire vs structure response capability? (Explain in comments)

RESULT: Yes

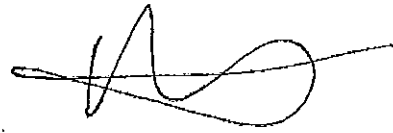
Inspection Signatures

Occupancy Contact Signature



Stacey Barrett
Owner
818-497-3480
stacey2070@yahoo.com

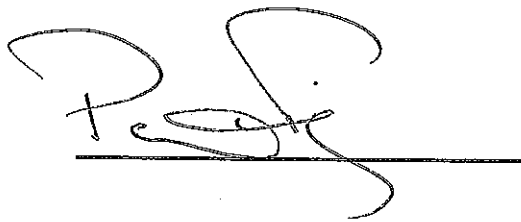
Inspector Signature



McDermott, Dodd
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406-239-0058
dmcdermott@mrfdfire.org

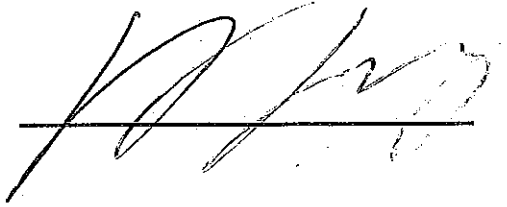
Inspection Signatures

District Fire Chief



Inspection Signatures

Board of Trustees Chair



A handwritten signature in black ink, written over a horizontal line. The signature is stylized and appears to be the name of the Board of Trustees Chair.

Property Record Card

Summary

Primary Information

Property Category: RP

Subcategory: Residential Property

Geocode: 04-2093-18-2-05-04-0000

Assessment Code: 0005842759

Primary Owner:

PropertyAddress: 2780 LORAIN DR

BARRETT STACEY E

MISSOULA, MT 59803

2780 LORAIN DR

COS Parcel: A2B

MISSOULA, MT 59803-9706

NOTE: See the Owner tab for all owner information

Certificate of Survey: 4088

Subdivision:

Legal Description:

S18, T12 N, R19 W, C.O.S. 4088, PARCEL A2B, IN W2 NW4 NE4

Last Modified: 1/6/2024 7:50:08 AM

General Property Information

Neighborhood: 204.016.3

Property Type: IMP_R - Improved Property - Rural

Living Units: 1

Levy District: 04-1583-1-2

Zoning:

Ownership %: 100

Linked Property:

No linked properties exist for this property

Exemptions:

No exemptions exist for this property

Condo Ownership:

General: 0

Limited: 0

Property Factors

Topography:

Fronting:

Utilities:

Parking Type:

Access:

Parking Quantity:

Location:

Parking Proximity:

Land Summary

<u>Land Type</u>	<u>Acres</u>	<u>Value</u>
Grazing	0.000	00.00
Fallow	0.000	00.00
Irrigated	0.000	00.00
Continuous Crop	0.000	00.00
Wild Hay	0.000	00.00
Farmsite	0.000	00.00
ROW	0.000	00.00
NonQual Land	0.000	00.00
Total Ag Land	0.000	00.00
Total Forest Land	0.000	00.00
Total Market Land	1.000	00.00

Deed Information:

Deed Date	Book	Page	Recorded Date	Document Number	Document Type
1/17/2017	973	974	1/20/2017		Other
8/18/2011	881	1312	8/23/2011		Other

11/15/2005	0764	00178	11/15/2005		
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Owners

Party #1

Default Information: BARRETT STACEY E
 2780 LORAIN DR
Ownership %: 100
Primary Owner: "Yes"
Interest Type: Conversion
Last Modified: 1/26/2017 2:08:09 PM

Other Names		Other Addresses
Name	Type	
BARRETT KIEL W	L Additional Legal Owners	No other address

Appraisals

Appraisal History

Tax Year	Land Value	Building Value	Total Value	Method
2023	148000	640800	788800	MKT
2022	128700	434400	563100	MKT
2021	128700	434400	563100	MKT

Market Land

Market Land Item #1
Method: Acre **Type:** Primary Site
Width: **Depth:**
Square Feet: 00 **Acres:** 1
 Valuation
Class Code: 2101 **Value:**

Dwellings

Existing Dwellings

Dwelling Type	Style	Year Built
SFR	08 - Conventional	1981

Dwelling Information

Residential Type: SFR	Style: 08 - Conventional
Year Built: 1981	Roof Material: 6 - Wood Shake
Effective Year: 2005	Roof Type: 3 - Gable
Story Height: 2.0	Attic Type: 0
Grade: 6	Exterior Walls: 1 - Frame
Class Code: 3301	Exterior Wall Finish: 3 - Masonite
Year Remodeled: 2023	Degree Remodeled:

Mobile Home Details

Manufacturer:	Serial #:	Width: 0
Model:		Length: 0

Basement Information

Foundation: 2 - Concrete	Finished Area: 1550	Daylight: Y
Basement Type: 3 - Full	Quality: 3 - Typical	

Heating/Cooling Information

Type: Central/AC	System Type: 5 - Forced Air
-------------------------	------------------------------------

Fuel Type: 3 - Gas

Heated Area: 0

Living Accommodations

Bedrooms: 5

Full Baths: 3

Addl Fixtures: 7

Family Rooms: 0

Half Baths: 1

Additional Information

Fireplaces:

Stacks: 1

Stories: 2.0

Openings: 1

Prefab/Stove: 1

Garage Capacity: 0

Cost & Design: 0

Flat Add: 0

% Complete: 0

Description:

Description:

Dwelling Amenities

View:

Access:

Area Used In Cost

Basement: 1724

Additional Floors: 0

Attic: 0

First Floor: 1758

Half Story: 522

Unfinished Area: 0

Second Floor: 696

SFLA: 2976

Depreciation Information

CDU:

Physical Condition: Very Good (9)

Utility: Good (8)

Desirability:

Property: Good (8)

Location: Good (8)

Depreciation Calculation

Age: 17

Pct Good: 0.86

RCNLD: 0

Additions / Other Features

Additions

Lower	First	Second	Third	Area	Year	Cost
34 - Deck, Concrete				102	0	0
		33 - Deck, Wood		32	0	0
	33 - Deck, Wood			703	0	0
	30 - Carport, Frame, Finished			234	2022	0
	11 - Porch, Frame, Open			20	0	0
	19 - Garage, Frame, Finished			768	0	0
	43 - Deck, Wood Polymer			681	0	0
	14 - Porch, Frame, Enclosed			140	0	0
	14 - Porch, Frame, Enclosed			260	0	0

Other Features

Quantity	Type	Value
1	SB - Spa Bathtub	0
1	SU - Sauna	0

Other Buildings/Improvements

Outbuilding/Yard Improvement #1

Type: Residential

Description: RPA2 - Concrete

Quantity: 1

Year Built: 1983

Grade: A

Condition:

Functional:

Class Code: 3301

Dimensions

Width/Diameter: 24

Length: 20

Size/Area: 480

Height:

Bushels:

Circumference:

Outbuilding/Yard Improvement #2

Type: Residential

Description: RPA1 - Asphalt

Quantity: 1

Year Built: 2019

Grade: A

Condition:

Functional:

Class Code: 3301

Dimensions

Width/Diameter:

Length:

Size/Area: 3560

Height:

Bushels:

Circumference:

Commercial

Existing Commercial Buildings

No commercial buildings exist for this parcel

Ag/Forest Land

Ag/Forest Land

No ag/forest land exists for this parcel

Missoula Rural Fire District
2521 South Avenue West
Missoula, Montana 59804

Board of Trustees


Resolution # 2024-1
Sale Surplus Equipment


The Missoula Rural Fire District Board of Trustees met in Regular Session on Tuesday, April 9, 2024.

Motion was made to approve the sale of the following surplus equipment:
(8)-100' ft sections of 1.5" single jacket wildland hose
(6)-100' ft sections of 1' single jacket wildland hose
(5) Green Conterra Airway Pro bags
(1) Stat Packs EMS bag

Motion was seconded after discussion on the matter before the Board and vote was passed.


_____ Ben Murphy, Chairman


_____ Dick Mangan, Secretary


_____ Paul Finlay, Fire Chief

Cc: BOT Minutes
rhw

GENERAL RELEASE OF LIABILITY FOR DONATION OF EQUIPMENT

This General Release of Liability for Donation of Equipment (“the Agreement”) is hereby made and entered into effective on the date last signed by and between Missoula Rural Fire District, a Montana statutory rural fire district, 2521 South Avenue West, Missoula, Montana 59804 (“the District”) and Montana FSTS, 409 14th St. SW Ste 1, Great Falls, MT 59404 (“the Recipient”).

The District hereby agrees to donate, and the Recipient hereby agrees to accept AS IS and WITHOUT WARRANTY OF ANY KIND, the following equipment (“the Equipment”):

Type of Equipment	Make/Model	Serial Number
1.5" hose	(8)100' sections Single Jacket Wildland Hose	
1" hose	(6) 100' sections Single Jacket Wildland Hose	

The Recipient acknowledges that the District is not and does not claim to be a dealer or merchant of the Equipment or of any equipment of any kind. The Recipient further acknowledges that in making its decision to accept, possess, and utilize the Equipment, it is not relying on any representations or warranties made by the District. The Recipient is accepting, possessing, and utilizing the Equipment WITHOUT ANY WARRANTIES, EXPRESSED OR IMPLIED, including WITHOUT ANY WARRANTY OF MERCHANTABILITY OR ANY WARRANTY OF FITNESS FOR A PARTICULAR PURPOSE.

The Recipient agrees that it shall be solely responsible in complying with all OSHA standards and requirements, NFPA standards, medical standards, and any other standards that may exist and are applicable to use of the Equipment. The Recipient further acknowledges and agrees that the District makes no warranties or representations as to whether the Equipment now meets, or in the future may meet, any such applicable standards.

The Recipient understands that once the Equipment is in the possession of the Recipient, the District no longer has any control over its condition, maintenance, function, operability, or use, and thus, the Recipient shall thenceforth assume all responsibility and liability for the Equipment, including its condition, maintenance, function, operability, and use, as well as for hiring or training persons for the same.

The Recipient hereby irrevocably and unconditionally waives, releases, acquits, and forever discharges the District and its trustees, administration, and employees from any and all claims, liabilities, promises, actions, damages, and the like, known or unknown, that the Recipient has or

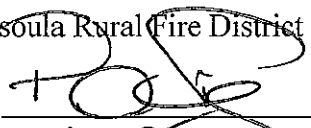
ever might have against the District, its trustees, administration, and employees, which arise or may arise out of or relate to the Recipient's acceptance, possession, and utilization of the Equipment.

The Recipient agrees to indemnify and hold the District harmless from any and all claims, liabilities, promises, actions, damages, and the like, known or unknown, from its acceptance, possession, and utilization of the Equipment. In addition, the Recipient shall not bring any legal action against the District for any claim, liability, promise, action, or damages waived and released under this Agreement. Should the Recipient bring any type of administrative or legal action arising out of or related to any claim, liability, promise, action, or damages waived and released under this Agreement, the Recipient shall pay the reasonable legal fees and costs that the District incurs in defending against such claim, liability, promise, action, or damages.

The Recipient recognizes that there are certain inherent risks associated with use of the Equipment. The Recipient hereby acknowledges and accepts all liabilities and assumptions of risk regarding the acceptance, possession, and utilization of the Equipment and as to the Equipment's conformity with current OSHA, NIOSH and NFPA standards.

The Recipient understands that it has the right to review this Agreement with its attorney prior to signing it. If the Recipient's duly authorized representatives sign the Agreement, they agree that they have done so after reviewing the Agreement with the Recipient's attorney or have waived the right and opportunity to do so.

Missoula Rural Fire District

By:  Paul Finlay, Chief

By:  Ben Murphy, Chairman of the Board

Attest By:  Dick Mangan, Secretary of the Board

Recipient's Name and address

By: _____
Recipient's Authorized Representative signature

By: _____
Title: _____
Recipient's Authorized Representative Name and Title

State of Montana

County of _____
This instrument was signed before me on _____

by _____
Print name of signer(s)

Notary Signature

Affix seal/stamp as close to signature as possible.

GENERAL RELEASE OF LIABILITY FOR DONATION OF EQUIPMENT

This General Release of Liability for Donation of Equipment (“the Agreement”) is hereby made and entered into effective on the date last signed by and between Missoula Rural Fire District, a Montana statutory rural fire district, 2521 South Avenue West, Missoula, Montana 59804 (“the District”) and Seeley Lake Fire Department, 200 Firehouse Dr., Seeley Lake Fire Department (“the Recipient”).

The District hereby agrees to donate, and the Recipient hereby agrees to accept AS IS and WITHOUT WARRANTY OF ANY KIND, the following equipment (“the Equipment”):

Type of Equipment	Make/Model	Serial Number
(5) Airway Pro bags	Green Conterra	
(1) EMS bag	Stat Packs (red)	

The Recipient acknowledges that the District is not and does not claim to be a dealer or merchant of the Equipment or of any equipment of any kind. The Recipient further acknowledges that in making its decision to accept, possess, and utilize the Equipment, it is not relying on any representations or warranties made by the District. The Recipient is accepting, possessing, and utilizing the Equipment WITHOUT ANY WARRANTIES, EXPRESSED OR IMPLIED, including WITHOUT ANY WARRANTY OF MERCHANTABILITY OR ANY WARRANTY OF FITNESS FOR A PARTICULAR PURPOSE.

The Recipient agrees that it shall be solely responsible in complying with all OSHA standards and requirements, NFPA standards, medical standards, and any other standards that may exist and are applicable to use of the Equipment. The Recipient further acknowledges and agrees that the District makes no warranties or representations as to whether the Equipment now meets, or in the future may meet, any such applicable standards.

The Recipient understands that once the Equipment is in the possession of the Recipient, the District no longer has any control over its condition, maintenance, function, operability, or use, and thus, the Recipient shall thenceforth assume all responsibility and liability for the Equipment, including its condition, maintenance, function, operability, and use, as well as for hiring or training persons for the same.

The Recipient hereby irrevocably and unconditionally waives, releases, acquits, and forever discharges the District and its trustees, administration, and employees from any and all claims, liabilities, promises, actions, damages, and the like, known or unknown, that the Recipient has or

ever might have against the District, its trustees, administration, and employees, which arise or may arise out of or relate to the Recipient's acceptance, possession, and utilization of the Equipment.

The Recipient agrees to indemnify and hold the District harmless from any and all claims, liabilities, promises, actions, damages, and the like, known or unknown, from its acceptance, possession, and utilization of the Equipment. In addition, the Recipient shall not bring any legal action against the District for any claim, liability, promise, action, or damages waived and released under this Agreement. Should the Recipient bring any type of administrative or legal action arising out of or related to any claim, liability, promise, action, or damages waived and released under this Agreement, the Recipient shall pay the reasonable legal fees and costs that the District incurs in defending against such claim, liability, promise, action, or damages.

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The Recipient understands that it has the right to review this Agreement with its attorney prior to signing it. If the Recipient's duly authorized representatives sign the Agreement, they agree that they have done so after reviewing the Agreement with the Recipient's attorney or have waived the right and opportunity to do so.

Missoula Rural Fire District

By:  Paul Finlay, Chief

By:  Ben Murphy, Chairman of the Board

Attest By: _____ Dick Mangan, Secretary of the Board

Recipient's Name and address

By: _____
Recipient's Authorized Representative signature

By: _____
Title: _____
Recipient's Authorized Representative Name and Title

State of Montana

County of _____
This instrument was signed before me on _____

by _____
Print name of signer(s)

Notary Signature

Affix seal/stamp as close to signature as possible.

February 27, 2024

Missoula Rural Fire District Board of Trustees
Station #1, 2521 South Avenue West
Missoula, MT 59804

Gentlemen:

I am writing to request that you waive the fee for me to obtain the Fire Investigation Report concerning my Riverside Drive house that burned down on February 2, 2024.

I am an elderly, disabled, impoverished widow, age 73. I am so impoverished I could not afford fire insurance on my house. I am now in extremely dire straits because I lost nearly everything in the fire. I cannot afford the fee to obtain the Report. As I am the victim of this fire, I should be allowed to at least see the Report concerning this devastating event that has so damaged me.

Thank you for your consideration.

Sincerely yours,

Kris Davenport

1800 Riverside Drive
Missoula, MT 59802

**MISSOULA RURAL FIRE DISTRICT
BOARD OF TRUSTEES
RESOLUTION # 2024 - 2**

**RESOLUTION ADOPTING THE 2021 INTERNATIONAL FIRE CODE
AND CERTAIN AMENDMENTS**

This Resolution was introduced by Trustee Merritt moved by Trustee Merritt and seconded by Trustee Hanson. The Resolution was adopted by a vote of 5 - 0.

WHEREAS, the Board of Trustees ("Board") for the Missoula Rural Fire District is authorized pursuant to the Administrative Rules of Montana to adopt the same nationally recognized fire code adopted by the State of Montana and amend or revise the adopted code as long as those amendments are not less restrictive than the State adopted code; and

WHEREAS, on February 10, 2015, the Board adopted the 2012 edition of the International Fire Code in Resolution #1-15; and

WHEREAS, in March 2023, the Fire Prevention and Investigation Section of the Montana Department of Justice adopted the 2021 International Fire Code with additions and amendments as shown in Montana Administrative Rule 23.12.601, attached hereto as Exhibit A; and

WHEREAS, the Board wishes to adopted the 2021 edition of the International Fire Code as adopted in Montana Administrative Rule 23.12.601 with amendments as provided below to be enforced by the Missoula Rural Fire District within its jurisdictional boundaries and replace and supersede Board Resolution #1-15.

NOW THEREFORE, IT IS HEREBY RESOLVED THAT:

1. The Missoula Rural Fire District through its Board of Trustees adopts the 2021 Edition of the International Fire Code as modified by the State of Montana in Montana Administrative Rule 23.12.601 and as further amended as set forth below.
2. If any section, subsection, sentence, clause, or phrase of this Resolution is for any reason held to be unconstitutional; such decision shall not affect the validity of the remaining portions of this Resolution.
3. If there is any conflict between 2021 International Fire Code and the Montana Code Annotated, the provisions of the Montana Code Annotated control.
4. This Resolution and the rules, regulations, provisions, amendments, requirements, orders, and matters established and adopted hereby shall be in full force and effect from and after the date of its approval and acceptance by the Montana State Fire Marshal's Office.
5. Upon approval and acceptance of this Resolution by the Montana State Fire Marshal's Office, Resolution #1-15 shall be fully repealed and superseded.

6. Nothing contained in this Resolution shall be construed as modifying or limiting in any manner the powers, duties, and responsibilities of the Missoula Rural Fire District, or its authorized agents and representatives as provided by constitutional, statutory, or common law.

7. The following 2021 edition of the International Fire Code sections are further modified and amended as follows:

Section 101.1. Title is amended as follows:

These regulations shall be known as the Fire Code of the Missoula Rural Fire District.

Section 101.2.1 Appendices is amended as follows:

The Missoula Rural Fire District adopts:

Appendix B, Fire Flows

Appendix C, Hydrants

Appendix D, Fire Apparatus Access Roads

Appendix E, Hazard Categories

Appendix F, Hazard Ranking

Appendix G, Cryogenic Fluids - Weight and Volume Equivalents

Appendix I, Fire Protection Systems Non-Compliant Conditions

Section 106 Construction Documents is adopted.

Section 106.2.4.1 Phased Approval is not adopted.


Section 108.2.1 Inspection Requests is adopted.

Section 108.3 Concealed Work is adopted.


RESOLVED and ADOPTED this 9th day of April, 2024.

MISSOULA RURAL FIRE DISTRICT


By: Ben Murphy, Chair
Board of Trustees


Paul Finlay
Fire Chief

ATTEST:


Dick Mangan, Secretary
Board of Trustees

23.12.601 ADOPTION OF THE INTERNATIONAL FIRE CODE (2021 EDITION)

(1) The FPIS adopts and incorporates by reference the International Fire Code 2021 Edition (2021 IFC) with the additions and amendments enumerated in this subchapter. Copies of the IFC and related materials may be obtained from the International Code Council, 4051 West Flossmoor Road, Country Club Hills, IL 60478-5795, www.iccsafe.org.

(2) If there is any conflict between the IFC and the Montana Code Annotated, the provisions of the Montana Code Annotated control.

(3) This rule establishes a minimum fire protection code to be used in conjunction with the building code. Nothing in this rule prohibits any local government unit from adopting those portions of the IFC that are not adopted by the FPIS or standards which are more restrictive than the IFC.

(4) This code shall apply to new construction as required in the building code and existing conditions. Existing buildings shall be maintained in accordance with the building code in effect at the time of construction. However, where existing conditions or buildings pose an imminent hazard or risk to public health and safety and are not, therefore, within the purview of the building code, the FPIS may take corrective action pursuant to the provisions of 50-61-101, et seq., MCA, and 50-62-101, et seq., MCA.

