MISSOULA RURAL FIRE DISTRICT
BOARD OF TRUSTEES
NOTICE OF PUBLIC MEETING AND AGENDA

DATE: **Tuesday, September 8, 2026**
TIME: **4:00 P.M.**
PLACE: **Station #1, 2521 South Avenue West, Missoula**

OATH OF OFFICE FOR NEW BOARD MEMBERS
CALL TO ORDER
ROLL CALL
PUBLIC COMMENT (on any public matter that is not on the agenda and that is within the jurisdiction of the Board)

1. Approval of Minutes for Regular held on August 11, 2026

2. Discussion and Decision on Approval of July and Aug 2026 Claims.

July Claims	$ 20,781.74
Aug Claims	$290,546.52
Total Claims	$311,328.26

3. Communications/Correspondence.

4. Trustee Reports.

5. Fire Chief and Staff Reports.

6. Discussion on Fiscal Year 22 and Fiscal Year 23 Audit Reports.

7. Discussion and Decision on Local 2457 Collective Bargaining Agreement.

8. Discussion and Decision on Resolution #2026-09 Establishing Fees and Costs for Goods and Services Provided by Missoula Rural Fire District.

9. Discussion and Decision on Resolution #2026-10 Wage Adjustments for Non-Union Administrative Employees.

10. Discussion and Decision on Resolution #2026-11 Missoula Rural Fire District Capital Improvement Plan for Fiscal Year 27.

11. Discussion and Decision on Resolution #2026-12 Missoula Rural Fire District Budget for Fiscal Year 27.

12. Discussion and Decision on Interlocal Agreement between Missoula County and Missoula Rural Fire District for Collection and Allocation of Missoula Rural Fire Impact Fees.

13. Discussion and Decision on Memorandum of Understanding for the Paramedic Education and Clinical Program.

ADJOURNMENT

MISSOULA RURAL FIRE DISTRICT
BOARD OF TRUSTEES
Missoula, Montana

August 11, 2026

The Missoula Rural Fire District (MRFD) Board of Trustees (Board) met in regular session at the Station 1 Headquarters meeting room and via a "Teams" video conference on **August 11, 2026.** Staff present: Interim Chief Kirk Paulsen; Deputy Chief Cory Horsens; Acting Battalion Chief Ken Morris, Finance Director Melissa Schnee, HR Director Jason Prinzing, Office Manager Raquel Wilkinson, Administrative Assistant Emma Christman.

CALL TO ORDER:
Chair Dan Corti called the meeting to order at 16:08 hours.

NEW BOARD OF TRUSTEE OATH OF OFFICE:
Dan Burger was sworn into office as a Trustee.

ROLL CALL:
Present: Chair Dan Corti, Vice Chair/Secretary Nate Nunnally, Trustee Dan Burger
Absent: Trustee Dick Mangan

PUBLIC COMMENT (on any public matter that is not on the agenda and that is within the jurisdiction of the Board):
There was no public comment.

1. Oath of Office for Dan Burger

Chair Corti swore in Trustee Dan Burger into the Board of Trustees.

2. Approval of Minutes for Regular Board Meeting held on July 14, 2026.

The Board reviewed the minutes of the **July 14, 2026,** regular Board meeting. An error was brought to the attention of the Board regarding the date under agenda item number 2 – The Approval of the Board Meeting Minutes held on June 9, 2026. The minutes erroneously stated Approval of Minutes for the Regular Board Meeting held on January 10, 2025. The revision of that error was requested and there were no other requests for revision. There was no public comment. Vice Chair/Secretary Nunnally motioned to approve the minutes with the requested revision. Trustee Burger seconded the motion. The motion was passed with 3 ayes, 0 nays, and 0 abstentions.

3. Discussion and Decision on Approval of June and July 2026 Claims.

The Board reviewed the June and July 2026 claims as presented in the Board packet. There were no questions from the Board and no public comment. Vice Chair/Secretary Nunnally motioned to approve the claims as presented. There was no public comment. Trustee Burger seconded the motion. The motion passed with 3 ayes, 0 nays, and 0 abstentions.