(5) The following IFC sections are modified as shown:

(a) 104.2 Application and permits is not adopted.

(b) 105 Permits is not adopted.

(c) The Permit sections of the following chapters are not adopted: 3, 5, 6, 9, 11, 12, 20 through 35, 37, 39, and 50 through 67.

(d) 106 CONSTRUCTION DOCUMENTS is not adopted.

(e) 107 FEES is not adopted.

(f) 108.2.1 Inspection requests is not adopted.

(g) 108.2.2 Approval required is not adopted.

(h) 108.3 Concealed work is not adopted.

(i) 111 MEANS OF APPEALS is not adopted.

(j) 202 GENERAL DEFINITIONS is amended by adding or modifying the following definitions:

(i) BUILDING OFFICIAL. Add "The Chief of the Building and Commercial Measurements Bureau of the Department of Labor and Industry, or when made applicable by statute or rule, the building official of the certified city, county, or town."

(ii) FARM. A tract of land devoted to agricultural purposes.

(iii) FIRE DEPARTMENT. Governmental fire agencies. Any fire department organized under Montana law under the jurisdiction of a city, county, state, fire district, or fire service area.

(iv) NATIONALLY RECOGNIZED STANDARDS. Includes, but is not limited to, any of the standards referenced in: NFPA; IFC 2021 edition, Underwriters Laboratories Inc. (UL); American Petroleum Institute (API); American Society for Testing and Materials (ASTM); and American National Standards Institute (ANSI).

(v) OCCUPANCY CLASSIFICATION. Group E, day care facilities.

(A) Fifteen or fewer children.

(B) Fifteen or fewer children in a dwelling unit.

(vi) RANCH. A tract of land devoted to agricultural purposes.

(vii) RURAL AREA. Those areas located three miles or more beyond (outside) the corporate limits of a Class 1 or Class 2 city, as defined in 7-2-4111, MCA, when the Class 3 city's population is more than 1,500 residents. In the case of any unincorporated place, city, or community, or town, the unincorporated place, city, community, or town, the unincorporated place, city, community, or town will be considered rural if it has a population of less than 1,500 and a density of less than 800 persons per square mile, according to the most recent U.S. census.

(k) 308.1.6 Open-flame devices is adopted, but deleting "except by a permit in accordance with Section 105.6 secured from the fire code official."

(l) 311.6 Unoccupied tenant spaces in mall buildings. 2. and 3. are not adopted.

(m) 319.1 General. Add last sentence "Mobile food preparation vehicles manufactured prior to the adoption of this code shall comply with sections 319.3 and 319.4 on or before May 1, 2024."

(n) 319.10.3 Fuel gas systems is not adopted.

(o) 405.3 Delete section and replace with: "Frequency. Required emergency evacuation drills shall be held at the intervals specified in 20-1-402, MCA. There must be at least eight emergency evacuation/disaster drills held a year in a school. At least four of the drills must be fire exit drills. Drills must be held at different hours of the day or evening to avoid distinction between drills and actual disasters." In Table 405.3, delete the word "monthly" from the Frequency column, applicable to Group E, and replace with "20-1-402, MCA."

(p) 407.5 Hazardous Materials Inventory Statement is not adopted.

(q) 407.6 Hazardous Materials Management Plan is not adopted.

(r) 407.7 Facility closure plans is not adopted.

(s) 903.2.4.2 Group F-1 distilled spirits. Amend by adding the following paragraph: "Exception: An automatic sprinkler system is not required where a Group F-1 fire area used for the manufacture of distilled spirits is not more than one story above-grade plane, and not exceeding 2,500 square feet."

(t) 903.2.8 Group R. Delete and replace with the following:

(i) "An approved automatic sprinkler system installed in accordance with Section 903.3 shall be provided in all Group R buildings meeting any of the following criteria:

(A) nine or more transient guests or five or more transient guest rooms;

(B) nine or more occupants in other than dwelling units;

(C) five or more dwelling units; or

(D) more than two stories.

(ii) In lieu of the above-required automatic sprinkler system in buildings not more than three stories above the lowest level of exit discharge, each transient guest room may be provided with at least one door leading directly to an exterior exit access that leads directly to approved exits.

(iii) "Transient guest" for the purpose of this subsection shall mean an occupant who is primarily transient in nature, staying at one location for 30 days or less."

(u) 903.2.9.3 Group S-1 distilled spirits or wine. Amend by adding the following paragraph: "Exception: An automatic sprinkler system is not required where a Group S-1 fire area used for the bulk storage of distilled spirits or wine is not more than one story above grade plane, and not exceeding 2,500 square feet."

(v) 903.3.5 Water Supply. Amend by adding the following: "This subsection shall apply to buildings which are required by the International Building Code to be provided with an automatic fire extinguishing system and do not have access to an existing multiple user water supply system, such as a municipal water supply system or a private community water supply system, capable of providing the water supply requirements of National Fire Protection Association Standard for the Installation of Sprinkler Systems, 2019 edition (NFPA 13). Under such circumstances, water storage requirements may be modified by the building official. The modified design shall include sufficient storage onsite to operate the hydraulically remote area for the response time of the local fire department. Response time is the time from alarm to the time the fire department can apply water to the fire.

Response time shall be established by the use of the formula $T = 6.5 \text{ minutes (mobilization time)} + 1.7 \text{ minutes/mile } D \text{ (travel time)}$, where T is response time, in minutes, and D is distance, in miles, from the fire station to the building. The modified water supply shall be sufficient to operate the system for the response time calculated above but not be less than 20 minutes. Water supply requirements shall be established by using the area/density method as defined in NFPA 13. A reduction in water storage of up to 50 percent, but not less than that required for a 20-minute supply is allowed. All automatic fire sprinkler system

designs and components shall be in compliance with NFPA 13. When a modified water storage is allowed, the automatic fire sprinkler system must be equipped with a flow alarm, digital alarm communicator transmitter, and a fire department connection. The automatic fire sprinkler system shall be monitored by an approved central station in accordance with NFPA 72, National Fire Alarm Code, 2019 edition."

(w) 903.6 Where required in existing buildings and structures is not adopted.

(x) 906.1 Where required. Exception 1 is not adopted.

(y) 1009.8 Two-way communication. Add "Emergency elevator communication equipment systems for the deaf, hard of hearing, and speech impaired, is amended as follows: Emergency elevator communication systems for the deaf, hard of hearing, and speech impaired. An emergency two-way communication system shall be provided in accordance with the provisions of ASME A17.1/CSA B44 and NFPA 72."

(z) 1010.2 Door operations. Adopted, adding the sentence "Exit doors shall not be locked, chained, bolted, barred, latched, or otherwise rendered unusable. All locking devices shall be of an approved type."

(aa) 1020.2 Construction. Amend by adding the following: "Upgrading of corridors in existing E occupancies serving an occupant load of 30 or more, may have walls and ceilings of not less than one-hour fire-resistive construction as required by this code.

Existing walls surfaced with wood lathe and plaster in good condition or 1/2-inch gypsum wallboard or openings with fixed wired glass set in steel frames are permitted for corridor walls and ceilings and occupancy separations when approved. Doors opening into such corridors shall be protected by 20-minute fire assemblies or solid wood doors not less than 1 3/4 inches (45 mm) thick. Where the existing frame will not accommodate the 1 3/4-inch-thick door, a 1 3/8-inch-thick solid bonded wood-core door or equivalent insulated steel door shall be permitted. Doors shall be self-closing or automatic closing by smoke detection. Transoms and openings other than doors from corridors to rooms shall comply with this code or shall be covered with a minimum of 3/4-inch plywood or 1/2-inch gypsum wallboard or equivalent material on the room side. Exception: Existing corridor walls, ceilings, and opening protection not in compliance with the above may be continued when such buildings are protected with an approved automatic sprinkler system throughout.

Such sprinkler system may be supplied from the domestic water system if it is of adequate volume and pressure."

(ab) Table 1020.2 CORRIDOR FIRE-RESISTANCE RATING, R Occupancy, replace "Greater than 10" with "Greater than 8."

(ac) 1031.2 Where required. Amend as follows: "In addition to the means of egress required by this chapter, emergency escape and rescue openings shall be required in all sleeping rooms in Group R occupancies located in buildings that do not have an automatic sprinkler system and in the following occupancies:"

(ad) Table 1103.1 OCCUPANCY AND USE REQUIREMENTS. Amend to include "R" (required to comply) for Section 1103.9 under "E" Occupancy Classification column.

(ae) 1103.5 Sprinkler systems is not adopted.

(af) 1207.1.2.1 Communication utilities is not adopted.

(ag) 1207.10.4 Construction documents is not adopted.

(ah) 1207.10.5 Approved locations is not adopted.

(ai) 1207.10.7.5 Local staging. Delete words "when the permit is issued."

(aj) 2006.2 Airport fuel systems. Change NFPA 407 to NFPA 407-12.

(ak) 2006.3 Construction of aircraft-fueling vehicles and accessories. Change NFPA 407 to NFPA 407-12.

(al) 2306.2.3 Above-ground tanks located outdoors, above grade, is adopted. See [50-3-103](#), MCA, for modifications. In paragraph 4., change Section 5706.2 to ARM [23.12.605](#).

(am) 2306.7.9 through 2306.7.9.2.4 Vapor-recovery and vapor-processing systems are not adopted.

(an) 3103.2 Approval required. Adopted, but deleting "a permit and."

- (ao) 3103.7 Inspections. Delete the word "permit." After Exception: delete the word "Permit."
- (ap) 3104.2 Flame propagation performance testing and certification. In the first and last sentence of the paragraph, change the word "permit" to "approval."
- (aq) 3105.5 Required documents. Delete the words "the fire code official and."
- (ar) 3106.4.1 Public safety plan for gatherings. Delete the words "with the application for an operational permit as required by section 3106.2.2."
- (as) 3201.3 Construction documents. In the first sentence, delete the words "and at the time of application for a storage permit." In the second sentence, change the words "storage permit" to "building permit."
- (at) 3201.4 Fire safety and evacuation plan. Delete the words "at the time of permit application."
- (au) 3504.3 Area reviews. In the first sentence, delete the words "while the permit is in effect" and delete the second sentence "Information shown on the permit shall be verified prior to signing the permit in accordance with Section 105.5."
- (av) 5001.6.1 Temporarily out-of-service facilities. Delete the words "maintain a permit and."
- (aw) 5001.6.2 Permanently out-of-service facilities. Replace paragraph with "Facilities not monitored and inspected on a regular basis shall be deemed to be permanently out of service and shall be closed in an *approved manner*."
- (ax) 5003.3.1.1 Records. Delete the words "by the permittee."
- (ay) 5003.5 Hazard identification signs. Delete the words "in quantities requiring a permit and."
- (az) 5307.4.1 Documentation. Change the words "with the application for permit" to "to the fire code official for approval."
- (ba) 5503.1.1.1 Data submitted for approval. Delete the words "with the application."
- (bb) 5601.1.3 Fireworks - is not adopted and is replaced by Title 50, chapter 37, MCA.
- (bc) 5601.2 Permit required. Replace section 105.5 with [50-37-107](#), MCA.
- (bd) 5601.2.2 through 5601.2.4.2 are not adopted and are replaced with Title 50, chapter 37, MCA.
- (be) 5606.5 through 5606.5.2.3 Display and storage in Group M occupancies are not adopted and are replaced with [50-61-120](#) and [50-61-121](#), MCA.
- (bf) 5608.1 General. Add "and Title 50, chapter 37, MCA" at end of sentence.
- (bg) 5608.2 Permit application. Delete words "Prior to issuing permits for a fireworks display." Add sentence "An application shall be submitted to FPIS a minimum of 15 days prior to the date of display."
- (bh) 5706.1 General. In paragraph 1., delete "farms and."
- (bi) 5706.2 Storage and dispensing of flammable and combustible liquids on farms and construction sites. Delete "farms and" from the heading and "on farms and rural areas and" from the paragraph. Add at the end of the paragraph "See ARM [23.12.605](#) for requirements of farms and rural areas."
- (bj) 5706.2.5.1 Tanks with top openings only. Paragraph 2. is not adopted.
- (bk) 5706.5.4.5 Commercial, industrial, governmental or manufacturing. Paragraph 1. is not adopted. Delete the first sentence in paragraph 3.
- (bl) 5707.1.1 Approval required. Delete the words "first obtaining a permit and."
- (bm) On page 80-12, Referenced Standards, change NFPA 407-17 to NFPA 407-12.
- (bn) Appendix B, Fire Flows, is adopted.
- (bo) Appendix C, Hydrants, is adopted.
- (bp) Appendix E, Hazard Categories, is adopted.
- (bq) Appendix F, Hazard Ranking, is adopted.
- (br) Appendix G, Cryogenic Fluids - Weight and Volume Equivalents, is adopted.
- (bs) Appendix I, Fire Protection Systems Non-Compliant Conditions, is adopted.

History: 50-3-102, MCA; IMP, 50-3-103, MCA; NEW, 1996 MAR p. 439, Eff. 2/9/96; AMD, 1999 MAR p. 2860, Eff. 12/17/99; AMD, 2004 MAR p. 634, Eff. 3/26/04; AMD, 2005 MAR p. 260, Eff. 2/11/05; TRANS, from ARM 23.7.301, 2008 MAR p. 1467, Eff. 7/18/08; AMD, 2010 MAR p. 395, Eff. 2/12/10; AMD, 2013 MAR p. 1832, Eff. 7/26/13; AMD, 2013 MAR p. 2422, Eff. 12/27/13; AMD, 2023 MAR p. 212, Eff. 3/11/23.



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AN AGREEMENT

BETWEEN

MISSOULA RURAL FIRE DISTRICT

AND

LOCAL 2457

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

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EFFECTIVE DATES

June ~~25~~¹², 202~~32~~² through June ~~21~~^{##}~~24~~²⁴, 202~~53~~³

Approved by MRFD Board of Trustees: _____

Approved by Local 2457 Membership: _____

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PREAMBLE

This agreement is entered into by and between the Missoula Rural Fire District, the employer, hereinafter referred to as the District, and Local 2457, International Association of Firefighters, hereinafter referred to as the Union.

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**ARTICLE 1
PURPOSE AND SCOPE**

It is the purpose of this Agreement to achieve and maintain harmonious relations between the District and the Union, to provide for equitable and peaceful adjustment of differences that may arise and to establish proper standards for wages, fringe benefits, grievances, hours and other conditions of employment.

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**ARTICLE 2
DISCRIMINATION**

The District and the Union agree not to discriminate against or harass any employee for ~~his~~their activity, non-activity, or membership in the Union.

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The District and the Union agree that there shall be no discrimination or harassment against any employee or applicant for employment because of race, creed, religion, color, or national origin or because of age, physical or mental disability, marital status, sex or political beliefs, when the reasonable demands of the position do not require an age, physical or mental disability, marital status, or sex distinction.

MRFD Sexual Harassment/Discrimination Policy for the process that, both employees and supervisors are required to follow when harassment and discrimination is believed to have occurred. This policy details what a person should do if ~~he~~they believes ~~he or she~~they ~~has~~have been subjected to harassment or discrimination, or if ~~he or she~~they ~~has~~have witnessed another person being subjected thereto. This policy details what the supervisor responsibilities are when they receive a report of harassment or discrimination. All employees have the obligation to report employee harassment or discrimination, but they also must report outside vendors engaging in harassing or discriminating conduct against District employees. This policy should be the procedural guide for employees if ~~his or her~~their supervisor is the one who is engaging in the harassment or discrimination.

**ARTICLE 3
RECOGNITION**

The District recognizes the Union as the exclusive bargaining agent for ~~the all following~~employees of the District: Battalion Chief, Captain, Lieutenant, Engineer, Firefighter I, Firefighter II, Resource Manager, Assistant Resource Manager, Deputy Fire Marshal, Training Officer, Resident/Volunteer Coordinator, and Accreditation Manager. ~~except for the Fire Chief, Assistant Chief, Fire Marshal, Finance/Human Resource Director, Accounting Assistant, Administrative Assistant, Information Technology Technician, Resident/Volunteer Firefighters, Volunteers and seasonal employees.~~

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**ARTICLE 4
MEMBERSHIP**

Employees of the Missoula Rural Fire District, ~~except those include~~excluded in Article 3, may, at their discretion, become members of the Union. Application for membership in the Union shall be in accordance with state and federal laws.

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**ARTICLE 5
WITHOLDING OF UNION DUES**

The District agrees to deduct twice each month, dues in an amount certified to be correct by the Treasurer of the Union, from the pay of those employees who individually authorize, in writing that such deductions are made. The District shall remit the total deduction each month to the Treasurer of the Union. This authorization shall be enforced and in effect from 7/1 through 6/30, annually.

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**ARTICLE 6
UNION AFFAIRS**

Employees elected to Union office, or a member designated by the Union President, will be allowed time, including but not limited to trading shifts, to perform their Union functions and the duties of their office, including but not limited to, attendance at Union conventions, conferences, seminars, legislative assembly hearings, and board meetings. Members on Union trades for forty-hour employees will be allowed to work the exchange on the floor if not trained in the position they are covering. The members of the negotiating team will be allowed to trade shifts to attend all meetings, which are mutually scheduled, by the District and the Union. Employees involved in grievance proceedings will be allowed to trade shifts in order to attend any meetings involving the settlement of grievances.

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**ARTICLE 7
MEETINGS**

In order to ensure unrestricted operations of the District, the District and the Union agree:

1. The Union may use a District facility mutually agreed on as a meeting place.
2. Qualified standby replacements may be used while employees are attending meetings, educational training courses and Union or District related functions.
3. A regular meeting day and time will be set. If any special meetings are required, twenty-four (24) hours advance notice will be given.
4. Existing bulletin boards may be used for the posting of official Union information.

**ARTICLE 8
MANAGEMENT RIGHTS**

All management rights not specifically limited by this Agreement shall continue to rest exclusively with the District, including, but not limited to, the right to direct and schedule employees, hire, promote, transfer, assign, discipline and discharge employees, relieve employees from duties because of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive, maintain the efficiency of the District's operations, determine the methods, means, job classifications and personnel by which the District's operations are to be conducted, take whatever actions may be necessary to carry out the missions of the District in situations of emergency, establish the methods and processes by which work is performed.

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**ARTICLE 9
POLICIES AND SOGs**

The Union agrees that its members shall comply in full with the Fire District's policies and SOGs.

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The District agrees action taken based on policies and SOGs shall be subject to the grievance procedure.

The District encourages input from all its employees in order to improve its operations; therefore, members of the union (through their executive board) may make suggestions including changes in proposed policies. Final approval of policies will be at the discretion of the Board of Trustees. All changes to District SOGs will be brought to the monthly Officer's meeting for discussion and final approval by the Fire District Chief. All changes will be reviewed in at least two separate Officer's meetings.

ARTICLE 10
GRIEVANCE PROCEDURE

Grievances are hereby defined as questions or disputes involving the application or interpretation of the terms of this Agreement. Every effort shall be made to resolve grievances at the lowest possible level.

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Both parties may mutually agree to extend the time limits at any point during the grievance process.

Grievances shall be submitted in writing within thirty (30) calendar days of their discovery.

Grievances shall be resolved within the following procedure:

1. The employee and/or the Union shall submit the grievance in writing to the lowest level supervisor who can effectively resolve the issue. The grievance will include the following information:
 - a. Name of the Grievant(s)
 - b. Date(s) and/or Time(s)
 - c. Occurrence(s)
 - d. Nature of the Grievance
 - e. Terms of the Agreement that are applicable to the Grievant
 - f. Adjustment sought
 - g. Name of Union Representative(s)
 - h. Name of Grievance Chairperson

The Grievance Committee or its designee shall notify the supervisor within three (3) calendar days of receiving the potential grievance. The supervisor will then have seven (7) calendar days to submit documentation of their account to the Grievance Chairperson. The Grievance Chairperson will be responsible for dissemination of the documentation to the Grievance Committee members. If the Grievance Committee deems it to be a valid grievance, and a grievance is submitted, then the supervisor, the employee/grievant, and/or the Grievance Committee/or designee of the Union shall meet in an attempt to solve the grievance within seven (7) calendar days. Within seven (7) calendar days of the aforementioned meeting, the supervisor shall submit ~~his~~their decision in writing to the grievant and the Grievance Chairperson. The Grievance Committee, or its designee, shall notify the Fire Chief in writing of the grievance and the supervisor's decision.

2. If the grievance is not resolved in Step 1, it shall be submitted in writing within ten (10) calendar days to the Fire Chief. The Fire Chief shall submit ~~his~~their decision in writing, within twenty (20) calendar days of the receipt of the grievance.
3. If the grievance is not resolved in Step 2, it shall be submitted in writing within ten (10) calendar days of the completion of Step 2 to the Board of Trustees. The Board of Trustees shall submit their decision in writing within forty-five (45) calendar days.
4. Either party may give notice to the other of their intent to submit the grievance to binding arbitration within thirty (30) calendar days if the grievance is not resolved in Step 3.

For grievance arbitration a single arbitrator will be used. The American Arbitration Association will be asked to provide a list of seven (7) qualified arbitrators. The selection of the arbitrator shall be completed within seven (7) calendar days of the receipt of the list of names from the American Arbitration Association. Each party to the dispute shall alternately strike names until one name remains. The party to strike first will be decided by coin toss. The remaining person shall be designated the Arbitrator. The arbitration proceedings shall commence on a date set by the arbitrator. The decision of the arbitrator shall be final and binding on both parties to the Agreement.

The costs and services of the Arbitrator shall be borne equally by both parties.

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Either party desiring transcripts of arbitration hearings shall be responsible for the cost of such transcripts.

**ARTICLE 11
CHANGES IN THE AGREEMENT**

All appendices or amendments to this Agreement shall be numbered, dated and signed by both parties and shall be subject to all the provisions of this Agreement.

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**ARTICLE 12
SAVINGS CLAUSE**

If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

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**ARTICLE 13
NO STRIKE - NO LOCKOUT**

The Union recognizes the essential nature of the service provided by its members in protecting the public safety. In light of that fact, the Union agrees that there shall be no work interruptions, slowdowns, or strikes during the term of the Agreement. In the event of unauthorized interruptions, the Union agrees to join the District in requiring its members to return to work immediately. The District agrees that there will be no lockout of employees during the term of this Agreement.

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**ARTICLE 14
AGREEMENT BINDING ON SUCCESSORS AND ASSIGNS ON BOTH PARTIES,
REGARDLESS OF CHANGES IN MANAGEMENT, CONSOLIDATION, MERGER,
TRANSFER, ANNEXATION AND LOCATION**

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms, or obligations herein contained shall be affected, modified, altered, or changed in any respect whatsoever by the consolidation, merger, annexation, transfer or assignment of either party hereto, or by any change geographically or otherwise in the location or place of business of either party hereto.

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**ARTICLE 15
WAGE CALCULATION**

1. The base annual wage schedule is set forth and attached to this Agreement as Appendix A, which shall form a part of and be subject to all of the provisions of this Agreement.
2. Annual salary shall be computed by taking the base annual wage, adding longevity pay, emergency medical certification incentive pay, Training Officer incentive pay, Resource Manager incentive pay, Deputy Fire Marshal incentive pay and Hazardous Materials Technician incentive pay, if applicable.
 - a. For twenty-four (24) hour employees, Missoula Rural Fire uses a twenty-seven (27) day work period: regular hourly wage = annual salary divided by two thousand five hundred ninety-seven and twenty-eight hundredths (2597.28).
 - b. For forty (40) hour employees: regular hourly wage = annual salary divided by two thousand eighty (2080).
 - c. Annual salary will be divided by twenty-six (26) and be paid to each employee on a bi-weekly basis.

**ARTICLE 16
LONGEVITY**

Longevity pay shall be calculated at the rate of 2.731% of a Firefighter II monthly salary, for the current contract, multiplied by years of service. (i.e., [current monthly FFII wage] x 0.02731 x years of service = Longevity pay)

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**ARTICLE 17
OVERTIME**

Overtime is defined as any time worked in excess of the employee's regularly scheduled tour of duty. In the event that a need for overtime should occur in the Fire District because of vacation, sickness, training, accident or other unforeseen emergency incident:

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1. Employees scheduled to work forty (40) hours per week who work in excess of forty (40) hours per week, shall be compensated either monetarily or with compensatory time in lieu of monetary overtime, at the rate of one and one-half (1½) times their hourly rate/time, as mutually agreed upon. No employee may accrue more than one hundred (100) hours of compensatory time.
 - a. Employees scheduled to work 40 hours per week may choose between overtime and compensatory time. Both methods of compensation shall be agreed upon by the employee's supervisor.
 - b. Local 2457 agree that employees scheduled to work 40 hours per week may accept compensatory time in lieu of monetary overtime.
2. Employees scheduled to work twenty-four (24) hour shifts that work in excess of their regularly scheduled shift shall be compensated at the rate of one and one half (1½) times their hourly rate. The following exemption applies:
 - a. Overtime that is subject to the "Out-of-Town" training calculation where unworked regular hours offset overtime hours accumulation.
3. When an emergency occurs at or near the end of an employee's shift, the employee will respond to the emergency. The employee shall be compensated at the rate of one and one-half (1½) times ~~his~~their hourly rate for time spent beyond their regularly scheduled shift.
 - a. An employee shall receive a minimum payment of two (2) hours, at time and a half (1½) ~~his~~their normal hourly pay rate (overtime), when the employee is called into duty on ~~his~~their day off or outside of ~~his~~their/~~her~~ regularly scheduled shift. Overtime compensation starts at the time the employee arrives at ~~his~~their assigned station or checks in with the Incident Commander or Duty Officer. An employee who is called into duty will not receive less than two (2) hours of compensation at time and one half (1½) ~~his~~their normal hourly pay rate. If the call-back exceeds two hours, the employee will be compensated for every hour worked. (Examples: A firefighter is called back for four (4) hours, the employee will then receive four (4) hours pay at time and a half (1½) ~~his~~their normal hourly pay rate. If a call-back is one (1) hour in length, the employee will receive (2) hours pay at time and a half (1½) ~~his~~their normal hourly pay rate.)
4. In the event that a need for overtime occurs in the District overtime shall accrue to members of the bargaining unit.
5. In the event that overtime shifts are not filled on a voluntary basis by members of the Union, after going through the overtime list twice, the District shall maintain the right to require the employees who have filled the fewest number of overtime hours to fill the vacancy.

**ARTICLE 18
TOURS OF DUTY**

1. All employees shall be individually scheduled for a tour of duty. Tours of duty other than a or b shall be as listed below, or will be mutually agreed upon by the Union and the District.
 - a. Forty- (40) hour per week period working any combination of set days and hours as mutually agreed upon.
 - b. Twenty-four (24) hours on duty followed by forty-eight (48) consecutive hours off with one (1) Kelly day off every ninth (9th) shift, which is a twenty-seven (27) day work period.
2. Each shift shall be supervised by a Battalion Chief or acting Battalion Chief from the Union.
3. Each three-man engine company shall be supervised by a Captain or acting Captain from the Union.
4. Each two-man engine company shall be supervised by at least a Lieutenant or acting Lieutenant from the Union.
 - a. Floaters on each shift will be at the rank of Lieutenant.
5. Officers designated as Station Officers shall be the rank of Captain or acting Captain from the Union.

Duty Day

The duty day for a twenty-four (24) hour employee shall consist of the following:

1. A duty day shall consist of twenty-four (24) consecutive hours beginning at 0700.
2. A one- (1) hour alarm time starting at 0700 hours.
3. An eight- (8) hour working day starting at 0800 hours and ending at 1700 hours, but not including a one- (1) hour lunch period and two (2) fifteen- (15) minute breaks.
4. A fourteen- (14) hour alarm time during which firefighters shall be available to assist in scheduled training, assist in make-up training, and attend any training available.
5. A twenty-four (24) hour shift shall be followed by forty-eight (48) consecutive hours off with one (1) Kelly day off every ninth (9th) shift.

All Firefighters must be on call and available for all firefighting and emergency purposes during alarm time.

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Only scheduled classes, drills, and essential work can be included on Sundays and Holidays. Interrupted lunch periods shall be made up at the earliest opportunity.

**ARTICLE 19
WORKING OUT OF CLASSIFICATION**

Any employee covered by this Agreement who is required to accept the responsibilities and carry out the duties of a Battalion Chief, Captain, or Lieutenant shall be paid at the rate for that position or rank while so acting. In no case shall an employee be paid less than their current pay rate.

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**ARTICLE 20
HOLIDAYS**

The following legal holidays are those which will be recognized and observed:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
Presidents Day	State General Election Day
Memorial Day	Columbus Day

Veterans Day
Thanksgiving Day

Christmas Day

If the holiday should fall on a Saturday, the preceding Friday shall be considered the holiday for all employees who work an eight- (8) hour day. If the holiday falls on a Sunday, the following Monday shall be considered the holiday for all employees who work an eight- (8) hour day. All forty- (40) hour employees not assigned to operations shall have the holiday off with pay. All twenty-four (24) hour employees and forty- (40) hour employees assigned to operations shall receive eight- (8) hour pay at an eight- (8) hour rate in addition to their regular pay for each holiday.

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ARTICLE 21 MILITARY LEAVE

An employee who is a member of the organized militia of this state or who is a member of the organized or unorganized reserve corps or military forces of the United States, and who has been an employee for a period of six (6) months, shall be given leave of absence, with pay, at a rate of 120 hours in a calendar year, or academic year if applicable, for performing military service. Military leave may not be charged against the employee's annual vacation leave. Unused military leave must be carried over to the next calendar year, or academic year if applicable, but may not exceed a total of 240 in any calendar year. Employees will accrue sick and vacation leave while on military leave.

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ARTICLE 22 SICK LEAVE

1. Each full-time employee is entitled to and shall earn sick leave credits from the first full pay period of employment. Employees, who are assigned to a twenty-four (24) hour day shall earn leave credits at a rate of 4.62 hours per pay period. Employees who are assigned to a forty- (40) hour week shall earn sick leave credits at a rate of 3.69 hours per pay period.
2. An employee may not accrue sick leave credits during a leave of absence without pay. Employees are not entitled to use their accrued sick leave until they have been continuously employed for ninety (90) days. Upon completion of the qualifying period, the employee is entitled to use the sick leave credits ~~hethey hashave~~ earned. Employees may use sick time donated to them during their first 90 days (or probationary period) or any time thereafter.
3. An employee who terminates ~~histheir~~ employment is entitled to a lump sum payment equal to 25% (twenty-five percent) of the pay attributed to the accumulated sick leave.

An employee, who completes twenty years (20) of service with the District and submits notice one calendar year prior to ~~histheir~~ retirement, is entitled to a lump sum payment of 75% (seventy five percent) of the pay attributed to sick leave. The Board of Trustees may waive the one-year notice requirement. An employee who leaves the service of the District because of disability is entitled to 100% (one hundred percent) of the pay attributed to sick leave. The pay shall be computed on the basis of the employee's salary at the time ~~hethey~~ terminates ~~histheir~~ employment, retires from the District, or leaves with disability. An employee of the District who received a lump sum payment and who is again employed by the District shall not be credited with any leave for which ~~hethey hashave~~ been previously compensated.

4. Abuse of sick leave occurs when an employee misrepresents the actual reason for charging an absence to sick leave, or when an employee uses sick leave for unauthorized purposes. Abuse of sick leave may be cause for discipline, dismissal and forfeiture of the lump sum payment provided for in subsection 3.
5. Sick leave will be allowed for absence from work due to illness or injury of the employee or members of ~~histheir~~ immediate family. Medical documentation may be required for all illnesses in excess of six (6) calendar days.

6. Any duty-related sickness, disability or injury covered by Workman's Compensation benefits shall not be charged against the employee's accumulated sick leave credits.
7. Sick leave will be granted for the purpose of visiting physicians and dentists for treatment of illness or injury and for preventive care. Such appointments will be made so as not to interfere with the District's work and notification will be made to the District forty-eight (48) hours in advance.
8. Sick leave will be granted for up to six (6) calendar days for an employee to attend or make arrangements for the funeral of an immediate family member.

**ARTICLE 23
VACATION LEAVE**

1. Each full-time employee is entitled to and shall earn annual vacation leave credits from the first full pay period of employment.
2. Proportionate vacation leave credits shall be earned and credited at the end of each pay period.
3. Employees are not entitled to any vacation with pay until they have completed six (6) months of continuous employment. Upon completion of the qualifying period, the employee is entitled to all of the vacation leave credits that ~~hethey hashave~~ accumulated.
4. Vacation leave credits for employees on a twenty-four (24) hour tour of duty day shall be 6.46 hours per pay period (7 days) for the first ten (10) years of service. After ten (10) years, vacation leave credits shall be 8.31 hours per pay period (9 days), and after fifteen (15) years, they shall increase to 9.23 hours per pay period (10 days). After twenty (20) years, they shall increase to 12 hours per pay period (13 days).
5. Employees who work forty (40) hours per week shall earn vacation leave credits at the rate of 4.62 hours per pay period (15 days) for the first ten (10) years of service. After ten (10) years of service, they shall earn 5.54 hours per pay period (18 days). After fifteen (15) years, they shall earn 6.46 hours per pay period (21 days). After twenty (20) years, they shall earn 7.38 hours per pay period (24 days).
6. Annual vacation leave credits may be accumulated to a total not to exceed two (2) times the number of days earned annually, as of the last day of the calendar year.
7. The District shall keep and maintain an accurate and current total of the vacation leave credits due an employee.
8. Upon the termination of employment, an employee is entitled to and shall receive a lump sum payment for all unused, accumulated vacation leave credits ~~hethey hashave~~ earned. This payment shall be computed at the employee's rate of pay at termination.
9. Regular vacation must be scheduled at least fifteen (15) days in advance. A multiplier of 0.5 times (x) the number of Operational Employees will be used to determine the number of available vacation slots per pay period (ex., $48 \times 0.50=24$; $50 \times 0.50=25$). While calculating vacation slots, fractions will be rounded to the nearest whole number (ex., $49 \times 0.50=24.5$ rounds to 25). A maximum of two (2) Operational Employees per shift will be approved for those first requesting dates. Operational employees assigned to a 40-hour work week do not count towards vacation slots. Seniority will not entitle any employee to vacation dates granted another employee. Employees whose primary assignment is non-operational and that are assigned to a 40-hour work week may request and receive regular vacation without a fifteen- (15) day notice.
10. The Fire Chief, or ~~his~~their designee, may waive the fifteen (15) day notice of regular vacation use for unforeseen circumstances on a case-by-case basis.
11. With the approval of the on-duty Battalion Chief or Acting Battalion Chief, an Operational Employee on the 24-hour schedule may use earned vacation time within the fifteen (15) day advance window if the following conditions exist:

- a. There is a vacation slot available
- b. Overtime is not created as a result of the vacation usage
- c. Advanced Life Support (ALS) coverage is maintained at all MRFD stations
- d. Staffing remains a minimum of twelve (12) employees from suppression, 24 hours a day. Each day consisting of at least one (1)-three (3) person engine company, four (4)-two (2) person engine companies and one (1) Battalion Chief with all MRFD stations staffed.

The on-duty Battalion Chief or Acting Battalion Chief will notify the Duty Chief of the approval including the employee's name and date of the vacation.

**ARTICLE 24
LIABILITY INSURANCE**

The District shall provide liability insurance for employees responsible for the operation of fire equipment. The amount of this liability insurance shall be a minimum of one million dollars (\$1,000,000.00).

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**ARTICLE 25
MEDICAL PROGRAM**

The District will pay the full premium for each employee and ~~his~~^{their} dependents required by the current county medical, dental and optical plan.

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**ARTICLE 26
RETIREMENT**

The retirement program for all employees covered under this Agreement shall be ~~any one of the programs offered the Firefighter Unified Retirement System (FURS) by the Public Employees Retirement System of the State of Montana. Montana Public Employee Retirement Administration.~~

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~~The District currently pays 6% of the employees' base salary to a deferred compensation program. The employee may elect to use that 6% to purchase retirement years.~~

~~The District agrees to allow existing employees to have the option of joining the Firefighter Unified Retirement System (FURS). All employees hired after July 1, 2007 shall be a member of FURS.~~

~~If the employee joins the Firefighter's Unified Retirement System the 6% that was used to fund that employee's deferred compensation program, will be used to help fund that employees Firefighters Unified Retirement System program.~~

**ARTICLE 27
LEAVE WITHOUT PAY POLICY**

Temporary Leave Without Pay for more than thirty (30) days may be granted upon good cause shown to the Board of Trustees. If such a request is for less than thirty (30) days, it may be granted by the Fire District Chief. No benefits such as vacation, sick leave or medical premiums shall be credited or paid during times of leave. The maximum leave granted shall be one (1) year unless extended by mutual agreement of the Fire District and the Union.

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**ARTICLE 28
JOINT OCCUPATIONAL SAFETY AND HEALTH PROGRAM**

It is the desire of the District and the Union to maintain the highest standards of safety and health in the fire district in order to eliminate as much as possible accidents, death, injuries, and illness in the fire service.

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Protective devices and other equipment necessary to properly protect firefighters shall be provided by the District, at no cost to the employee, and shall conform to applicable standards.

The District shall appoint one member, the Union shall appoint three members, the Volunteer Association shall appoint three members, and the Training Division shall appoint one member to the Occupational Safety and Health Committee. This committee shall meet as needed to discuss, review, and recommend solutions to safety and health issues. Committee members who are on duty will be replaced by the District with qualified replacements for all meetings, provided such meetings shall be scheduled in advance so that replacements can be placed upon the duty roster. Minutes of each committee meeting shall be kept and distributed to all parties.

ARTICLE 29 LIGHT DUTY PROGRAM

~~The District shall provide a light duty program for employees covered under PERS.~~

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Employees of the District ~~who are members of FURS~~ shall be eligible to participate in the light duty program for one (1) year and shall receive an extension of up to one (1) year, if a physician finds the employee will likely be able to perform the essential functions of a firefighter's job and return to work, during the second year.

A physician shall certify that the employee can perform light duty.

ARTICLE 30 PROBATION PERIOD

All new employees shall serve a probationary period of twelve (12) months during which time they may be discharged without cause. All employees on probation will be evaluated by a performance ~~appraisal~~ evaluation at the end of six (6) months.

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ARTICLE 31 PROMOTIONS

~~When a known opening in the ranks is announced by the Fire Chief~~~~When an opening in the ranks occurs,~~ which requires a promotional assessment, the District will post the position at each station, accept applications for the position, and hold an assessment for the position within six (6) months unless mutually agreed upon by both the District and the Union. ~~If the position is vacant for sixty (60) days,~~ ~~the position shall be filled in the interim by an eligible employee.~~ Employees will not be considered eligible if they are in an active disciplinary process of Step Two or above. The eligible employee highest in rank seniority shall be offered the interim position. If that employee declines, the offers will continue through the other eligible employees by rank seniority until the position is filled. Any temporary vacancy created in the lower ranks by the interim filling of the original opening shall be filled in the same manner as described above. The employee filling the interim position shall be paid at the position's wage. Filling an interim position does not guarantee automatic promotion to that rank. Employees of the District shall meet the following requirements to be eligible for a promotion:

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To be eligible for a promotion, employees of the District shall complete the ~~probationary-a one (1) year~~ period in the position immediately preceding the position being applied for, ~~with the exception of FFI~~ i.e. an employee must ~~be a complete one (1) year as a Lieutenant before they can take the Captain test to be~~ eligible for promotion. The date of eligibility will be when an opening in the ranks occurs and not when the opening is announced.

~~Firefighter~~ FF I's (FF I) will be automatically promoted to the rank of Firefighter II (FF II) after they have completed/completing their one-the (1) year probationary period and successfully completed the requirements in the FF I position description.-

FF II's will be ~~automatically~~ promoted to the rank of Engineer after they have completed their second (2nd) anniversary and successfully completed the requirements in the FF II position description.

Engineers will be eligible for promotion to the rank of Lieutenant, ~~Deputy Fire Marshal (DFM), Resident/Volunteer Coordinator (RVC), Training Officer (TO), Resource Manager (RM), Assistant Resource Manager (ARM), and Accreditation Manager (AM)~~ when an opening ~~occurs~~ occurs, and they have completed their third (3rd) anniversary and successfully completed the requirements in the Engineer jobposition description. Promotion to Lieutenant, DFM, RVC, TO, RM, ARM, AM will be by an Assessment Center.

Lieutenants will be eligible for promotion to the rank of Captain when an opening occurs and they have completed one (1) year as a Lieutenant and successfully completed the requirements in the Lieutenant jobposition description. Promotion to Captain will be by an Assessment Center.

Captains will be eligible for promotion to the rank of Battalion Chief when an opening occurs and they have completed one (1) year as a Captain and successfully completed the requirements in the Captain jobposition description. Promotion to Battalion Chief will be by Assessment Center.

Position description requirements to be eligible for promotion shall be managed by the Promotion Committee. The Promotion Committee shall be composed of two (2) members from the Union and two (2) members from the Administrative Chief Staff, excluding the Fire Chief who will be the tie-breaker. The Promotion Committee will be consulted in establishing and revising, as needed, the position description requirements to promote.

One-half (½) point will be added to each eligible applicant's final score for each completed year of employment.

~~Employees promoted will be on probation for one (1) year. If, during that period,~~ the District determines that the promoted employee fails to perform satisfactorily the duties of the new position, ~~he-they~~ will be returned to ~~his~~their original position without prejudice, and without loss of seniority.