4. Communications / Correspondence.

The Office Manager reported that the communications and correspondence are in the Board packet as presented.

5. Trustee Reports.

Trustee Burger introduced himself as the newest trustee. He shared that he spent nine years with Denver Police Department and 20 years with Federal Bureau of Investigation. Trustee Burger reported that he has scheduled a station tour of all MRFD's stations with Chief Horsens. Vice Chair/Secretary Nunnally reported that he went on a station tour with Chief Horsens. He was able to see the aftermath of a recent vegetation fire and was impressed with the work they did in extinguishing the fire quickly.

6. Fire Chief and Staff Reports.

Local 2457: The Local reported that Firefighter Cody Maxon is currently at the International Association of Fire Fighters (IAFF) Convention in Arlington TX. Firefighter Maxon is representing MRFD and other parts the state of Montana. Negotiations are ongoing, the Local reported that there will be a meeting next week. The Local reported they will attend a finance meeting tomorrow. The Local reported that they are preparing for the annual "Coats for Kids" program, in which they partner with local schools to provide winter coats to children in need within the community, over the last few years they have also been able to distribute socks and shoes as well. The Local reported that the annual "Fill the Boot" fundraiser for the Muscular Dystrophy Association, will be in October.

Battalion Chief (BC): The Acting Battalion Chief reported on the MRFD Monthly Turnout Times and Goals Report and MRFD Calls for Service Report.

Finance Director: The Finance Director reported that she has continued to work with the County to balance the District's cash reserves. As reported in the June 2026 Board meeting the District was balanced with the County through February 2026, however, the County made some adjustments after an error was found, which has since been corrected. The District had only received half of its tax revenue in December. After the Finance Director ran a report today, there is now a $3 million discrepancy going back to November. The Finance Director has reached out to the County and was told this discrepancy would be escalated. In addition, she left messages for four different people with the County, including Andrew Czorny, CFO, but has not been contacted. The Finance Director reported that the County has a new accounting system and that may be where these issues have arisen from. The County has assured her that MRFD has not received $3 million in interest. The Finance Director informed the Board that MRFD's Office Manager, Raquel Wilkinson, will be retiring in September. The Finance Director also reported that the District's auditor, Nicole Noonan, is tentatively scheduled to provide the audit report to the Board at September's Board meeting.

Deputy Chief: Deputy Chief Horsens reported that he and Deputy Fire Marshal (DFM) Pete Giradino met with the County Building Department and discussed billing for the services of Bureau Veritas for fire code review of complex buildings with sprinklers/fire alarms. The company employs Fire Protection Engineers that have qualifications to review complex plan sets. This company would be beneficial to the District. This would not be something the County Building Department or the Development and Sustainability Office would be able to bill for on the District's behalf. The intent is for any third party review fees to be passed through to the permit holder/developer. However, this action will require an update to the Board resolution that establishes the fees and costs for goods and services that are provided by the District. To do this, the District must publish notices in the local newspaper twice, at least 6 days apart. Chief Horsens intends to have this ready to present it to the Board at the September meeting. Chief Horsens informed the Board that the District hired a new IT Manager, Ben Fraquhar. Ben has been working under the direction of current IT Manager, Joe Ford, who will be retiring. Regarding the District's Emergency Medical Services (EMS); the ambulance at Station 4 is in service. MRFD personnel have been trained in the safe operation of the ambulance. Chief Horsens reported that the District is scheduled to host the Technical Advisory Program (TAP) from the Center for Public Safety Excellence (CPSE) in September to assist in the District updating the Strategic Plan. Chief Horsens reported that this will involve a meeting with both external and internal stakeholders to outline expectations and priorities of the District. Chief Horsens reported that the meeting with external stakeholders will take place on September 22, 2026, and will start at 11:30 am. The following three days will be aimed at the internal stakeholders with the intent to develop direction and priorities for the next 5 years. Chief Horsens reported that the roof of Station 6 was damaged during a storm, but the crew was able to fix the issues. Chief Horsens reported that there will be a meeting at the County Commissioners who will vote whether to approve the collection of Impact Fees at the maximum allowable amount. If approved, it is likely the District will be able to start collecting those fees in October 2026. Regarding the Montana Emergency Tourism Assistance Program (METAP) grant,), the two powered watercraft were ordered and are set to arrive in March 2027.