~~If the employee is unable to complete their probationary year due to performance or if they voluntarily withdraws from the position, the employee with the next highest points from the original assessment will be promoted to the position unless: 1) another employee has become eligible to test for the position since the original assessment or 2) another vacancy is created by someone leaving the position that was already confirmed at the same rank. In both instances, a new aAssessments Center will be held to fill allthe vacanciesvacancy in the rank. If an employee has assessed and been promoted due to a vacancy caused by retirement and the retirement is then delayed, the promoted employee will continue to function in their promoted rank and will fill the next available position.~~

In the event that an emergency should occur that involves a multiple loss of personnel, or there are no employees available meeting the qualified time requirements, the District and the Union may mutually agree to waive the time requirements.

ARTICLE 32 REDUCTION IN FORCE

In the event of a reduction in the work force, the last employee hired shall be the first laid off. In the event of a recall, the last employees laid off, shall be the first recalled. Employees shall be notified by certified mail or personal contact. The employee shall notify the District of ~~his~~their intentions within forty-eight (48) hours of receipt of notification or ~~he-they~~ shall be passed over and the next eligible employee shall be recalled. A recalled employee may have up to fourteen (14) calendar days to return to duty. Any employee who is passed over will be dropped from the eligibility list. Employees will keep the District informed of their current address. The District may recall or hire a substitute on a temporary basis pending the return of the recalled employee. The District shall provide at least two weeks prior notice to an employee who is to be laid off. The laid off Employee will be notified of in-house training that they may attend to keep

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certifications current. Those attending will do so as a private citizen. The District will reimburse the laid off employees upon reinstatement for associated recertification fees upon verification of the expenditures by the Fire District Chief.

**ARTICLE 33
SHIFT EXCHANGE**

Employees shall have the right to exchange shifts providing the change does not interfere with the efficient operation of the District. An employee shall arrange for ~~his~~their qualified replacement. The District shall not be responsible for any compensation in the event of default by any employee using the right of shift exchange. The shift exchange shall not create additional costs for the District. All shift exchanges must meet the following requirements:

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1. Trading is done voluntarily.
2. Trades are for the employee's personal benefit and not the employer's benefit.
3. A record is maintained by the employer of all time traded by employees.
4. The period in which time is traded and paid back does not exceed 12 months.

**ARTICLE 34
SUSPENSION AND DISCHARGE**

No new employee who has successfully completed the new employee probationary period shall be discharged or suspended without just cause. Suspensions and discharges of non-probationary employees shall be subject to the Grievance Procedure outlined in this Agreement.

**ARTICLE 35
UNIFORM ALLOWANCE**

The District will provide each employee with an annual uniform allowance of \$650.00 in pay period three (3).

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The employee will be required to maintain in serviceable condition a full complement of uniform items as specified in the uniform SOG.

New employees will receive all appropriate uniform items upon notification of hiring by the District.

**ARTICLE 36
EFFECTIVE DATE AND RENEWAL**

This Agreement shall be effective as of June ~~26th, 2023~~¹² and remain in effect ~~for a period two (2) years~~ until June ~~21st, 2025~~³. ~~This agreement~~ shall automatically be renewed from ~~every two (2) years to year~~ thereafter, unless either party shall have notified the other, in writing, at least ninety (90) days prior to the anniversary date that it desires to modify the Agreement. In the event that such notice be given, negotiations shall begin within thirty (30) days, or on a mutually agreed upon date.

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Whenever notice is given for changes, the nature of the changes desired must be specified at the first meeting.

**ARTICLE 37
LONG-TERM DISABILITY PLAN**

The District shall purchase for each employee the Missoula County Long-Term Disability Income Plan.

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**ARTICLE 38
PHYSICAL WELLNESS**

The fire service is a very demanding work. In an effort to minimize health risks the Union and the District agree to the following conditions for physical health.

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1. The District will pay one-half (1/2) of the monthly cost of a health club Membership, if the member utilizes the club at least twelve (12) times per month.
2. Each member of the Union will Participate in physical fitness one (1) hour per day when on duty. Scheduled training, incidents, and other unforeseen events may pre-empt physical fitness training without penalty to the employees.
3. Each member of the Union shall schedule an annual physical. The District agrees to pay the difference between the actual cost of the physical and the benefit provided by the employee 's health insurance. Results of the physicals are retained by the employee and are not for determining fitness for duty.
4. A Haz-Mat physical meets the annual requirement.

**ARTICLE 39
MINIMUM STAFFING**

Each duty day shall be staffed with a minimum of twelve (12) employees from suppression, 24 hours a day. Each day consisting of at least one (1)-three (3) person engine company, four (4)-two (2) person engine companies and one (1) Battalion Chief with all MRFD stations staffed.

**ARTICLE 40
WILDLAND ASSIGNMENTS**

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Seasonal employees will be supervised on wildland assignments by a Missoula Rural Fire District career firefighter, if available. This shall not apply to single person assignments. First preference for single person assignments will be given to Missoula Rural Fire District career firefighters.

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**ARTICLE 41
FORTY (40) HOUR STAFF EMPLOYEES**

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RESOURCE MANAGER

The Resource Manager (RM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

The Employer, the Employee and the Union shall agree that an internal candidate shall enter the Resource Manager position at the internal candidate's then current rank and may assume that rank at an incident.

If the Resource Manager-RM chooses to leave the Resource ManagerRM's job and enter the Operations Division, the Resource ManagerRM must give two (2) years notice, after which the Resource ManagerRM shall return to the Operations Division at his/her then current rank, but only when a position at Resource ManagerRM's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the Resource ManagerRM's then current rank is available, the Resource ManagerRM may choose to return to the Operations Division at the then available lower rank position but at the Resource ManagerRM's current rank base wage, until a position in the Resource ManagerRM's actual rank is available. When a position at the Resource ManagerRM's actual rank becomes available, the Resource ManagerRM shall return to the position. If a suitable candidate is found before the end of two (2) years, the Resource ManagerRM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the Employer and the above conditions are met.

An external candidate that fills the Resource Manager position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry-level Firefighter I.

ASSISTANT RESOURCE MANAGER (ARM)

The Assistant Resource Manager (ARM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

The Employer, the Employee and the Union shall agree that an internal candidate shall enter the Assistant Resource Manager- ARM position at the internal candidate's then current rank and may assume that rank at an incident.

If the ARM chooses to leave the ARM's job and enter the Operations Division, the Resource Manager ARM must give two (2) years notice, after which the Resource Manager ARM shall return to the Operations Division at his/her current rank, but only when a position at Resource Manager ARM's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the Resource Manager ARM's then current rank is available, the Resource Manager ARM may choose to return to the Operations Division at the then available lower rank position but at the Resource Manager ARM's current rank base wage, until a position in the Resource Manager ARM's actual rank is available. When a position at the Resource Manager ARM's actual rank becomes available, the Resource Manager ARM shall return to the position. If a suitable candidate is found before the end of two (2) years, the Resource Manager ARM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the Employer and the above conditions are met.

An external candidate that fills the ARM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry-level Firefighter I.

DEPUTY FIRE MARSHAL

The Deputy Fire Marshal (DFM) may respond to incidents if it is mutually agreed upon by the employer, the employee, and the union.

The employer, the employee and the union shall agree that an internal candidate shall enter the DFM position at the internal candidate's current rank and may assume that rank at an incident.

If the DFM chooses to leave the DFM's job and enter the Operations Division, the DFM must give a one (1) year notice, after which the DFM shall return to the Operations Division at his/her current rank, but only when a position at the DFM's then current rank is available. However, if after the one (1) year notice period, a position lower in rank than that of the DFM's then current rank is available, the DFM may choose to return to the Operations Division at the then available lower rank position but that the DFM's current rank base wage, until a position in the DFM's actual rank is available. When a position at the DFM's actual rank becomes available, the DFM shall return to the position. If a suitable candidate is found before the end of two (2) years, the DFM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the employer and the above conditions are met.

An external candidate that fills the DFM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry-level Firefighter I.

TRAINING OFFICER

The Training Officer may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

The TO position is a three-year term. At the end of the TO's three-year term, he/she they have the option to reapply for subsequent three-year terms. The District will accept applications from all qualified MRFDDistrict qualified District applicants every three (3) years or when a vacancy in the position occurs.

ACCREDITATION MANAGER

The Accreditation Manager (AM) may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

The AM position is a temporary full-time position.

RESIDENT/VOLUNTEER COORDINATOR (RVC)

The Resident/Volunteer Coordinator may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

The RVC position is a three-year term. At the end of the RVC's three-year term, he/she they have the option to reapply for subsequent three-year terms. The District will accept applications from all qualified MRFDDistrict applicants every three (3) years or when a vacancy in the position occurs.

FORTY (40) HOUR STAFF RANK PROMOTIONAL PROCESS

The 40-hour staff positions are eligible to enter the rank promotional process when vacancies occur. In order for them to be promoted, they must assess and be ranked within the given number of vacancies. Example: If a 40-hour staff position currently hold the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the employee must finish in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression. The 40-hour staff employee must have worked in suppression at their current rank for at least one (1) year to be eligible to be promoted to the next rank while in a 40-hour staff position. The 40-hour staff employee shall not act in the position above the promoted level until they return to suppression and complete their one (1) year probationary period. A 40-hour staff employee may not promote to Battalion Chief.

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ARTICLE 42
REDUCTION IN RANK FROM A MANAGEMENT POSITION

All decisions regarding the tenure of management employees remain in the exclusive right of management. If a non-bargaining unit employee whom the District employs in a management position chooses to leave their management position or is demoted to a bargaining unit position, the following provisions apply:

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Transfer to the bargaining unit within the first year of a management assignment: Should the

management action that relieves the employee of the management position occur within the first year of employment in the management position or within the first year of their management appointment, the employee is eligible to transfer to the bargaining unit position that they previously held within the District or to a new or vacant bargaining unit position at the same rank previously held by the employee. If the employee did not hold a bargaining unit position within the District prior to employment in a management position, the District may assign the employee to any other vacant or new position within the bargaining unit.

Transfer to the bargaining unit on or after the first-anniversary date of a management assignment: If an employee transfers from a management position to a bargaining unit position after the first anniversary of their management appointment, the employee will be eligible to transfer to the bargaining unit position previously held within the District or to a new or vacant bargaining unit position at the same rank previously held by the employee. The transferring employee must meet the requirements for the position job description existing on the date of the transfer. If the employee is no longer qualified for their former position or the position has been filled, they may transfer to any other new or vacant bargaining unit position as long as they meet the requirements under the position job description existing on the date of the transfer.

Seniority: All employees under this paragraph shall return to the bargaining unit with the seniority that they had accrued with the District when assuming the management position. They will not have their seniority adjusted to include time spent in a management position.

Layoff or demotion of bargaining unit members: No current bargaining unit employee shall be involuntarily demoted or subject to layoff to provide an opening for a person returning to a former position held or another bargaining unit position.

Effect on current promotional processes: All current promotional processes shall continue to proceed as scheduled.

Overfill of positions: The transferring employee under this article can cause an overfill in the position at the time of their transfer to the bargaining unit, except as provided herein. If the position cannot

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be overfilled, the transferring employee will be assigned to a position at the same rank previously held with the District, if applicable. The following positions cannot be overfilled:

- Accreditation Manager;
- Resident/Volunteer Coordinator;
- Resource Manager;
- Assistant Resource Manager;
- Training Officer; and
- Deputy Fire Marshal.

Eligibility and Process: An employee to whom this article applies and who meets the requirements under the position job description existing at the time of transfer for transfer to the bargaining unit above may request a reduction in rank by submitting a request pursuant to the process established by the Board. The Board will notify Local 2457 of the request. The Board or their designee may delay the employees' return to a lower rank if remedial training is required for the employee to meet the requirements under the position job description existing at the time of the transfer.

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**APPENDIX A
BASE WAGE SCHEDULE**

The following indicates the base annual wages for employees. These wages shall become effective with respect to the dates at each column head:

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Rank/Position..... FY 24 FY25 — 6/12/2022-6/25/2023

Firefighter I	\$62,356.37.....	\$64,227.05	58,826.76
Firefighter II	\$68,875.01.....	\$70,941.26	64,976.42
Engineer	\$74,168.51.....	\$76,393.57	69,970.30
Lieutenant.....	\$80,883.15.....	\$83,309.64	76,304.86
Captain/ARM/TO/RVC/AM/DFM	\$88,941.45.....	\$91,609.69	83,907.03
Battalion Chief/RM	\$105,643.42.....	\$108,812.72	99,663.60

Montana-licensed ~~ECP~~-Emergency Medical Technicians with the following endorsements shall receive \$1,200.00 annually to be added to base wage.

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1. Airway

Montana-licensed ~~ECP~~- Emergency Medical Technicians with all of the following endorsements shall receive \$2,400.00 annually to be added to base wage.

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1. Airway
2. IV and IO Maintenance
3. IV and IO initiation
4. Medication

Montana-licensed ~~ECP~~ Advanced Emergency Medical Technicians shall receive \$3,000.00 annually to be added to base wage.

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Montana-licensed Advanced Emergency Medical Technicians with I-99 endorsements shall receive \$3,600.00 annually to be added to base wage.

Montana-licensed Paramedics shall receive \$4,800.00 annually to be added to base wage.

MRFD District certified Hazardous Materials Technician employees on the Regional Hazardous Materials Team shall receive \$1,800.00 annually to be added to base wage. To maintain their certification employees must attend a minimum of twenty-four (24) hours of team continuing education per year and at least nine (9) categories on the continuing education record including a current physical and one team drill.

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~~If an employee is hired into a 40-hour position, the employee shall maintain the higher rate of pay of their prior or new position. No employee may hold more than one (1) forty (40) hour position at one time. Resource Manager who has not acquired certification as a Certified Fire Apparatus Technician (CFAT) shall receive \$4,000.00 annually to be added to the base wage corresponding to the Resource Manager's then existing rank. Resource Manager who has acquired certification at Level I CFAT shall receive \$6,000.00 annually to be added to the base wage corresponding to the Resource Manager's then existing rank. If the class is available, EVT I shall be completed within 18 months of the Resource Manager's hire date. Resource Manager who acquires certification at Level II CFAT shall receive \$8,000.00 annually to be added to the base wage corresponding to the Resource Manager's then existing rank. If available, EVT II shall be completed within three years of the Resource Manager's hire date. Resource Manager, with the optional certification of Master Level CFAT, shall receive \$10,000.00 annually to be added to the base wage corresponding to the Resource Manager's then existing rank. After the successful completion of EVT I, EVT II, and the Master Level CFAT, if the Resource Manager successfully completes the optional CFAT exams FA-4, F-7, and F-8, he shall receive \$12,000.00 annually to be added to base wage.~~

~~At the time of contract Agreement approval, the current DFM's have the option to be grandfathered into the certifications with incentive pay structure or the base wage schedule (Appendix A as defined in this Appendix) position pay structure.~~

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~~At the time that the Resource Manager has successfully acquired certification as a Certified Fire Apparatus Technician (CFAT) through the Emergency Vehicle Technician (EVT) Program at the Master Level, along with the additional CFAT EVT exams listed above (FA 4, F 7, and F 8), the Resource Manager may request the Fire District Chief's approval to pursue Hazmat technician and/or Paramedic Certification. The Resource Manager is the only position in the District that is eligible for the Resource Manager Incentives.~~

~~Deputy Fire Marshal (DFM) will complete Fire Inspector I and Fire Plan Examiner I in their first six months in the position. At that time, DFM shall receive \$4,000.00 annually to be added to the base wage corresponding to the DFM's existing rank. DFM's will receive an incentive pay of \$2,000 annually added to the base wage, for each of the certifications listed below. Course completion may depend on availability of classes. Fire Inspector II will be completed inside the first year in the position. Fire Investigation (IAAI/NFA R0772) will be completed inside two years in the position. Fire Inspection Principles II (NFA P0391), or equivalent, will be completed inside three years in the position. Juvenile Fire Setter (NFA R0629), or equivalent, and Wildland Fire Investigation (NWCG FI 210) will be optional certifications with incentive pay consistent with the classes above.~~

~~The Training Officer (TO) shall receive \$6,000.00 annually to be added to the base wage corresponding to the TO's existing rank. All MRFD personnel shall be eligible for the TO position except those within the rank of FFI and FFII. No one will be allowed to hold both the TO and a RVC, RM, AM, or DFM position.~~

~~The Accreditation Manager (AM) shall receive \$6,000.00 annually to be added to the base wage corresponding to the AM's existing rank. All MRFD personnel shall be eligible for the AM position except those within the rank of FFI and FFII. No individual may simultaneously hold more than one of the following positions: AM, Resident/Volunteer Coordinator, Training Officer or Deputy Fire Marshall.~~

~~The Resident/Volunteer Coordinator (RVC) shall receive \$6,000.00 annually to be added to the base wage corresponding to the RVC's existing rank. All MRFD personnel shall be eligible for the RVC position except those within the rank of FFI and FFII. No one will be allowed to hold both the RVC and a Training Officer or DFM position.~~

**APPENDIX B
DEFINITIONS**

PERMANENT DISABILITY

A sickness or injury, occurring while employed, totally and continuously preventing the employee from working for wage or profit as a member of the Union, and is expected to last for the rest of the employee's life.

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ECP INCENTIVE PAY

~~ECP incentive pay will be administered as outlined in Appendix A.~~

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FAMILY MEMBER/IMMEDIATE FAMILY

A person related to an employee or ~~his~~their spouse in one of the following ways:

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Spouse	Stepmother	Daughter-in-Law
Child	Stepsister	Uncle
Stepchild	Stepbrother	Aunt
Mother	Stepfather	Nephew
Father	Mother-in-Law	Niece
Grandparent	Father-in-Law	
Grandchild	Brother-in-Law	
Brother	Sister-in-Law	
Sister	Son-in-Law	

Or:

Any other person who lives in an employee's home as a member of ~~his~~their household (includes a foster child).

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GOOD CAUSE

~~Emergency situations, family illness, family death, or education, where sick leave or vacation time is insufficient to cover the absence of an employee. It shall be the responsibility of the employee to show good cause to the Board of Trustees or the Fire Chief. In the event that illness of the employee is considered an emergency situation, the Board of Trustees may require a medical documentation to verify an illness.~~

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HAZARDOUS MATERIALS TECHNICIAN

MRFD Certified Hazardous Materials Technicians are employees who participate on the Regional Team. ~~To maintain their certification employees must attend a minimum of twenty-four (24) hours of team continuing education per year and at least nine (9) categories on the continuing education record including a current physical and one team drill.~~

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MASCULINE PRONOUNS

~~The use of masculine gender in this Agreement shall be construed as including both genders and not as sex limitations.~~

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RESIDENT FIREFIGHTER

A Resident Firefighter with Missoula Rural Fire District is a person who receives room in compensation for performing routine station duties or the duties of a firefighter under the direct supervision of an employee at a station. Resident firefighters shall work at least ten (10) hours per week performing station duties, but not more than twenty (20) hours per week.

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RESOURCE MANAGER

The Resource Manager (RM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

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The Employer, the Employee and the Union shall agree that an internal candidate shall enter the Resource Manager position at the internal candidate's then current rank and may assume that rank at an incident. The RM is eligible to enter the promotional processes when vacancies occur. For the RM to be promoted, they must assess and be ranked within the given number of vacancies. Example: If RM currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the RM must rank in the top three (3) following the assessment. The employee ranked fourth in the assessment will fill the third vacancy in suppression.

If the Resource Manager chooses to leave the Resource Manager's job and enter the Operations Division, the Resource Manager must give two years notice, after which the Resource Manager shall return to the Operations Division at his then current rank, but only when a position at Resource Manager's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the Resource Manager's then current rank is available, the Resource Manager may choose to return to the Operations Division at the then available lower rank position but at the Resource Manager's current rank base wage, without any Resource Manager incentives, until a position in the Resource Manager's actual rank is available. When a position at the Resource Manager's actual rank becomes available, the Resource Manager shall return to the position. If a suitable candidate is found before the end of two years, the Resource Manager shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the Employer and the above conditions are met. The Employee, in accord with **Article 32 Promotions** set forth in the current CBA, will follow the promotional process from that point forward. This option is not available to a Resource Manager who was hired externally.

An external candidate that fills the Resource Manager position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry level Firefighter.

ASSISTANT RESOURCE MANAGER (ARM)

The Assistant Resource Manager (ARM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

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The Employer, the Employee and the Union shall agree that an internal candidate shall enter the Assistant Resource Manager position at the internal candidate's then current rank and may assume that rank at an incident.

If the ARM chooses to leave the ARM's job and enter the Operations Division, the Resource Manager must give two years notice, after which the Resource Manager shall return to the Operations Division at his current rank, but only when a position at Resource Manager's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the Resource Manager's then current rank is available, the Resource Manager may choose to return to the Operations Division at the then available lower rank position but at the Resource Manager's current rank base wage, until a position in the Resource Manager's actual rank is available. When a position at the Resource Manager's actual rank becomes available, the Resource Manager shall return to the position. If a suitable candidate is found before the end of two years, the Resource Manager shall return to the Operations Division once the new candidate

has been determined to be adequately trained for the new position by the Employer and the above conditions are met.