Interim Fire Chief: Chief Paulsen reported that he has been meeting with the Finance Director and Chief Horsens to familiarize themselves with the budget. Chief Paulsen reported that he is working on attending more of the morning meetings. Chief Paulsen reported that there was a fire in the Deep Creek area, Elder 1. Chief Paulsen reported that he has been attending meetings with incident management teams regarding the Elder 1 fire. Chief Paulsen reported that MRFD is currently staffing a severity Engine at the Missoula Unit to aid support staffing and response to the Missoula area. MRFD Battalion Chief Greg Orr has been assigned to the Moose Fire as part of the Western Montana All Hazards Incident Command Team (WMAHIMT) as a Liaison Officer. Chief Paulsen reported that he attended the El Mar Estates Homeowners Association meeting and provided updates on MRFD response totals and current changes within the organization. Chief Paulsen reported that he has discussed more training and various options to work more closely with Missoula Fire Department.

7. Discussion and Decision on Offer to Provide Redress to Issue Not Covered by CBA or District Policy.

Chie Horsens explained that there is a draft of a proposed offer to provide redress to resolve an issue brought forth by Local 2457 on behalf of DFM Pete Giardino regarding the loss of 19 hours of sick time following an injury that occurred in June of 2025. Chief Horsens advised reimbursing DFM Giardino for those hours and explained that the Local has agreed to drop the grievance they filed on behalf of DFM Giardino upon approval of the draft. The County Attorney and MRFD's HR Director have reviewed the agreement. Chief Horsens reported that there was no District policy regarding returning to work after an injury or surgery. Vice Chair/ Secretary Nunnally motioned to accept the offer. Trustee Burger seconded the motion. The motioned was passed with 3 ayes, 0 nays, and 0 abstentions.

ADJOURNMENT:

Chair Corti adjourned the meeting at 16:45 hours.

Respectfully submitted,

Emma Christman

Emma Christman
Administrative Assistant
Missoula Rural Fire District

Dani Corti, Chair ______________________ Date __________

Nate Nunnally, Secretary ______________________________ Date __________

For the Accounting Period: 7/26

For dates posted from 08/07/26 to 09/02/26
* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund Org Acct	Object	Proj	Cash Account
48224	84256S	933 ALLEGIS CORPORATION	148.87						
1		3156740 07/21/26 322	148.87*			1000 20 420440	272		101000
		Total for Vendor:	**148.87**						
48187	84222S	32 BIG BEAR SIGN COMPANY, INC.	37.00						
1		2026-1026 07/14/26 ADDRESS SIGN	37.00*			1000 40 420410	220		101000
		Total for Vendor:	**37.00**						
48194	84223S	1480 BRIAN LAFOREST	63.00						
1		072926VL01 07/29/26 HELENA SURPLUS BL PER DIEM	63.00*			1000 20 420440	379		101000
		Total for Vendor:	**63.00**						
48192	84224S	1299 CITY OF MISSOULA-FINANCE	36.09						
1		194500 07/29/26 STA 2	36.09*			1000 10 420510	341		101000
		Total for Vendor:	**36.09**						
48221	84257S	1163 DIRECT AUTOMOTIVE DISTRIBUTING	593.98						
1		07JN9940 07/01/26 301	113.60*			1000 20 420440	272		101000
2		07JO0040 07/01/26 301	89.02*			1000 20 420440	272		101000
3		07JO2610 07/07/26 LUBRICANT	56.80*			1000 20 420440	232		101000
4		07JO3710 07/09/26 LUBRICANT	85.20*			1000 20 420440	232		101000
5		07JO6169 07/14/26 302	96.56*			1000 20 420440	272		101000
6		07JO6859 07/15/26 302	40.72*			1000 20 420440	272		101000
7		07JO7768 07/16/26 LUBRICANT	142.00*			1000 20 420440	232		101000
8		07JO8613 07/17/26 303	40.72*			1000 20 420440	272		101000
9		07JO3668 07/09/26 301	-70.64*			1000 20 420440	272		101000
		Total for Vendor:	**593.98**						
48220	84258S	2005 INMAR Rx SOLUTIONS, INC.	2,112.55						
1		2020-100 01/04/21 MEDICAL SUPPLIES	227.50*			1000 80 420461	222		101000
2		2021-100 05/03/21 MEDICAL SUPPLIES	229.25*			1000 80 420461	222		101000
3		2021-101 11/29/21 MEDICAL SUPPLIES	229.25*			1000 80 420461	222		101000
4		2021-103 01/31/22 MEDICAL SUPPLIES	227.50*			1000 80 420461	222		101000
5		2022-100 08/29/22 MEDICAL SUPPLIES	200.00*			1000 80 420461	222		101000
6		2022-101 02/27/23 MEDICAL SUPPLIES	201.75*			1000 80 420461	222		101000
7		2026-300 07/27/26 MEDICAL SUPPLIES	797.30*			1000 80 420461	222		101000
		Total for Vendor:	**2,112.55**						