An external candidate that fills the ARM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry level Firefighter.

DEPUTY FIRE MARSHAL

The DFM incentive schedule will work in conjunction with the wage schedule set in the current CBA. All MRFD personnel shall be eligible for the DFM position except those within the rank of FFI and FFII. No one will be allowed to hold both the Training Officer and a DFM position. DFM training is available to all employees, however the incentives are only available to the DFM position(s). The DFM(s) must complete DFM certifications first, including Juvenile Fire Setter and Wildland Fire Investigation, before they will be considered eligible to pursue Hazmat Technician and/or Paramedic Certification(s). Prior to these trainings, DFM(s) must obtain approval from the Fire Chief.

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The DFM may respond to incidents if it is mutually agreed upon by the employer, the employee, and the union.

The employer, the employee and the union shall agree that an internal candidate shall enter the DFM position at the internal candidate's current rank and may assume that rank at an incident.

If the DFM chooses to leave the DFM's job and enter the Operations Division, the DFM must give a one (1) year notice, after which the DFM shall return to the Operations Division at his current rank, but only when a position at the DFM's then current rank is available. However, if after the one (1) year notice period, a position lower in rank than that of the DFM's then current rank is available, the DFM may choose to return to the Operations Division at the then available lower rank position but that the DFM's current rank base wage, until a position in the DFM's actual rank is available. When a position at the DFM's actual rank becomes available, the DFM shall return to the position. If a suitable candidate is found before the end of two years, the DM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the employer and the above conditions are met.

An external candidate that fills the DFM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry level Firefighter.

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DFMs, if internal candidates, can return to the floor at their rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of pay if a vacancy is not currently available at their rank when returning to the floor. The next available vacancy, within their correct rank, will be filled by the employee.

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DFMs are eligible to enter the promotional processes when vacancies occur. In order for the DFM to be promoted, they must assess and be ranked within the given number of vacancies. Example: If DFM currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain spots, the DFM must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.

TRAINING OFFICER

The TO may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

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The TO position is a three-year term. At the end of the TO's three-year term, he/she has the option to reapply for subsequent three-year terms. The District will accept applications from all qualified MRFD applicants every three years or when a vacancy in the position occurs.

The TO is eligible to enter the promotional process when vacancies occur. In order for the TO to be promoted, they must assess and be ranked within the given number of vacancies. Example: If the TO currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the TO must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.

ACCREDITATION MANAGER

The AM may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

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The AM position is a temporary full-time position.

The AM is eligible to enter the promotional process when vacancies occur. In order for the AM to be promoted, they must assess and be ranked within the given number of vacancies. Example: If the AM currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the AM must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.

RESIDENT/VOLUNTEER COORDINATOR (RVC)

The RVC may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

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The RVC position is a three-year term. At the end of the RVC's three-year term, he has the option to reapply for subsequent three-year terms. The District will accept applications from all qualified MRFD applicants every three years or when a vacancy in the position occurs.

The RVC is eligible to enter the promotional process when vacancies occur. In order for the RVC to be promoted, they must assess and be ranked within the given number of vacancies. Example: If the RVC currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the RVC must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.

FORTY (40) HOUR STAFF RANK PROMOTIONAL PROCESS

The 40-hour staff positions are eligible to enter the rank promotional process when vacancies occur. In order for them to be promoted, they must assess and be ranked within the given number of vacancies. Example: If a 40-hour staff position currently hold the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the employee must finish in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression. The 40-hour staff employee must have worked in suppression at their current rank for at least one (1) year to be eligible to be promoted to the next rank while in a 40-hour staff position. The 40-hour staff employee shall not act in the position above the promoted level until they return to suppression and complete their one (1) year probationary period. A 40-hour staff employee may not promote to Battalion Chief.

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SEASONAL EMPLOYEES

Seasonal employees are temporarily employed for the sole purpose of wildland firefighting assignments and/or performing urban interface fuel mitigation. Preference will be given to Missoula Rural Fire District residents or volunteers. Seasonal employees will be supervised on wildland assignments by a Missoula

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~~Rural Fire District career firefighter, if available. This shall not apply to single person assignments. First preference for single person assignments will be given to Missoula Rural Fire District career firefighters.~~

ESSENTIAL WORK

Work necessary to assure that all emergency equipment is ready to respond; all facilities are clean and ready to receive visitors. Personnel shall be in appropriate uniform and prepared to greet the public.

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TRAINING PACKET

~~Training materials designed to prepare an individual for the next promotional step. These materials will represent Department Standards, NFPA Criteria, other applicable standards, and job requirements for the next available step.~~

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SHIFT EXCHANGE

A shift exchange is a situation where one employee works for another employee without benefit, creation of overtime, and/or creation of shift differential pay. Shift exchanges are agreed upon between employees and done voluntarily.

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ADMINISTRATIVE CHIEF PROBATIONARY PERIOD

~~A member from the bargaining unit who has promoted into a fire administration position, being Assistant Chief or Fire Chief, may petition the Fire Chief or the Board of Trustees to return to a bargaining unit position inside their one-year probationary period. This will only apply to members who have promoted directly from the bargaining unit and not to an employee who has been in a fire administration position, or positions, for an aggregate period of more than 12 months, and then promoted to a new fire administration position. The District is under no obligation to create new bargaining unit positions to accommodate persons who promote to fire administration positions and then request to return to a bargaining unit position.~~

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~~In order to exercise this option, the Promoted Member must petition the Fire Chief or the Board of Trustees in writing of his or her desire to resign the fire administration position to which he or she has been promoted and return to the bargaining unit. Said petition shall be delivered either by personal service upon the Fire Chief or the Board of Trustees or by sending the notice to the Fire Chief or the Board of Trustees via first class Certified U.S. Mail, Return Receipt Requested. If the petition to return to the bargaining unit is granted and it is within 12 months of the Promoted Member's effective date of promotion, the Fire Chief shall have the right to appoint a replacement for the Promoted Member, who is returning to the bargaining unit, provided that the appointment is made from a ranked list of candidates, from the bargaining unit, who assessed for the fire administration position that is being vacated by the Promote Member effective date of advancement or if there are no other candidates from the bargaining unit who assessed for the fire administration position which is now being vacated, the District will hold a new assessment center. Any candidate who is appointed by the Fire Chief will have the right to refuse the appointment without penalty or prejudice.~~

~~In the event that the Promoted Member is unable to successfully complete the 12-month probationary period for the fire administration position, he may return to an open position within the bargaining unit. The Board of Trustees has the sole discretion concerning the issue of whether the Promoted Member is capable of satisfactorily completing the probationary period for the fire administration position to which he has advanced.~~

~~In the event that the Promoted Member faces layoff and/or job elimination due to the District's budget constraints, the Promoted Member may return to a bargaining unit position when a position becomes available.~~

~~Under any of the above circumstances, the position to which the Promoted Member may return would be equal to the one he left upon his advancement into a fire administrative position, or alternatively, to an open~~

position below the one the Promoted Member left. The Promoted Member may also compete for the next higher bargaining unit position to that he left if that position is open and the Promoted Member meets the requirements for that bargaining unit position.

Missoula Rural Fire District

Ben Murphy (Chair/~~Lead~~ Negotiator)

Larry Hanson (Vice Chair)

Dick Mangan (Secretary)

Dan Corti (Trustee)

Jeff Merritt (Trustee/~~Lead~~ Negotiator)

~~Chris Newman~~ Paul Finlay (Fire Chief)

IAFF Local 2457

Cameron Harris (Lead Negotiator)

Max Kottwitz (Negotiator)

~~Kory Burgess~~ Jon Muir (Negotiator)

Toby Ballard (Negotiator)

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**ARTICLE 3
RECOGNITION**




The District recognizes the Union as the exclusive bargaining agent for ~~the all following employees~~ employees of the District: Battalion Chief, Captain, Lieutenant, Engineer, Firefighter I, Firefighter II, Resource Manager, Assistant Resource Manager, Deputy Fire Marshal, Training Officer, Resident/Volunteer Coordinator, and Accreditation Manager. ~~except for the Fire Chief, Assistant Chief, Fire Marshal, Finance/Human Resource Director, Accounting Assistant, Administrative Assistant, Information Technology Technician, Resident/Volunteer Firefighters, Volunteers and seasonal employees.~~

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Jeff Meritt 4-1-24
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**ARTICLE 4
MEMBERSHIP**

Employees of the Missoula Rural Fire District, ~~except those included~~ excluded in Article 3, may, at their discretion, become members of the Union. Application for membership in the Union shall be in accordance with state and federal laws.

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**ARTICLE 26
RETIREMENT**

The retirement program for all employees covered under this Agreement shall be ~~any one of the programs offered the Firefighter Unified Retirement System (FURS) by the Public Employees Retirement System of the State of Montana Montana Public Employee Retirement Administration.~~

~~The District currently pays 6% of the employees' base salary to a deferred compensation program. The employee may elect to use that 6% to purchase retirement years.~~

~~The District agrees to allow existing employees to have the option of joining the Firefighter Unified Retirement System (FURS). All employees hired after July 1, 2007 shall be a member of FURS.~~

~~If the employee joins the Firefighter's Unified Retirement System the 6% that was used to fund that employee's deferred compensation program, will be used to help fund that employees Firefighters Unified Retirement System program.~~




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**ARTICLE 29
LIGHT DUTY PROGRAM**

~~The District shall provide a light duty program for employees covered under PERS.~~

Employees of the District ~~who are members of FURS~~ shall be eligible to participate in the light duty program for one (1) year and shall receive an extension of up to one (1) year, if a physician finds the employee will likely be able to perform the essential functions of a firefighter's job and return to work, during the second year.

A physician shall certify that the employee can perform light duty.

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ARTICLE 30
PROBATION PERIOD

All new employees shall serve a probationary period of twelve (12) months during which time they may be discharged without cause. All employees on probation will be evaluated by a performance ~~appraisal~~ evaluation at the end of six (6) months.

Jeff Minetti 4-1-24
W. J. 4/1/24
C. 4/1/24

ARTICLE 31
PROMOTIONS

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When a known opening in the ranks is announced by the Fire Chief, when an opening in the ranks occurs, which requires a promotional assessment, the District will post the position at each station, accept applications for the position, and hold an assessment for the position within six (6) months unless mutually agreed upon by both the District and the Union. If the position is vacant for sixty (60) days, the position shall be filled in the interim by an eligible employee. Employees will not be considered eligible if they are in an active disciplinary process of Step Two or above. The eligible employee highest in rank seniority shall be offered the interim position. If that employee declines, the offers will continue through the other eligible employees by rank seniority until the position is filled. Any temporary vacancy created in the lower ranks by the interim filling of the original opening shall be filled in the same manner as described above. The employee filling the interim position shall be paid at the position's wage. Filling an interim position does not guarantee automatic promotion to that rank. Employees of the District shall meet the following requirements to be eligible for a promotion:

To be eligible for a promotion, employees of the District shall complete ~~the probationary~~ one (1) year period in the position immediately preceding the position being applied for, with the exception of FF I i.e. an employee must ~~be~~ complete one (1) year as a Lieutenant before he ~~can take the Captain test to be~~ eligible for promotion. The date of eligibility will be when an opening in the ranks occurs and not when the opening is announced.

~~Firefighter~~ FF I's (FF I) will be ~~automatically~~ promoted to the rank of Firefighter II (FF II) after they have ~~completed~~ completing ~~their~~ the one (1) year probationary period and successfully completed the requirements in the FF I position description.

FF II's will be ~~automatically~~ promoted to the rank of Engineer after they have completed their second (2nd) anniversary and successfully completed the requirements in the FF II position description.

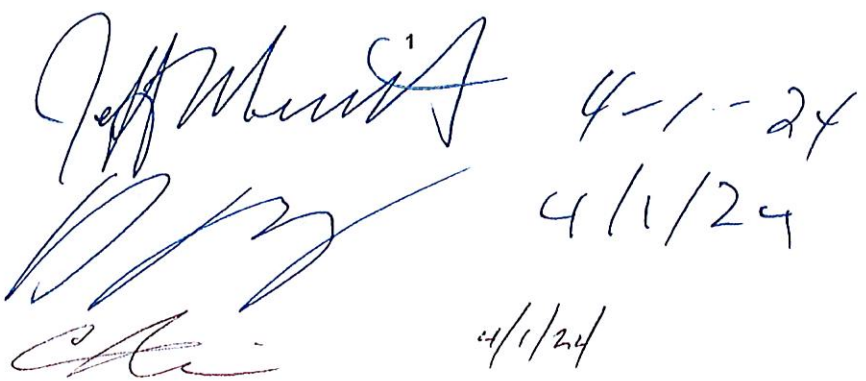
Engineers will be eligible for promotion to the rank of Lieutenant, ~~Deputy Fire Marshal (DFM), Resident/Volunteer Coordinator (RVC), Training Officer (TO), Resource Manager (RM), Assistant Resource Manager (ARM), and Accreditation Manager (AM)~~ when an opening ~~occurs~~ occurs, and they have completed their third (3rd) anniversary and successfully completed the requirements in the Engineer job position description. Promotion to Lieutenant, DFM, RVC, TO, RM, ARM, AM will be by an Assessment Center.

Lieutenants will be eligible for promotion to the rank of Captain when an opening ~~occurs~~ occurs, and they have completed one (1) year as a Lieutenant and successfully completed the requirements in the Lieutenant job position description. Promotion to Captain will be by an Assessment Center.

Captains will be eligible for promotion to the rank of Battalion Chief when an opening occurs and they have completed one (1) year as a Captain and successfully completed the requirements ~~requirements~~ in the Captain job position description. Promotion to Battalion Chief will be by an Assessment Center.

Position description requirements to be eligible for promotion shall be managed by the Promotion Committee. The Promotion Committee shall be composed of two (2) members from the Union and two (2) members from the Administrative Chief Staff, excluding the Fire Chief who will be the tie-breaker. The Promotion Committee will be consulted in establishing and revising, as needed, the position description requirements to promote.

One-half (1/2) point will be added to each eligible applicant's final score for each completed year of employment.

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~~Employees promoted will be on probation for one (1) year. If, during that period, the District determines that the promoted employee fails to perform satisfactorily the duties of the new position, he ~~they~~ will be returned to his ~~their~~ original position without prejudice, and without loss of seniority.~~

~~If the employee is unable to complete their probationary year due to performance or if they voluntarily withdraws from the position, the employee with the next highest points from the original assessment will be promoted to the position unless: 1) another employee has become eligible to test for the position since the original assessment or 2) another vacancy is created by someone leaving the position that was already confirmed at the same rank. In both instances, a new Assessments Center will be held to fill all the vacancies ~~vacancy~~ in the rank. If an employee has assessed and been promoted due to a vacancy caused by retirement and the retirement is then delayed, the promoted employee will continue to function in their promoted rank and will fill the next available position.~~




In the event that an emergency should occur that involves a multiple loss of personnel, or there are no employees available meeting the qualified time requirements, the District and the Union may mutually agree to waive the time requirements.

**ARTICLE 36
EFFECTIVE DATE AND RENEWAL**

This Agreement shall be effective as of June 26th, 2023~~12~~ and remain in effect for a period of two (2) years until June ~~##2125~~, 2025~~3~~. ~~#This Agreement~~ shall automatically be renewed from every two (2) years ~~-to-year~~ thereafter, unless either party shall have notified the other, in writing, at least ninety (90) days prior to the anniversary date that it desires to modify the Agreement. In the event that such notice be given, negotiations shall begin within thirty (30) days, or on a mutually agreed upon date.

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Whenever notice is given for changes, the nature of the changes desired must be specified at the first meeting.

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ARTICLE 40

WILDLAND ASSIGNMENTS

Seasonal employees will be supervised on wildland assignments by a Missoula Rural Fire District career firefighter, if available. This shall not apply to single person assignments. First preference for single person assignments will be given to Missoula Rural Fire District career firefighters.

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Jeff M... 4-1-24

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ARTICLE 41
FORTY (40) HOUR STAFF EMPLOYEES

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RESOURCE MANAGER

The Resource Manager (RM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

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The Employer, the Employee and the Union shall agree that an internal candidate shall enter the Resource Manager position at the internal candidate's then current rank and may assume that rank at an incident. The RM is eligible to enter the promotional processes when vacancies occur. For the RM to be promoted, they must assess and be ranked within the given number of vacancies. Example: If RM currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the RM must rank in the top three (3) following the assessment. The employee ranked fourth in the assessment will fill the third vacancy in suppression.

If the Resource Manager RM chooses to leave the Resource Manager RM's job and enter the Operations Division, the Resource Manager RM must give two (2) years notice, after which the Resource Manager RM shall return to the Operations Division at his/her then current rank, but only when a position at Resource Manager RM's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the Resource Manager RM's then current rank is available, the Resource Manager RM may choose to return to the Operations Division at the then available lower rank position but at the Resource Manager RM's current rank base wage, without any Resource Manager incentives, until a position in the Resource Manager RM's actual rank is available. When a position at the Resource Manager RM's actual rank becomes available, the Resource Manager RM shall return to the position. If a suitable candidate is found before the end of two (2) years, the Resource Manager RM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the Employer and the above conditions are met. The Employee, in accord with Article 32 Promotions set forth in the current CBA, will follow the promotional process from that point forward. This option is not available to a Resource Manager who was hired externally.

An external candidate that fills the Resource Manager RM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry-level Firefighter I.

ASSISTANT RESOURCE MANAGER (ARM)

The Assistant Resource Manager (ARM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

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The Employer, the Employee and the Union shall agree that an internal candidate shall enter the Assistant Resource Manager position at the internal candidate's then current rank and may assume that rank at an incident.

If the ARM chooses to leave the ARM's job and enter the Operations Division, the Resource Manager ARM must give two (2) years notice, after which the Resource Manager ARM shall return to the Operations Division at his current rank, but only when a position at Resource Manager ARM's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the Resource Manager ARM's then current rank is available, the Resource Manager ARM may choose to return to the Operations Division at the then available lower rank position but at the Resource Manager ARM's current rank base wage, until a position in the Resource Manager ARM's actual rank is available. When a position at the Resource Manager ARM's actual rank becomes available, the Resource Manager ARM shall return to the position. If a suitable candidate is found before the end of two (2) years, the Resource Manager ARM

Jeff Wherry 4-1-24
4/1/24

4/1/24

shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the Employer and the above conditions are met.

An external candidate that fills the ARM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District **entry-level** Firefighter I.

DEPUTY FIRE MARSHAL

~~The DFM incentive schedule will work in conjunction with the wage schedule set in the current CBA. All MRFD personnel shall be eligible for the DFM position except those within the rank of FFI and FFII. No one will be allowed to hold both the Training Officer and a DFM position. DFM training is available to all employees, however the incentives are only available to the DFM position(s). The DFM(s) must complete DFM certifications first, including Juvenile Fire Setter and Wildland Fire Investigation, before they will be considered eligible to pursue Hazmat Technician and/or Paramedic Certification(s). Prior to these trainings, DFM(s) must obtain approval from the Fire Chief.~~

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The Deputy Fire Marshal (DFM) may respond to incidents if it is mutually agreed upon by the employer, the employee, and the union.

The employer, the employee and the union shall agree that an internal candidate shall enter the DFM position at the internal candidate's current rank and may assume that rank at an incident.

If the DFM chooses to leave the DFM's job and enter the Operations Division, the DFM must give a one (1) year notice, after which the DFM shall return to the Operations Division at ~~his~~their current rank, but only when a position at the DFM's then current rank ~~is~~ available. However, if after the one (1) year notice period, a position lower in rank than that of the DFM's then current rank is available, the DFM may choose to return to the Operations Division at the then available lower rank position but that the DFM's current rank base wage, until a position in the DFM's actual rank is available. When a position at the DFM's actual rank becomes available, the DFM shall return to the position. If a suitable candidate is found before the end of two (2) years, the DFM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the employer and the above conditions are met.

An external candidate that fills the DFM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District **entry-level** Firefighter I.

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~~DFMs, if internal candidates, can return to the floor at their rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of pay if a vacancy is not currently available at their rank when returning to the floor. The next available vacancy, within their correct rank, will be filled by the employee.~~

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~~DFMs are eligible to enter the promotional processes when vacancies occur. In order for the DFM to be promoted, they must assess and be ranked within the given number of vacancies. Example: If DFM currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain spots, the DFM must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.~~

TRAINING OFFICER

The Training Officer (TO) may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

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The TO position is a three-year term. At the end of the TO's three-year term, he/ she has the option to reapply for subsequent three-year terms. The District will accept applications from all qualified ~~MRFD-District~~ applicants every ~~three~~ three (3) years or when a vacancy in the position occurs.

~~The TO is eligible to enter the promotional process when vacancies occur. In order for the TO to be promoted, they must assess and be ranked within the given number of vacancies. Example: If the TO currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the TO must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.~~

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ACCREDITATION MANAGER

The Accreditation Manager (AM) may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

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The AM position is a temporary full-time position.