For dates posted from 08/07/26 to 09/02/26
* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund Org Acct	Object	Proj	Cash Account
48189	-98975C	420 KELLEY CREATE CO	399.60						
1		42637652 07/31/26 COPIER MAINTAINANCE	399.60*			1000 10 420510	356		101000
		Total for Vendor:	**399.60**						
48186	-98976C	148 LITHIA MOTORS	478.32						
1		187163 07/01/26 301	7.02*			1000 20 420440	272		101000
2		187163 07/01/26 303	7.02*			1000 20 420440	272		101000
3		187236 07/08/26 301	13.34*			1000 20 420440	272		101000
4		187324 07/13/26 304	328.00*			1000 20 420440	272		101000
5		187419 07/15/26 302	12.80*			1000 20 420440	272		101000
6		187550 07/21/26 304	110.14*			1000 20 420440	272		101000
		Total for Vendor:	**478.32**						
48200	84225S	1894 LOWE'S	429.53						
1		996647 07/15/26 STATION SUPPLIES	201.71*			1000 50 420460	210		101000
2		981737 07/20/26 STATION SUPPLIES	94.90*			1000 50 420460	210		101000
3		981729 07/20/26 STA 6	232.65*			1000 50 420460	366		101000
4		989773 07/23/26 STA 6	47.48*			1000 50 420460	366		101000
5		989752 07/23/26 STA 1	-147.21*			1000 50 420460	361		101000
		Total for Vendor:	**429.53**						
48201	84226S	1994 MASTERCARD	3,901.03						
1		0731260139 07/22/26 SCHNEE GFOA FLIGHT CREDIT	-699.79			1000 10 420510	379		101000
2		0731260139 07/22/26 363	37.29*			1000 20 420440	272		101000
3		0731260139 07/22/26 363	20.00*			1000 20 420440	272		101000
4		0731260139 07/22/26 CHIPPER REGISTRATION	99.22*			1000 20 420440	333		101000
5		0731260139 07/22/26 SMALL TOOLS	387.00*			1000 20 420440	234		101000
6		0731260139 07/22/26 302	44.99*			1000 20 420440	272		101000
7		0731260139 07/22/26 302	44.99*			1000 20 420440	272		101000
8		0731260139 07/22/26 ADOBE	19.99*			1000 10 420510	368		101000
9		0731260139 07/22/26 MEDICAL SUPPLIES	2,124.98*			1000 80 420461	221		101000
10		0731260139 07/22/26 STARLINK	55.00*			1000 10 420510	368		101000
11		0731260139 07/22/26 SCHNEE GFOA BAGGAGE	-40.00			1000 10 420510	379		101000
12		0731260139 07/22/26 HICKS BLUE CARD	385.00*			1000 50 420460	380		101000
13		0731260139 07/22/26 ACTIVE SHOOTER	399.86*			1000 80 420461	220		101000
14		0731260139 07/22/26 MEDIAL SUPPLIES	952.87*			1000 80 420461	222		101000