~~The AM is eligible to enter the promotional process when vacancies occur. In order for the AM to be promoted, they must assess and be ranked within the given number of vacancies. Example: If the AM currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the AM must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.~~

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RESIDENT/VOLUNTEER COORDINATOR (RVC)

The Resident/Volunteer Coordinator (RVC) may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

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~~The RVC position is a three-year term. At the end of of the RVC's ~~three~~ three-year ~~three-year~~ term, he has the option to reapply for subsequent three-year terms. The District will accept applications from all qualified MRFD-District applicants every three (3) years or when a vacancy in the position occurs.~~

~~The RVC is eligible to enter the promotional process when vacancies occur. In order for the RVC to be promoted, they must assess and be ranked within the given number of vacancies. Example: If the RVC currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the RVC must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.~~

FORTY (40) HOUR STAFF RANK PROMOTIONAL PROCESS

The 40-hour staff positions are eligible to enter the rank promotional process when vacancies occur. In order for them to be promoted, they must assess and be ranked within the given number of vacancies. Example: If a 40-hour staff position currently hold the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the employee must finish in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression. The 40-hour staff employee must have worked in suppression at their current rank for at least one (1) year to be eligible to be promoted to the next rank while in a 40-hour staff position. The 40-hour staff employee shall not act in the position above the promoted level until they return to suppression and complete ~~their~~ one (1) year probationary period. A 40-hour staff employee may not promote to Battalion Chief.

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**APPENDIX A
BASE WAGE SCHEDULE**

The following indicates the base annual wages for employees. These wages shall become effective with respect to the dates at each column head:

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Rank/Position..... FY 24 FY25 — 6/12/2022-6/25/2023

Firefighter I	\$62,356.37.....	\$64,227.0558,826.76
Firefighter II	\$68,875.01.....	\$70,941.2664,976.42
Engineer	\$74,168.51.....	\$76,393.5769,970.30
Lieutenant.....	\$80,883.15.....	\$83,309.6476,304.86
Captain/ARM/TO/RVC/AM/DFM.....	\$88,941.45.....	\$91,609.6983,907.03
Battalion Chief/RM.....	\$105,643.42.....	\$108,812.7299,663.60

Montana-licensed ~~ECP~~ Emergency Medical Technicians with the following endorsements shall receive \$1,200.00 annually to be added to base wage.

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- 1. Airway

Montana-licensed ~~ECP~~ Emergency Medical Technicians with all of the following endorsements shall receive \$2,400.00 annually to be added to base wage.

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- 1. Airway
- 2. IV and IO Maintenance
- 3. IV and IO initiation
- 4. Medication

Montana-licensed ~~ECP~~ Advanced Emergency Medical Technicians shall receive \$3,000.00 annually to be added to base wage.

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Montana-licensed Advanced Emergency Medical Technicians with I-99 endorsements shall receive \$3,600.00 annually to be added to base wage.

Montana-licensed Paramedics shall receive \$4,800.00 annually to be added to base wage.

~~MRFD-District~~ certified Hazardous Materials Technician employees on the Regional Hazardous Materials Team shall receive \$1,800.00 annually to be added to base wage. If to maintain their certification employees must attend a minimum of twenty-four (24) hours of team continuing education per year and at least nine (9) categories on the continuing education record including a current physical and one team drill.

Commented [MS1]: Moved from Appendix B

~~If an employee is hired into a 40-hour position, the employee shall maintain the higher rate of pay of their prior or new position. No employee may hold more than one (1) forty (40) hour position at one time. Resource Manager who has not acquired certification as a Certified Fire Apparatus Technician (CFAT) shall receive \$4,000.00 annually to be added to the base wage corresponding to the Resource Manager's then existing rank. Resource Manager who has acquired certification at Level I CFAT shall receive \$6,000.00 annually to be added to the base wage corresponding to the Resource Manager's then existing rank. If the class is available, EVT I shall be completed within 18 months of the Resource Manager's hire date. Resource Manager who acquires certification at Level II CFAT shall receive \$8,000.00 annually to be added to the base wage corresponding to the Resource Manager's then existing rank. If available, EVT II shall be completed within three years of the Resource Manager's hire date. Resource Manager, with the optional certification of Master Level CFAT, shall receive \$10,000.00 annually to be added to the base wage corresponding to the Resource Manager's then existing rank. After the successful completion of EVT I, EVT II, and the Master Level CFAT, if the Resource Manager successfully completes the optional CFAT exams FA-4, F-7, and F-8, he shall receive \$12,000.00 annually to be added to base wage.~~

Jeff Mendenhall 4-1-24
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~~At the time of contract Agreement approval, the current DFM's have the option to be grandfathered into the certifications with incentive pay structure or the base wage schedule (Appendix A as defined in this Appendix) position pay structure.~~

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~~At the time that the Resource Manager has successfully acquired certification as a Certified Fire Apparatus Technician (CFAT) through the Emergency Vehicle Technician (EVT) Program at the Master Level, along with the additional CFAT/EVT exams listed above (FA-4, F-7, and F-8), the Resource Manager may request the Fire District Chief's approval to pursue Hazmat technician and/or Paramedic Certification. The Resource Manager is the only position in the District that is eligible for the Resource Manager Incentives.~~

~~Deputy Fire Marshal (DFM) will complete Fire Inspector I and Fire Plan Examiner I in their first six months in the position. At that time, DFM shall receive \$4,000.00 annually to be added to the base wage corresponding to the DFM's existing rank. DFM's will receive an incentive pay of \$2,000 annually added to the base wage, for each of the certifications listed below. Course completion may depend on availability of classes. Fire Inspector II will be completed inside the first year in the position. Fire Investigation (IAAI/NFA-R0772) will be completed inside two years in the position. Fire Inspection Principles II (NFA P0391), or equivalent, will be completed inside three years in the position. Juvenile Fire Setter (NFA R0629), or equivalent, and Wildland Fire Investigation (NWCG FI-210) will be optional certifications with incentive pay consistent with the classes above.~~

~~The Training Officer (TO) shall receive \$6,000.00 annually to be added to the base wage corresponding to the TO's existing rank. All MRFD personnel shall be eligible for the TO position except those within the rank of FFI and FFII. No one will be allowed to hold both the TO and a RVC, RM, AM, or DFM position.~~

~~The Accreditation Manager (AM) shall receive \$6,000.00 annually to be added to the base wage corresponding to the AM's existing rank. All MRFD personnel shall be eligible for the AM position except those within the rank of FFI and FFII. No individual may simultaneously hold more than one of the following positions: AM, Resident/Volunteer Coordinator, Training Officer or Deputy Fire Marshall.~~

~~The Resident/Volunteer Coordinator (RVC) shall receive \$6,000.00 annually to be added to the base wage corresponding to the RVC's existing rank. All MRFD personnel shall be eligible for the RVC position except those within the rank of FFI and FFII. No one will be allowed to hold both the RVC and a Training Officer or DFM position.~~

**APPENDIX B
DEFINITIONS**

PERMANENT DISABILITY

A sickness or injury, occurring while employed, totally and continuously preventing the employee from working for wage or profit as a member of the Union, and is expected to last for the rest of the employee's life.

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ECP INCENTIVE PAY

ECP incentive pay will be administered as outlined in Appendix A.

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FAMILY MEMBER/IMMEDIATE FAMILY

A person related to an employee or his spouse in one of the following ways:

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Spouse	Stepmother	Daughter-in-Law
*Child	Stepsister	Uncle
Stepchild	Stepbrother	Aunt
Mother	Stepfather	Nephew
Father	Mother-in-Law	Niece
Grandparent	Father-in-Law	
Grandchild	Brother-in-Law	
Brother	Sister-in-Law	
Sister	Son-in-Law	

Or:

Any other person who lives in an employee's home as a member of his household (includes a foster child).

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GOOD CAUSE

Emergency situations, family illness, family death, or education, where sick leave or vacation time is insufficient to cover the absence of an employee. It shall be the responsibility of the employee to show good cause to the Board of Trustees or the Fire Chief. In the event that illness of the employee is considered an emergency situation, the Board of Trustees may require a medical documentation to verify an illness.

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HAZARDOUS MATERIALS TECHNICIAN

MRFD Certified Hazardous Materials Technicians are employees who participate on the Regional Team.

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To maintain their certification employees must attend a minimum of twenty-four (24) hours of team continuing education per year and at least nine (9) categories on the continuing education record including a current physical and one team drill.

Commented [MS2]: Moved to Appendix A, not a definition

MASCULINE PRONOUNS

The use of masculine gender in this Agreement shall be construed as including both genders and not as sex limitations.

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RESIDENT FIREFIGHTER

A Resident Firefighter with Missoula Rural Fire District is a person who receives room in compensation for performing routine station duties or the duties of a firefighter under the direct supervision of an employee at a station. Resident firefighters shall work at least ten (10) hours per week performing station duties, but not more than twenty (20) hours per week.

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RESOURCE MANAGER

The Resource Manager (RM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

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The Employer, the Employee and the Union shall agree that an internal candidate shall enter the Resource Manager position at the internal candidate's then current rank and may assume that rank at an incident. The

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RM is eligible to enter the promotional processes when vacancies occur. For the RM to be promoted, they must assess and be ranked within the given number of vacancies. Example: If RM currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the RM must rank in the top three (3) following the assessment. The employee ranked fourth in the assessment will fill the third vacancy in suppression.

If the Resource Manager chooses to leave the Resource Manager's job and enter the Operations Division, the Resource Manager must give two years notice, after which the Resource Manager shall return to the Operations Division at his then current rank, but only when a position at Resource Manager's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the Resource Manager's then current rank is available, the Resource Manager may choose to return to the Operations Division at the then available lower rank position but at the Resource Manager's current rank base wage, without any Resource Manager incentives, until a position in the Resource Manager's actual rank is available. When a position at the Resource Manager's actual rank becomes available, the Resource Manager shall return to the position. If a suitable candidate is found before the end of two years, the Resource Manager shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the Employer and the above conditions are met. The Employee, in accord with Article 32 Promotions set forth in the current CBA, will follow the promotional process from that point forward. This option is not available to a Resource Manager who was hired externally.

An external candidate that fills the Resource Manager position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry level Firefighter.

ASSISTANT RESOURCE MANAGER (ARM)

The Assistant Resource Manager (ARM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

The Employer, the Employee and the Union shall agree that an internal candidate shall enter the Assistant Resource Manager position at the internal candidate's then current rank and may assume that rank at an incident.

If the ARM chooses to leave the ARM's job and enter the Operations Division, the Resource Manager must give two years notice, after which the Resource Manager shall return to the Operations Division at his current rank, but only when a position at Resource Manager's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the Resource Manager's then current rank is available, the Resource Manager may choose to return to the Operations Division at the then available lower rank position but at the Resource Manager's current rank base wage, until a position in the Resource Manager's actual rank is available. When a position at the Resource Manager's actual rank becomes available, the Resource Manager shall return to the position. If a suitable candidate is found before the end of two years, the Resource Manager shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the Employer and the above conditions are met.

An external candidate that fills the ARM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry level Firefighter.

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DEPUTY FIRE MARSHAL

The DFM incentive schedule will work in conjunction with the wage schedule set in the current CBA. All MRFD personnel shall be eligible for the DFM position except those within the rank of FF1 and FFH. No one will be allowed to hold both the Training Officer and a DFM position. DFM training is available to all employees, however the incentives are only available to the DFM position(s). The DFM(s) must complete DFM certifications first, including Juvenile Fire Setter and Wildland Fire Investigation, before they will be considered eligible to pursue Hazmat Technician and/or Paramedic Certification(s). Prior to these trainings, DFM(s) must obtain approval from the Fire Chief.

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The DFM may respond to incidents if it is mutually agreed upon by the employer, the employee, and the union:

The employer, the employee and the union shall agree that an internal candidate shall enter the DFM position at the internal candidate's current rank and may assume that rank at an incident:

If the DFM chooses to leave the DFM's job and enter the Operations Division, the DFM must give a one (1) year notice, after which the DFM shall return to the Operations Division at his current rank, but only when a position at the DFM's then current rank is available. However, if after the one (1) year notice period, a position lower in rank than that of the DFM's then current rank is available, the DFM may choose to return to the Operations Division at the then available lower rank position but that the DFM's current rank base wage, until a position in the DFM's actual rank is available. When a position at the DFM's actual rank becomes available, the DFM shall return to the position. If a suitable candidate is found before the end of two years, the DM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the employer and the above conditions are met.

An external candidate that fills the DFM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District entry level firefighter.

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DFMs, if internal candidates, can return to the floor at their rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of pay if a vacancy is not currently available at their rank when returning to the floor. The next available vacancy, within their correct rank, will be filled by the employee.

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DFMs are eligible to enter the promotional processes when vacancies occur. In order for the DFM to be promoted, they must assess and be ranked within the given number of vacancies. Example: If DFM currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain spots, the DFM must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.

TRAINING OFFICER

The TO may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

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The TO position is a three-year term. At the end of the TO's three-year term, he/she has the option to reapply for subsequent three-year terms. The District will accept applications from all qualified MRFD applicants every three years or when a vacancy in the position occurs.

The TO is eligible to enter the promotional process when vacancies occur. In order for the TO to be promoted, they must assess and be ranked within the given number of vacancies. Example: If the TO currently holds the rank of Lieutenant and a promotional process is open to fill three (3)

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~~Captain positions, the TO must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.~~

ACCREDITATION MANAGER

~~The AM may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.~~

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~~The AM position is a temporary full-time position.~~

~~The AM is eligible to enter the promotional process when vacancies occur. In order for the AM to be promoted, they must assess and be ranked within the given number of vacancies. Example: If the AM currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the AM must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.~~

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RESIDENT/VOLUNTEER COORDINATOR (RVC)

~~The RVC may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.~~

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~~The RVC position is a three-year term. At the end of the RVC's three-year term, he has the option to reapply for subsequent three-year terms. The District will accept applications from all qualified MRFD applicants every three years or when a vacancy in the position occurs.~~

~~The RVC is eligible to enter the promotional process when vacancies occur. In order for the RVC to be promoted, they must assess and be ranked within the given number of vacancies. Example: If the RVC currently holds the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the RVC must rank in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression.~~

FORTY (40) HOUR STAFF RANK PROMOTIONAL PROCESS

~~The 40-hour staff positions are eligible to enter the rank promotional process when vacancies occur. In order for them to be promoted, they must assess and be ranked within the given number of vacancies. Example: If a 40-hour staff position currently hold the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the employee must finish in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression. The 40-hour staff employee must have worked in suppression at their current rank for at least one (1) year to be eligible to be promoted to the next rank while in a 40-hour staff position. The 40-hour staff employee shall not act in the position above the promoted level until they return to suppression and complete their one (1) year probationary period. A 40-hour staff employee may not promote to Battalion Chief.~~

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SEASONAL EMPLOYEES

~~Seasonal employees are temporarily employed for the sole purpose of wildland firefighting assignments and/or performing urban interface fuel mitigation. Preference will be given to Missoula Rural Fire District residents or volunteers. Seasonal employees will be supervised on wildland assignments by a Missoula Rural Fire District career firefighter, if available. This shall not apply to single person assignments. First preference for single person assignments will be given to Missoula Rural Fire District career firefighters.~~

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ESSENTIAL WORK

~~Work necessary to assure that all emergency equipment is ready to respond; all facilities are clean and ready to receive visitors. Personnel shall be in appropriate uniform and prepared to greet the public.~~

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TRAINING PACKET

~~Training materials designed to prepare an individual for the next promotional step. These materials will represent Department Standards, NFPA Criteria, other applicable standards, and job requirements for the next available step.~~

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SHIFT EXCHANGE

~~A shift exchange is a situation where one employee works for another employee without benefit, creation of overtime, and/or creation of shift differential pay. Shift exchanges are agreed upon between employees and done voluntarily.~~

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ADMINISTRATIVE CHIEF PROBATIONARY PERIOD

~~A member from the bargaining unit who has promoted into a fire administration position, being Assistant Chief or Fire Chief, may petition the Fire Chief or the Board of Trustees to return to a bargaining unit position inside their one-year probationary period. This will only apply to members who have promoted directly from the bargaining unit and not to an employee who has been in a fire administration position, or positions, for an aggregate period of more than 12 months, and then promoted to a new fire administration position. The District is under no obligation to create new bargaining unit positions to accommodate persons who promote to fire administration positions and then request to return to a bargaining unit position.~~

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~~In order to exercise this option, the Promoted Member must petition the Fire Chief or the Board of Trustees in writing of his or her desire to resign the fire administration position to which he or she has been promoted and return to the bargaining unit. Said petition shall be delivered either by personal service upon the Fire Chief or the Board of Trustees or by sending the notice to the Fire Chief or the Board of Trustees via first class Certified U.S. Mail, Return Receipt Requested. If the petition to return to the bargaining unit is granted and it is within 12 months of the Promoted Member's effective date of promotion, the Fire Chief shall have the right to appoint a replacement for the Promoted Member, who is returning to the bargaining unit, provided that the appointment is made from a ranked list of candidates, from the bargaining unit, who assessed for the fire administration position that is being vacated by the Promote Member effective date of advancement or if there are no other candidates from the bargaining unit who assessed for the fire administration position which is now being vacated, the District will hold a new assessment center. Any candidate who is appointed by the Fire Chief will have the right to refuse the appointment without penalty or prejudice.~~

~~In the event that the Promoted Member is unable to successfully complete the 12-month probationary period for the fire administration position, he may return to an open position within the bargaining unit. The Board of Trustees has the sole discretion concerning the issue of whether the Promoted Member is capable of satisfactorily completing the probationary period for the fire administration position to which he has advanced.~~

~~In the event that the Promoted Member faces layoff and/or job elimination due to the District's budget constraints, the Promoted Member may return to a bargaining unit position when a position becomes available.~~

~~Under any of the above circumstances, the position to which the Promoted Member may return would be equal to the one he left upon his advancement into a fire administrative position, or alternatively, to an open position below the one the Promoted Member left. The Promoted Member may also compete for the next higher bargaining unit position to that he left if that position is open and the Promoted Member meets the requirements for that bargaining unit position.)~~

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ARTICLE 40 -REDUCTION IN RANK FROM A MANAGEMENT POSITION

All decisions regarding the tenure of management employees remain in the exclusive right of management. If a non-bargaining unit employee whom the District employs in a management position chooses to leave their management position or is demoted to a bargaining unit position, the following provisions apply:

Transfer to the bargaining unit within the first year of a management assignment: Should the management action that relieves the employee of the management position occur within the first year of employment in the management position or within the first year of their management appointment, the employee is eligible to transfer to the bargaining unit position that they previously held within the District or to a new or vacant bargaining unit position at the same rank previously held by the employee. If the employee did not hold a bargaining unit position within the District prior to employment in a management position, the District may assign the employee to any other vacant or new position within the bargaining unit.

Transfer to the bargaining unit on or after the first-anniversary date of a management assignment: If an employee transfers from a management position to a bargaining unit position after the first anniversary of their management appointment, the employee will be eligible to transfer to the bargaining unit position previously held within the District or to a new or vacant bargaining unit position at the same rank previously held by the employee. The transferring employee must meet the requirements for the position job description existing on the date of the transfer. If the employee is no longer qualified for their former position or the position has been filled, they may transfer to any other new or vacant bargaining unit position as long as they meet the requirements under the position job description existing on the date of the transfer.

Seniority: All employees under this paragraph shall return to the bargaining unit with the seniority that they had accrued with the District when assuming the management position. They will not have their seniority adjusted to include time spent in a management position.




Layoff or demotion of bargaining unit members: No current bargaining unit employee shall be involuntarily demoted or subject to layoff to provide an opening for a person returning to a former position held or another bargaining unit position.

Effect on current promotional processes: All current promotional processes shall continue to proceed as scheduled.

Overfill of positions: The transferring employee under this article can cause an overfill in the position at the time of their transfer to the bargaining unit, except as provided herein. If the position cannot be overfilled, the transferring employee will be assigned to a position at the same rank previously held with the District, if applicable. The following positions cannot be overfilled:

- Accreditation Manager;
- Resident/Volunteer Coordinator;
- Resource Manager;
- Assistant Resource Manager;
- Training Officer; and
- Deputy Fire Marshal.

Eligibility and Process: An employee to whom this article applies and who meets the requirements under the position job description existing at the time of transfer for transfer to the bargaining unit above may request a reduction in rank by submitting a request pursuant to the process established by the Board. The Board will notify Local 2457 of the request. The Board or their designee may delay the employees' return to a lower rank if remedial training is required for the employee to meet the requirements under the position job description existing at the time of the transfer.

Local 2457  4/1/24
 4/1/24
 4/1/24



AN AGREEMENT

BETWEEN

MISSOULA RURAL FIRE DISTRICT

AND

LOCAL 2457

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS



EFFECTIVE DATES

June 25, 2023 through June 21, 2025

Approved by MRFD Board of Trustees:

Approved by Local 2457 Membership:

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PREAMBLE

This agreement is entered into by and between the Missoula Rural Fire District, the employer, hereinafter referred to as the District, and Local 2457, International Association of Firefighters, hereinafter referred to as the Union.