For dates posted from 08/07/26 to 09/02/26
* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund	Org	Acct	Object	Proj	Cash Account
15		0731260139 07/22/26 ZOOM	17.63*			1000	10	420510	368		101000
16		0731260139 07/22/26 SCHNEE GFOA BAGGAGE	40.00			1000	10	420510	379		101000
17		0731260139 07/22/26 FEES	10.00*			1000	10	420510	356		101000
18		0731260139 07/22/26 TIFF/TEDD MTG PARKING	2.00			1000	10	420510	379		101000
		Total for Vendor:	**3,901.03**								
48225	-98970C	141 MES SERVICE COMPANY LLC	587.39								
1		IN2556742 07/29/26 SCBA COMPRESSORS	562.69*			1000	20	420440	270		101000
2		IN2545964 07/14/26 315	24.70*			1000	20	420440	272		101000
		Total for Vendor:	**587.39**								
48228	84227S	211 MISSOULA COUNTY WORKERS COMP	371.69								
1		073126 07/31/26 JULY RFF MONTHLY HOURS	371.69*			1000	60	420462	146		101000
		Total for Vendor:	**371.69**								
48175	84228S	235 MISSOULA MOTOR PARTS	1,428.08								
1		117093 07/01/26 301	236.87*			1000	20	420440	272		101000
2		117246 07/01/26 301	93.10*			1000	20	420440	272		101000
3		117246 07/01/26 303	93.10*			1000	20	420440	272		101000
4		117257 07/01/26 SHOP	11.55*			1000	20	420440	270		101000
5		119308 07/07/26 SHOP	10.26*			1000	20	420440	270		101000
6		119415 07/08/26 DEF	62.95*			1000	20	420440	231		101000
7		119494 07/08/26 LUBRICANT	26.94*			1000	20	420440	232		101000
8		119557 07/08/26 LUBRICANT	107.76*			1000	20	420440	232		101000
9		120093 07/09/26 304	166.72*			1000	20	420440	272		101000
10		120700 07/10/26 DEF	50.36*			1000	20	420440	231		101000
11		121917 07/14/26 363	175.46*			1000	20	420440	272		101000
12		121917 07/14/26 302	98.48*			1000	20	420440	272		101000
13		121917 07/14/26 LUBRICANT	176.28*			1000	20	420440	232		101000
14		122054 07/14/26 302	31.57*			1000	20	420440	272		101000
15		165631 07/14/26 304	31.57*			1000	20	420440	272		101000
16		122548 07/15/26 322	33.21*			1000	20	420440	272		101000
17		123052 07/16/26 LUBRICANT	44.52*			1000	20	420440	232		101000
18		124415 07/20/26 303	15.91*			1000	20	420440	272		101000
19		124886 07/21/26 304	-123.46*			1000	20	420440	272		101000
20		125438 07/22/26 SHOP	35.88*			1000	20	420440	270		101000
21		167436 07/22/26 GENERATOR	150.06*			1000	50	420460	301		101000