ARTICLE 1 PURPOSE AND SCOPE

It is the purpose of this Agreement to achieve and maintain harmonious relations between the District and the Union, to provide for equitable and peaceful adjustment of differences that may arise and to establish proper standards for wages, fringe benefits, grievances, hours and other conditions of employment.

ARTICLE 2 DISCRIMINATION

The District and the Union agree not to discriminate against or harass any employee for their activity, non-activity, or membership in the Union.

The District and the Union agree that there shall be no discrimination or harassment against any employee or applicant for employment because of race, creed, religion, color, or national origin or because of age, physical or mental disability, marital status, sex or political beliefs, when the reasonable demands of the position do not require an age, physical or mental disability, marital status, or sex distinction.

MRFD Sexual Harassment/Discrimination Policy for the process that, both employees and supervisors are required to follow when harassment and discrimination is believed to have occurred. This policy details what a person should do if they believe they have been subjected to harassment or discrimination, or if they have witnessed another person being subjected thereto. This policy details what the supervisor responsibilities are when they receive a report of harassment or discrimination. All employees have the obligation to report employee harassment or discrimination, but they also must report outside vendors engaging in harassing or discriminating conduct against District employees. This policy should be the procedural guide for employees if their supervisor is the one who is engaging in the harassment or discrimination.

ARTICLE 3 RECOGNITION

The District recognizes the Union as the exclusive bargaining agent for the following employees of the District: Battalion Chief, Captain, Lieutenant, Engineer, Firefighter I, Firefighter II, Resource Manager, Assistant Resource Manager, Deputy Fire Marshal, Training Officer, Resident/Volunteer Coordinator, and Accreditation Manager.

ARTICLE 4 MEMBERSHIP

Employees of the Missoula Rural Fire District, included in Article 3, may, at their discretion, become members of the Union. Application for membership in the Union shall be in accordance with state and federal laws.

ARTICLE 5 WITHOLDING OF UNION DUES

The District agrees to deduct twice each month, dues in an amount certified to be correct by the Treasurer of the Union, from the pay of those employees who individually authorize, in writing that such deductions

are made. The District shall remit the total deduction each month to the Treasurer of the Union. This authorization shall be enforced and in effect from 7/1 through 6/30, annually.

ARTICLE 6 UNION AFFAIRS

Employees elected to Union office, or a member designated by the Union President, will be allowed time, including but not limited to trading shifts, to perform their Union functions and the duties of their office, including but not limited to, attendance at Union conventions, conferences, seminars, legislative assembly hearings, and board meetings. Members on Union trades for forty-hour employees will be allowed to work the exchange on the floor if not trained in the position they are covering. The members of the negotiating team will be allowed to trade shifts to attend all meetings, which are mutually scheduled, by the District and the Union. Employees involved in grievance proceedings will be allowed to trade shifts in order to attend any meetings involving the settlement of grievances.

ARTICLE 7 MEETINGS

In order to ensure unrestricted operations of the District, the District and the Union agree:

1. The Union may use a District facility mutually agreed on as a meeting place.
2. Qualified standby replacements may be used while employees are attending meetings, educational training courses and Union or District related functions.
3. A regular meeting day and time will be set. If any special meetings are required, twenty-four (24) hours advance notice will be given.
4. Existing bulletin boards may be used for the posting of official Union information.

ARTICLE 8 MANAGEMENT RIGHTS

All management rights not specifically limited by this Agreement shall continue to rest exclusively with the District, including, but not limited to, the right to direct and schedule employees, hire, promote, transfer, assign, discipline and discharge employees, relieve employees from duties because of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive, maintain the efficiency of the District's operations, determine the methods, means, job classifications and personnel by which the District's operations are to be conducted, take whatever actions may be necessary to carry out the missions of the District in situations of emergency, establish the methods and processes by which work is performed.

ARTICLE 9 POLICIES AND SOGs

The Union agrees that its members shall comply in full with the Fire District's policies and SOGs.

The District agrees action taken based on policies and SOGs shall be subject to the grievance procedure.

The District encourages input from all its employees in order to improve its operations; therefore, members of the union (through their executive board) may make suggestions including changes in proposed policies. Final approval of policies will be at the discretion of the Board of Trustees. All changes to District SOGs will be brought to the monthly Officer's meeting for discussion and final approval by the Fire District Chief. All changes will be reviewed in at least two separate Officer's meetings.

ARTICLE 10 GRIEVANCE PROCEDURE

Grievances are hereby defined as questions or disputes involving the application or interpretation of the terms of this Agreement. Every effort shall be made to resolve grievances at the lowest possible level.

Both parties may mutually agree to extend the time limits at any point during the grievance process. Grievances shall be submitted in writing within thirty (30) calendar days of their discovery.

Grievances shall be resolved within the following procedure:

1. The employee and/or the Union shall submit the grievance in writing to the lowest level supervisor who can effectively resolve the issue. The grievance will include the following information:
 - a. Name of the Grievant(s)
 - b. Date(s) and/or Time(s)
 - c. Occurrence(s)
 - d. Nature of the Grievance
 - e. Terms of the Agreement that are applicable to the Grievant
 - f. Adjustment sought
 - g. Name of Union Representative(s)
 - h. Name of Grievance Chairperson

The Grievance Committee or its designee shall notify the supervisor within three (3) calendar days of receiving the potential grievance. The supervisor will then have seven (7) calendar days to submit documentation of their account to the Grievance Chairperson. The Grievance Chairperson will be responsible for dissemination of the documentation to the Grievance Committee members. If the Grievance Committee deems it to be a valid grievance, and a grievance is submitted, then the supervisor, the employee/grievant, and/or the Grievance Committee/or designee of the Union shall meet in an attempt to solve the grievance within seven (7) calendar days. Within seven (7) calendar days of the aforementioned meeting, the supervisor shall submit their decision in writing to the grievant and the Grievance Chairperson. The Grievance Committee, or its designee, shall notify the Fire Chief in writing of the grievance and the supervisor's decision.

2. If the grievance is not resolved in Step 1, it shall be submitted in writing within ten (10) calendar days to the Fire Chief. The Fire Chief shall submit their decision in writing, within twenty (20) calendar days of the receipt of the grievance.
3. If the grievance is not resolved in Step 2, it shall be submitted in writing within ten (10) calendar days of the completion of Step 2 to the Board of Trustees. The Board of Trustees shall submit their decision in writing within forty-five (45) calendar days.
4. Either party may give notice to the other of their intent to submit the grievance to binding arbitration within thirty (30) calendar days if the grievance is not resolved in Step 3.

For grievance arbitration a single arbitrator will be used. The American Arbitration Association will be asked to provide a list of seven (7) qualified arbitrators. The selection of the arbitrator shall be completed within seven (7) calendar days of the receipt of the list of names from the American Arbitration Association. Each party to the dispute shall alternately strike names until one name remains. The party to strike first will be decided by coin toss. The remaining person shall be designated the Arbitrator. The arbitration proceedings shall commence on a date set by the arbitrator. The decision of the arbitrator shall be final and binding on both parties to the Agreement.

The costs and services of the Arbitrator shall be borne equally by both parties.

Either party desiring transcripts of arbitration hearings shall be responsible for the cost of such transcripts.

**ARTICLE 11
CHANGES IN THE AGREEMENT**

All appendices or amendments to this Agreement shall be numbered, dated and signed by both parties and shall be subject to all the provisions of this Agreement.

**ARTICLE 12
SAVINGS CLAUSE**

If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

**ARTICLE 13
NO STRIKE - NO LOCKOUT**

The Union recognizes the essential nature of the service provided by its members in protecting the public safety. In light of that fact, the Union agrees that there shall be no work interruptions, slowdowns, or strikes during the term of the Agreement. In the event of unauthorized interruptions, the Union agrees to join the District in requiring its members to return to work immediately. The District agrees that there will be no lockout of employees during the term of this Agreement.

**ARTICLE 14
AGREEMENT BINDING ON SUCCESSORS AND ASSIGNS ON BOTH PARTIES,
REGARDLESS OF CHANGES IN MANAGEMENT, CONSOLIDATION, MERGER,
TRANSFER, ANNEXATION AND LOCATION**

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms, or obligations herein contained shall be affected, modified, altered, or changed in any respect whatsoever by the consolidation, merger, annexation, transfer or assignment of either party hereto, or by any change geographically or otherwise in the location or place of business of either party hereto.

**ARTICLE 15
WAGE CALCULATION**

1. The base annual wage schedule is set forth and attached to this Agreement as Appendix A, which shall form a part of and be subject to all of the provisions of this Agreement.
2. Annual salary shall be computed by taking the base annual wage, adding longevity pay, emergency medical certification incentive pay, Training Officer incentive pay, Resource Manager incentive pay, Deputy Fire Marshal incentive pay and Hazardous Materials Technician incentive pay, if applicable.
 - a. For twenty-four (24) hour employees, Missoula Rural Fire uses a twenty-seven (27) day work period: regular hourly wage = annual salary divided by two thousand five hundred ninety-seven and twenty-eight hundredths (2597.28).
 - b. For forty (40) hour employees: regular hourly wage = annual salary divided by two thousand eighty (2080).
 - c. Annual salary will be divided by twenty-six (26) and be paid to each employee on a bi-weekly basis.

**ARTICLE 16
LONGEVITY**

Longevity pay shall be calculated at the rate of 2.731% of a Firefighter II monthly salary, for the current contract, multiplied by years of service. (i.e., [current monthly FFII wage] x 0.02731 x years of service = Longevity pay)

ARTICLE 17 OVERTIME

Overtime is defined as any time worked in excess of the employee's regularly scheduled tour of duty. In the event that a need for overtime should occur in the Fire District because of vacation, sickness, training, accident or other unforeseen emergency incident:

1. Employees scheduled to work forty (40) hours per week who work in excess of forty (40) hours per week, shall be compensated either monetarily or with compensatory time in lieu of monetary overtime, at the rate of one and one-half (1½) times their hourly rate/time, as mutually agreed upon. No employee may accrue more than one hundred (100) hours of compensatory time.
 - a. Employees scheduled to work 40 hours per week may choose between overtime and compensatory time. Both methods of compensation shall be agreed upon by the employee's supervisor.
 - b. Local 2457 agree that employees scheduled to work 40 hours per week may accept compensatory time in lieu of monetary overtime.
2. Employees scheduled to work twenty-four (24) hour shifts that work in excess of their regularly scheduled shift shall be compensated at the rate of one and one half (1½) times their hourly rate. The following exemption applies:
 - a. Overtime that is subject to the "Out-of-Town" training calculation where unworked regular hours offset overtime hours accumulation.
3. When an emergency occurs at or near the end of an employee's shift, the employee will respond to the emergency. The employee shall be compensated at the rate of one and one-half (1½) times their hourly rate for time spent beyond their regularly scheduled shift.
 - a. An employee shall receive a minimum payment of two (2) hours, at time and a half (1½) their normal hourly pay rate (overtime), when the employee is called into duty on their day off or outside of their regularly scheduled shift. Overtime compensation starts at the time the employee arrives at their assigned station or checks in with the Incident Commander or Duty Officer. An employee who is called into duty will not receive less than two (2) hours of compensation at time and one half (1½) their normal hourly pay rate. If the call-back exceeds two hours, the employee will be compensated for every hour worked. (Examples: A firefighter is called back for four (4) hours, the employee will then receive four (4) hours pay at time and a half (1½) their normal hourly pay rate. If a call-back is one (1) hour in length, the employee will receive (2) hours pay at time and a half (1½) their normal hourly pay rate.)
4. In the event that a need for overtime occurs in the District overtime shall accrue to members of the bargaining unit.
5. In the event that overtime shifts are not filled on a voluntary basis by members of the Union, after going through the overtime list twice, the District shall maintain the right to require the employees who have filled the fewest number of overtime hours to fill the vacancy.

ARTICLE 18 TOURS OF DUTY

1. All employees shall be individually scheduled for a tour of duty. Tours of duty other than a or b shall be as listed below or will be mutually agreed upon by the Union and the District.
 - a. Forty- (40) hour per week period working any combination of set days and hours as mutually agreed upon.

- b. Twenty-four (24) hours on duty followed by forty-eight (48) consecutive hours off with one (1) Kelly day off every ninth (9th) shift, which is a twenty-seven (27) day work period.
2. Each shift shall be supervised by a Battalion Chief or acting Battalion Chief from the Union.
3. Each three-man engine company shall be supervised by a Captain or acting Captain from the Union.
4. Each two-man engine company shall be supervised by at least a Lieutenant or acting Lieutenant from the Union.
 - a. Floaters on each shift will be at the rank of Lieutenant.
5. Officers designated as Station Officers shall be the rank of Captain or acting Captain from the Union.

Duty Day

The duty day for a twenty-four (24) hour employee shall consist of the following:

1. A duty day shall consist of twenty-four (24) consecutive hours beginning at 0700.
2. A one- (1) hour alarm time starting at 0700 hours.
3. An eight- (8) hour working day starting at 0800 hours and ending at 1700 hours, but not including a one- (1) hour lunch period and two (2) fifteen- (15) minute breaks.
4. A fourteen- (14) hour alarm time during which firefighters shall be available to assist in scheduled training, assist in make-up training, and attend any training available.
5. A twenty-four (24) hour shift shall be followed by forty-eight (48) consecutive hours off with one (1) Kelly day off every ninth (9th) shift.

All Firefighters must be on call and available for all firefighting and emergency purposes during alarm time.

Only scheduled classes, drills, and essential work can be included on Sundays and Holidays. Interrupted lunch periods shall be made up at the earliest opportunity.

**ARTICLE 19
WORKING OUT OF CLASSIFICATION**

Any employee covered by this Agreement who is required to accept the responsibilities and carry out the duties of a Battalion Chief, Captain, or Lieutenant shall be paid at the rate for that position or rank while so acting. In no case shall an employee be paid less than their current pay rate.

**ARTICLE 20
HOLIDAYS**

The following legal holidays are those which will be recognized and observed:

- | | |
|------------------------|----------------------------|
| New Year's Day | State General Election Day |
| Martin Luther King Day | Columbus Day |
| Presidents Day | Veterans Day |
| Memorial Day | Thanksgiving Day |
| Independence Day | Christmas Day |
| Labor Day | |

If the holiday should fall on a Saturday, the preceding Friday shall be considered the holiday for all employees who work an eight- (8) hour day. If the holiday falls on a Sunday, the following Monday shall be considered the holiday for all employees who work an eight- (8) hour day. All forty- (40) hour employees not assigned to operations shall have the holiday off with pay. All twenty-four (24) hour employees and

forty- (40) hour employees assigned to operations shall receive eight- (8) hour pay at an eight- (8) hour rate in addition to their regular pay for each holiday.

ARTICLE 21 MILITARY LEAVE

An employee who is a member of the organized militia of this state or who is a member of the organized or unorganized reserve corps or military forces of the United States, and who has been an employee for a period of six (6) months, shall be given leave of absence, with pay, at a rate of 120 hours in a calendar year, or academic year if applicable, for performing military service. Military leave may not be charged against the employee's annual vacation leave. Unused military leave must be carried over to the next calendar year, or academic year if applicable, but may not exceed a total of 240 in any calendar year. Employees will accrue sick and vacation leave while on military leave.

ARTICLE 22 SICK LEAVE

1. Each full-time employee is entitled to and shall earn sick leave credits from the first full pay period of employment. Employees, who are assigned to a twenty-four (24) hour day shall earn leave credits at a rate of 4.62 hours per pay period. Employees who are assigned to a forty- (40) hour week shall earn sick leave credits at a rate of 3.69 hours per pay period.
2. An employee may not accrue sick leave credits during a leave of absence without pay. Employees are not entitled to use their accrued sick leave until they have been continuously employed for ninety (90) days. Upon completion of the qualifying period, the employee is entitled to use the sick leave credits they have earned. Employees may use sick time donated to them during their first 90 days (or probationary period) or any time thereafter.
3. An employee who terminates their employment is entitled to a lump sum payment equal to 25% (twenty-five percent) of the pay attributed to the accumulated sick leave.

An employee, who completes twenty years (20) of service with the District and submits notice one calendar year prior to their retirement, is entitled to a lump sum payment of 75% (seventy five percent) of the pay attributed to sick leave. The Board of Trustees may waive the one-year notice requirement. An employee who leaves the service of the District because of disability is entitled to 100% (one hundred percent) of the pay attributed to sick leave. The pay shall be computed on the basis of the employee's salary at the time they terminate their employment, retires from the District, or leaves with disability. An employee of the District who received a lump sum payment and who is again employed by the District shall not be credited with any leave for which they have been previously compensated.

4. Abuse of sick leave occurs when an employee misrepresents the actual reason for charging an absence to sick leave, or when an employee uses sick leave for unauthorized purposes. Abuse of sick leave may be cause for discipline, dismissal and forfeiture of the lump sum payment provided for in subsection 3.
5. Sick leave will be allowed for absence from work due to illness or injury of the employee or members of their immediate family. Medical documentation may be required for all illnesses in excess of six (6) calendar days.
6. Any duty-related sickness, disability or injury covered by Workman's Compensation benefits shall not be charged against the employee's accumulated sick leave credits.
7. Sick leave will be granted for the purpose of visiting physicians and dentists for treatment of illness or injury and for preventive care. Such appointments will be made so as not to interfere with the District's work and notification will be made to the District forty-eight (48) hours in advance.

8. Sick leave will be granted for up to six (6) calendar days for an employee to attend or make arrangements for the funeral of an immediate family member.

ARTICLE 23 VACATION LEAVE

1. Each full-time employee is entitled to and shall earn annual vacation leave credits from the first full pay period of employment.
2. Proportionate vacation leave credits shall be earned and credited at the end of each pay period.
3. Employees are not entitled to any vacation with pay until they have completed six (6) months of continuous employment. Upon completion of the qualifying period, the employee is entitled to all of the vacation leave credits that they have accumulated.
4. Vacation leave credits for employees on a twenty-four (24) hour tour of duty day shall be 6.46 hours per pay period (7 days) for the first ten (10) years of service. After ten (10) years, vacation leave credits shall be 8.31 hours per pay period (9 days), and after fifteen (15) years, they shall increase to 9.23 hours per pay period (10 days). After twenty (20) years, they shall increase to 12 hours per pay period (13 days).
5. Employees who work forty (40) hours per week shall earn vacation leave credits at the rate of 4.62 hours per pay period (15 days) for the first ten (10) years of service. After ten (10) years of service, they shall earn 5.54 hours per pay period (18 days). After fifteen (15) years, they shall earn 6.46 hours per pay period (21 days). After twenty (20) years, they shall earn 7.38 hours per pay period (24 days).
6. Annual vacation leave credits may be accumulated to a total not to exceed two (2) times the number of days earned annually, as of the last day of the calendar year.
7. The District shall keep and maintain an accurate and current total of the vacation leave credits due an employee.
8. Upon the termination of employment, an employee is entitled to and shall receive a lump sum payment for all unused, accumulated vacation leave credits they have earned. This payment shall be computed at the employee's rate of pay at termination.
9. Regular vacation must be scheduled at least fifteen (15) days in advance. A multiplier of 0.5 times (x) the number of Operational Employees will be used to determine the number of available vacation slots per pay period (ex., $48 \times 0.50=24$; $50 \times 0.50=25$). While calculating vacation slots, fractions will be rounded to the nearest whole number (ex., $49 \times 0.50=24.5$ rounds to 25). A maximum of two (2) Operational Employees per shift will be approved for those first requesting dates. Operational employees assigned to a 40-hour work week do not count towards vacation slots. Seniority will not entitle any employee to vacation dates granted another employee. Employees whose primary assignment is non-operational and that are assigned to a 40-hour work week may request and receive regular vacation without a fifteen- (15) day notice.
10. The Fire Chief, or their designee, may waive the fifteen (15) day notice of regular vacation use for unforeseen circumstances on a case-by-case basis.
11. With the approval of the on-duty Battalion Chief or Acting Battalion Chief, an Operational Employee on the 24-hour schedule may use earned vacation time within the fifteen (15) day advance window if the following conditions exist:
 - a. There is a vacation slot available.
 - b. Overtime is not created as a result of the vacation usage.
 - c. Advanced Life Support (ALS) coverage is maintained at all MRFD stations.
 - d. Staffing remains a minimum of twelve (12) employees from suppression, 24 hours a day. Each day consisting of at least one (1)-three (3) person engine company,

four (4)-two (2) person engine companies and one (1) Battalion Chief with all MRFD stations staffed.

The on-duty Battalion Chief or Acting Battalion Chief will notify the Duty Chief of the approval including the employee's name and date of the vacation.

ARTICLE 24 LIABILITY INSURANCE

The District shall provide liability insurance for employees responsible for the operation of fire equipment. The amount of this liability insurance shall be a minimum of one million dollars (\$1,000,000.00).

ARTICLE 25 MEDICAL PROGRAM

The District will pay the full premium for each employee and their dependents required by the current county medical, dental and optical plan.

ARTICLE 26 RETIREMENT

The retirement program for all employees covered under this Agreement shall be the Firefighter Unified Retirement System (FURS) by the Montana Public Employee Retirement Administration.

ARTICLE 27 LEAVE WITHOUT PAY POLICY

Temporary Leave Without Pay for more than thirty (30) days may be granted upon good cause shown to the Board of Trustees. If such a request is for less than thirty (30) days, it may be granted by the Fire District Chief. No benefits such as vacation, sick leave or medical premiums shall be credited or paid during times of leave. The maximum leave granted shall be one (1) year unless extended by mutual agreement of the Fire District and the Union.

ARTICLE 28 JOINT OCCUPATIONAL SAFETY AND HEALTH PROGRAM

It is the desire of the District and the Union to maintain the highest standards of safety and health in the fire district in order to eliminate as much as possible accidents, death, injuries, and illness in the fire service.

Protective devices and other equipment necessary to properly protect firefighters shall be provided by the District, at no cost to the employee, and shall conform to applicable standards.

The District shall appoint one member, the Union shall appoint three members, the Volunteer Association shall appoint three members, and the Training Division shall appoint one member to the Occupational Safety and Health Committee. This committee shall meet as needed to discuss, review, and recommend solutions to safety and health issues. Committee members who are on duty will be replaced by the District with qualified replacements for all meetings, provided such meetings shall be scheduled in advance so that replacements can be placed upon the duty roster. Minutes of each committee meeting shall be kept and distributed to all parties.

ARTICLE 29 LIGHT DUTY PROGRAM

Employees of the District shall be eligible to participate in the light duty program for one (1) year and shall receive an extension of up to one (1) year, if a physician finds the employee will likely be able to perform the essential functions of a firefighter's job and return to work, during the second year.

A physician shall certify that the employee can perform light duty.

ARTICLE 30 PROBATION PERIOD

All new employees shall serve a probationary period of twelve (12) months during which time they may be discharged without cause. All employees on probation will be evaluated by a performance evaluation at the end of six (6) months.

ARTICLE 31 PROMOTIONS

When a known opening in the ranks is announced by the Fire Chief, which requires a promotional assessment, the District will post the position at each station, accept applications for the position, and hold an assessment for the position within six (6) months unless mutually agreed upon by both the District and the Union. If the position is vacant for sixty (60) days, the position shall be filled in the interim by an eligible employee. Employees will not be considered eligible if they are in an active disciplinary process of Step Two or above. The eligible employee highest in rank seniority shall be offered the interim position. If that employee declines, the offers will continue through the other eligible employees by rank seniority until the position is filled. Any temporary vacancy created in the lower ranks by the interim filling of the original opening shall be filled in the same manner as described above. The employee filling the interim position shall be paid at the position's wage. Filling an interim position does not guarantee automatic promotion to that rank. Employees of the District shall meet the following requirements to be eligible for a promotion:

To be eligible for a promotion, employees of the District shall complete the a one (1) year period in the position immediately preceding the position being applied for, with the exception of FFI i.e. an employee must complete one (1) year as a Lieutenant before they are eligible for promotion. The date of eligibility will be when an opening in the ranks occurs and not when the opening is announced.

Firefighter I's (FF I) will be promoted to the rank of Firefighter II (FF II) after they have completed the(1) year probation period and successfully completed the requirements in the FF I position description.

FF II's will be promoted to the rank of Engineer after they have completed their second (2nd) anniversary and successfully completed the requirements in the FF II position description.

Engineers will be eligible for promotion to the rank of Lieutenant, Deputy Fire Marshal (DFM), Resident/Volunteer Coordinator (RVC), Training Officer (TO), Resource Manager (RM), Assistant Resource Manager (ARM), and Accreditation Manager (AM) when an opening occurs, and they have completed their third (3rd) anniversary and successfully completed the requirements in the Engineer position description. Promotion to Lieutenant, DFM, RVC, TO, RM, ARM, AM will be by an Assessment Center.

Lieutenants will be eligible for promotion to the rank of Captain when an opening occurs, and they have completed one (1) year as a Lieutenant and successfully completed the requirements in the Lieutenant position description. Promotion to Captain will be by an Assessment Center.

Captains will be eligible for promotion to the rank of Battalion Chief when an opening occurs, and they have completed one (1) year as a Captain and successfully completed the requirements in the Captain position description. Promotion to Battalion Chief will be by Assessment Center.

Position description requirements to be eligible for promotion shall be managed by the Promotion Committee. The Promotion Committee shall be composed of two (2) members from the Union and two (2) members from the Administrative Chief Staff, excluding the Fire Chief who will be the tiebreaker. The Promotion Committee will be consulted in establishing and revising, as needed, the position description requirements to promote.

One-half (½) point will be added to each eligible applicant's final score for each completed year of employment.

If, the District determines that the promoted employee fails to perform satisfactorily the duties of the new position, they will be returned to their original position without prejudice, and without loss of seniority.

If the employee voluntarily withdraws from the position, a new Assessment Center will be held to fill the vacancy in the rank.

In the event that an emergency should occur that involves a multiple loss of personnel, or there are no employees available meeting the qualified time requirements, the District and the Union may mutually agree to waive the time requirements.

ARTICLE 32 REDUCTION IN FORCE

In the event of a reduction in the work force, the last employee hired shall be the first laid off. In the event of a recall, the last employees laid off, shall be the first recalled. Employees shall be notified by certified mail or personal contact. The employee shall notify the District of their intentions within forty-eight (48) hours of receipt of notification or they shall be passed over and the next eligible employee shall be recalled. A recalled employee may have up to fourteen (14) calendar days to return to duty. Any employee who is passed over will be dropped from the eligibility list. Employees will keep the District informed of their current address. The District may recall or hire a substitute on a temporary basis pending the return of the recalled employee. The District shall provide at least two weeks prior notice to an employee who is to be laid off. The laid off Employee will be notified of in-house training that they may attend to keep certifications current. Those attending will do so as a private citizen. The District will reimburse the laid off employees upon reinstatement for associated recertification fees upon verification of the expenditures by the Fire District Chief.

ARTICLE 33 SHIFT EXCHANGE

Employees shall have the right to exchange shifts providing the change does not interfere with the efficient operation of the District. An employee shall arrange for their qualified replacement. The District shall not be responsible for any compensation in the event of default by any employee using the right of shift exchange. The shift exchange shall not create additional costs for the District. All shift exchanges must meet the following requirements:

1. Trading is done voluntarily.
2. Trades are for the employee's personal benefit and not the employer' s benefit.
3. A record is maintained by the employer of all time traded by employees.
4. The period in which time is traded and paid back does not exceed 12 months.

ARTICLE 34 SUSPENSION AND DISCHARGE

No new employee who has successfully completed the new employee probationary period shall be discharged or suspended without just cause. Suspensions and discharges of non-probationary employees shall be subject to the Grievance Procedure outlined in this Agreement.

ARTICLE 35 UNIFORM ALLOWANCE

The District will provide each employee with an annual uniform allowance of \$650.00 in pay period three (3).

The employee will be required to maintain in serviceable condition a full complement of uniform items as specified in the uniform SOG.

New employees will receive all appropriate uniform items upon notification of hiring by the District.

**ARTICLE 36
EFFECTIVE DATE AND RENEWAL**

This Agreement shall be effective as of June 26th, 2023, and remain in effect for a period two (2) years until June 21, 2025. This agreement shall automatically be renewed every two (2) years thereafter, unless either party shall have notified the other, in writing, at least ninety (90) days prior to the anniversary date that it desires to modify the Agreement. In the event that such notice be given, negotiations shall begin within thirty (30) days, or on a mutually agreed upon date.

Whenever notice is given for changes, the nature of the changes desired must be specified at the first meeting.

**ARTICLE 37
LONG-TERM DISABILITY PLAN**

The District shall purchase for each employee the Missoula County Long-Term Disability Income Plan.

**ARTICLE 38
PHYSICAL WELLNESS**

The fire service is a very demanding work. In an effort to minimize health risks the Union and the District agree to the following conditions for physical health.

1. The District will pay one-half (1/2) of the monthly cost of a health club Membership, if the member utilizes the club at least twelve (12) times per month.
2. Each member of the Union will Participate in physical fitness one (1) hour per day when on duty. Scheduled training, incidents, and other unforeseen events may pre-empt physical fitness training without penalty to the employees.
3. Each member of the Union shall schedule an annual physical. The District agrees to pay the difference between the actual cost of the physical and the benefit provided by the employee 's health insurance. Results of the physicals are retained by the employee and are not for determining fitness for duty.
4. A Haz-Mai physical meets the annual requirement.

**ARTICLE 39
MINIMUM STAFFING**

Each duty day shall be staffed with a minimum of twelve (12) employees from suppression, 24 hours a day. Each day consisting of at least one (1)-three (3) person engine company, four (4)-two (2) person engine companies and one (1) Battalion Chief with all MRFD stations staffed.

**ARTICLE 40
WILDLAND ASSIGNMENTS**

Seasonal employees will be supervised on wildland assignments by a Missoula Rural Fire District career firefighter, if available. This shall not apply to single person assignments. First preference for single person assignments will be given to Missoula Rural Fire District career firefighters.

ARTICLE 41

FORTY (40) HOUR STAFF EMPLOYEES

RESOURCE MANAGER

The Resource Manager (RM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

The Employer, the Employee and the Union shall agree that an internal candidate shall enter the Resource Manager position at the internal candidate's then current rank and may assume that rank at an incident.

If the RM chooses to leave the RM's job and enter the Operations Division, the RM must give two (2) years notice, after which the RM shall return to the Operations Division at their then current rank, but only when a position at RM's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the RM's then current rank is available, the RM may choose to return to the Operations Division at the then available lower rank position but at the RM's current rank base wage, until a position in the RM's actual rank is available. When a position at the RM's actual rank becomes available, the RM shall return to the position. If a suitable candidate is found before the end of two (2) years, the RM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the Employer and the above conditions are met.

An external candidate that fills the RM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District Firefighter I.

ASSISTANT RESOURCE MANAGER (ARM)

The Assistant Resource Manager (ARM) may respond to incidents if it is mutually agreed upon by the Employer, the Employee and the Union.

The Employer, the Employee and the Union shall agree that an internal candidate shall enter the ARM position at the internal candidate's then current rank and may assume that rank at an incident.

If the ARM chooses to leave the ARM's job and enter the Operations Division, the ARM must give two (2) years notice, after which the ARM shall return to the Operations Division at their current rank, but only when a position at ARM's then current rank is available. However, if after the two (2) year notice period, a position lower in rank than that of the ARM's then current rank is available, the ARM may choose to return to the Operations Division at the then available lower rank position but at the ARM's current rank base wage, until a position in the ARM's actual rank is available. When a position at the ARM's actual rank becomes available, the ARM shall return to the position. If a suitable candidate is found before the end of two (2) years, the ARM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the Employer and the above conditions are met.

An external candidate that fills the ARM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District Firefighter I.

DEPUTY FIRE MARSHAL

The Deputy Fire Marshal (DFM) may respond to incidents if it is mutually agreed upon by the employer, the employee, and the union.

The employer, the employee and the union shall agree that an internal candidate shall enter the DFM position at the internal candidate's current rank and may assume that rank at an incident.

If the DFM chooses to leave the DFM's job and enter the Operations Division, the DFM must give a one (1) year notice, after which the DFM shall return to the Operations Division at their current rank, but only when a position at the DFM's then current rank is available. However, if after the one (1) year notice period, a position lower in rank than that of the DFM's then current rank is available, the DFM may

choose to return to the Operations Division at the then available lower rank position but that the DFM's current rank base wage, until a position in the DFM's actual rank is available. When a position at the DFM's actual rank becomes available, the DFM shall return to the position. If a suitable candidate is found before the end of two (2) years, the DFM shall return to the Operations Division once the new candidate has been determined to be adequately trained for the new position by the employer and the above conditions are met.

An external candidate that fills the DFM position must go through the appropriate Missoula Rural Fire District hiring process. Any candidate must maintain all the minimum qualifications for the Missoula Rural Fire District Firefighter I.

TRAINING OFFICER

The Training Officer may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

The TO position is a three-year term. At the end of the TO's three-year term, they have the option to reapply for subsequent three-year terms. The District will accept applications from all qualified District applicants every three (3) years or when a vacancy in the position occurs.

ACCREDITATION MANAGER

The Accreditation Manager (AM) may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

The AM position is a temporary full-time position.

RESIDENT/VOLUNTEER COORDINATOR (RVC)

The Resident/Volunteer Coordinator may return to the floor at their current rank with a one-year notice, or less if approved by the Fire Chief. The employee may return to a lower rank with no loss of rank pay if a vacancy is not currently available at their rank when returning to the floor after one (1) year. The next available vacancy, within their correct rank, will be filled by the employee.

The RVC position is a three-year term. At the end of the RVC's three-year term, they have the option to reapply for subsequent three-year terms. The District will accept applications from all qualified District applicants every three (3) years or when a vacancy in the position occurs.

FORTY (40) HOUR STAFF RANK PROMOTIONAL PROCESS

The 40-hour staff positions are eligible to enter the rank promotional process when vacancies occur. In order for them to be promoted, they must assess and be ranked within the given number of vacancies. Example: If a 40-hour staff position currently hold the rank of Lieutenant and a promotional process is open to fill three (3) Captain positions, the employee must finish in the top three (3) following the assessment. The person that was fourth in the assessment will fill the third vacancy in suppression. The 40-hour staff employee must have worked in suppression at their current rank for at least one (1) year to be eligible to be promoted to the next rank while in a 40-hour staff position. The 40-hour staff employee shall not act in the position above the promoted level until they return to suppression and complete one (1) year period. A 40-hour staff employee may not promote to Battalion Chief.

ARTICLE 42
REDUCTION IN RANK FROM A MANAGEMENT POSITION

All decisions regarding the tenure of management employees remain in the exclusive right of management. If a non-bargaining unit employee whom the District employs in a management position chooses to leave their management position or is demoted to a bargaining unit position, the following provisions apply:

Transfer to the bargaining unit within the first year of a management assignment: Should the management action that relieves the employee of the management position occur within the first year of employment in the management position or within the first year of their management appointment, the employee is eligible to transfer to the bargaining unit position that they previously held within the District or to a new or vacant bargaining unit position at the same rank previously held by the employee. If the employee did not hold a bargaining unit position within the District prior to employment in a management position, the District may assign the employee to any other vacant or new position within the bargaining unit.

Transfer to the bargaining unit on or after the first-anniversary date of a management assignment: If an employee transfers from a management position to a bargaining unit position after the first anniversary of their management appointment, the employee will be eligible to transfer to the bargaining unit position previously held within the District or to a new or vacant bargaining unit position at the same rank previously held by the employee. The transferring employee must meet the requirements for the position job description existing on the date of the transfer. If the employee is no longer qualified for their former position or the position has been filled, they may transfer to any other new or vacant bargaining unit position as long as they meet the requirements under the position job description existing on the date of the transfer.

Seniority: All employees under this paragraph shall return to the bargaining unit with the seniority that they had accrued with the District when assuming the management position. They will not have their seniority adjusted to include time spent in a management position.

Layoff or demotion of bargaining unit members: No current bargaining unit employee shall be involuntarily demoted or subject to layoff to provide an opening for a person returning to a former position held or another bargaining unit position.

Effect on current promotional processes: All current promotional processes shall continue to proceed as scheduled.

Overfill of positions: The transferring employee under this article can cause an overfill in the position at the time of their transfer to the bargaining unit, except as provided herein. If the position cannot be overfilled, the transferring employee will be assigned to a position at the same rank previously held with the District, if applicable. The following positions cannot be overfilled:

- Accreditation Manager;
- Resident/Volunteer Coordinator;
- Resource Manager;
- Assistant Resource Manager;
- Training Officer; and
- Deputy Fire Marshal.

Eligibility and Process: An employee to whom this article applies and who meets the requirements under the position job description existing at the time of transfer for transfer to the bargaining unit above may request a reduction in rank by submitting a request pursuant to the process established by the Board. The Board will notify Local 2457 of the request. The Board or their designee may delay the employees' return to a lower rank if remedial training is required for the employee to meet the requirements under the position job description existing at the time of the transfer.

**APPENDIX A
BASE WAGE SCHEDULE**

The following indicates the base annual wages for employees. These wages shall become effective with respect to the dates at each column head:

Rank/Position.....	FY 24	FY25
Firefighter I	\$62,356.37.....	\$64,227.05
Firefighter II	\$68,875.01.....	\$70,941.26
Engineer	\$74,168.51.....	\$76,393.57
Lieutenant.....	\$80,883.15.....	\$83,309.64
Captain/ARM/TO/RVC/AM/DFM	\$88,941.45.....	\$91,609.69
Battalion Chief/RM.....	\$105,643.42.....	\$108,812.72

Montana-licensed Emergency Medical Technicians with the following endorsements shall receive \$1,200.00 annually to be added to base wage.

1. Airway

Montana-licensed Emergency Medical Technicians with all of the following endorsements shall receive \$2,400.00 annually to be added to base wage.

1. Airway
2. IV and IO Maintenance
3. IV and IO initiation
4. Medication

Montana-licensed Advanced Emergency Medical Technicians shall receive \$3,000.00 annually to be added to base wage.

Montana-licensed Advanced Emergency Medical Technicians with I-99 endorsements shall receive \$3,600.00 annually to be added to base wage.

Montana-licensed Paramedics shall receive \$4,800.00 annually to be added to base wage.

District certified Hazardous Materials Technician employees on the Regional Hazardous Materials Team shall receive \$1,800.00 annually to be added to base wage. To maintain their certification employees must attend a minimum of twenty-four (24) hours of team continuing education per year and at least nine (9) categories on the continuing education record including a current physical and one team drill.

If an employee is hired into a 40-hour position, the employee shall maintain the higher rate of pay of their prior or new position. No employee may hold more than one (1) forty (40) hour position at one time.

At the time of Agreement approval, the current DFMs have the option to be grandfathered into the certifications with incentive pay structure or the base wage schedule (as defined in this Appendix) position pay structure.

APPENDIX B DEFINITIONS

PERMANENT DISABILITY

A sickness or injury, occurring while employed, totally and continuously preventing the employee from working for wage or profit as a member of the Union, and is expected to last for the rest of the employee's life.

FAMILY MEMBER/IMMEDIATE FAMILY

A person related to an employee or their spouse in one of the following ways:

Spouse	Stepmother	Daughter-in-Law
Child	Stepsister	Uncle
Stepchild	Stepbrother	Aunt
Mother	Stepfather	Nephew
Father	Mother-in-Law	Niece
Grandparent	Father-in-Law	
Grandchild	Brother-in-Law	
Brother	Sister-in-Law	
Sister	Son-in-Law	

Or:

Any other person who lives in an employee's home as a member of their household (includes a foster child).

HAZARDOUS MATERIALS TECHNICIAN

MRFD Certified Hazardous Materials Technicians are employees who participate on the Regional Team.


ESSENTIAL WORK

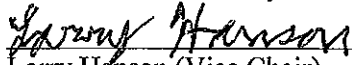
Work necessary to assure that all emergency equipment is ready to respond; all facilities are clean and ready to receive visitors. Personnel shall be in appropriate uniform and prepared to greet the public.

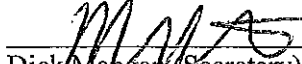
SHIFT EXCHANGE

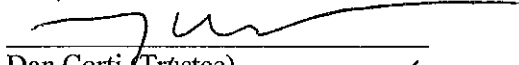
A shift exchange is a situation where one employee works for another employee without benefit, creation of overtime, and/or creation of shift differential pay. Shift exchanges are agreed upon between employees and done voluntarily.

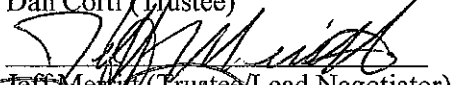
Missoula Rural Fire District

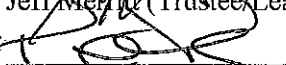

Ben Murphy (Chair/Negotiator)


Larry Hanson (Vice Chair)

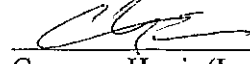

Dick Mangas (Secretary)

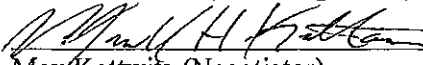

Dan Corti (Trustee)

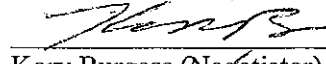

Jeff Merrill (Trustee/Lead Negotiator)

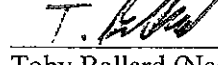

Paul Finlay (Fire Chief)

IAFF Local 2457


Cameron Harris (Lead Negotiator)


Max Kottwitz (Negotiator)


Kory Burgess (Negotiator)


Toby Ballard (Negotiator)