For dates posted from 08/07/26 to 09/02/26
* ... Over spent expenditure

Claim/ Line #	Check / Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund	Org	Acct	Object	Proj	Cash Account
22	125855 07/23/26 STA 4	11.41*			1000	50	420460	364		101000
23	125891 07/23/26 STA 4	-11.41*			1000	50	420460	364		101000
24	127091 07/27/26 345	7.47*			1000	20	420440	272		101000
25	168526 07/28/26 DEF	50.36*			1000	20	420440	231		101000
26	152373 05/11/26 DEF	-158.84*			1000	20	420440	231		101000
	Total for Vendor:	**1,428.08**								
48232	-98969C 247 MOUNTAIN SUPPLY	136.35								
1	9737466 07/27/26 STA 1	16.75*			1000	50	420460	361		101000
2	9737468 07/27/26 STA 4	119.60*			1000	50	420460	364		101000
	Total for Vendor:	**136.35**								
48269	84259S 1727 NICOLE M NOONAN CPA	7,450.00								
1	1426 06/01/26 FY22/FY23 AUDITS	7,450.00*			1000	10	420510	354		101000
	Total for Vendor:	**7,450.00**								
48179	84229S 1686 NORTH RIDGE FIRE EQUIPMENT	59.90								
1	53084 07/27/26 335	29.95*			1000	20	420440	272		101000
2	53196 07/28/26 SHOP	29.95*			1000	20	420440	270		101000
	Total for Vendor:	**59.90**								
48193	84230S 1791 SEAN MULLINS	63.00								
1	072926SM01 07/29/26 HELENA SURPLUS SM PER DIEM	63.00*			1000	20	420440	379		101000
	Total for Vendor:	**63.00**								
48185	-98977C 628 SUMMIT FIRE & SECURITY LLC	1,741.25								
1	4301114 07/30/26 STA 1	386.45*			1000	50	420460	305		101000
2	4301117 07/30/26 STA 2	276.45*			1000	50	420460	305		101000
3	4301121 07/30/26 STA 4	619.45*			1000	50	420460	305		101000
4	4301123 07/30/26 STA 5	259.45*			1000	50	420460	305		101000
5	4295318 07/30/26 STA 6	199.45*			1000	50	420460	305		101000
	Total for Vendor:	**1,741.25**								
48202	84231S 1607 TRACTOR SUPPLY CO	181.95								
1	07477603 07/20/26 STA 4	169.97*			1000	50	420460	364		101000
2	07477603 07/30/26 STA 5 LAWN MOWER	11.98*			1000	50	420460	365		101000
	Total for Vendor:	**181.95**								

For dates posted from 08/07/26 to 09/02/26
* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund	Org	Acct	Object	Proj	Cash Account
48188	84232S	782 WESTERN STATES EQUIPMENT COMPANY	562.16								
1		IN00368897 07/27/26 STA 5 GENERATOR	562.16*			1000	50	420460	301		101000
		Total for Vendor:	**562.16**								

# of Claims 20 Total: 20,781.74 # of Vendors 15

Total Electronic Claims 3,342.91

Total Non-Electronic Claims 17438.83

Fund/Account	Amount
1000 GENERAL FUND	
101000 CASH ON DEPOSIT - COUNTY TREASURER	20,781.74
Total:	**20,781.74**

* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund	Org	Acct	Object	Proj	Cash Account
48250	84260S	1961 A & M FIRE AND SAFETY, INC	240.00								
1		264882 08/27/26 SCBA COMPRESSOR	240.00*			1000	20	420440	270		101000
		Total for Vendor:	**240.00**								
48274	-98956C	1788 AMAZON CAPITAL SERVICES	1,892.27								
1		9WWX-DGPC 08/28/26 IT SUPPLIES	30.95*			1000	10	420510	268		101000
2		FCX4-VDQ4 08/24/26 OFFICE SUPPLIES	198.57*			1000	10	420510	210		101000
5		4H1T-DHL7 08/24/26 317	15.80*			1000	20	420440	272		101000
7		4H1T-DHL7 08/24/26 327	15.80*			1000	20	420440	272		101000
9		4H1T-DHL7 08/24/26 357	15.80*			1000	20	420440	272		101000
10		4H1T-DHL7 08/24/26 336	15.80*			1000	20	420440	272		101000
11		CLJV-JKQD 08/19/26 311	51.22*			1000	20	420440	272		101000
12		CLJV-JKQD 08/19/26 363	51.22*			1000	20	420440	272		101000
13		CLJV-JKQD 08/19/26 322	51.22*			1000	20	420440	272		101000
14		CLJV-JKQD 08/19/26 341	51.22*			1000	20	420440	272		101000
15		D36G-LTWW 08/17/26 317	66.96*			1000	20	420440	272		101000
16		D36G-LTWW 08/17/26 327	66.96*			1000	20	420440	272		101000
17		D36G-LTWW 08/17/26 357	66.96*			1000	20	420440	272		101000
18		D36G-LTWW 08/17/26 336	66.96*			1000	20	420440	272		101000
19		3TN1-11KL 08/11/26 STA SUPPLIES	67.98*			1000	50	420460	210		101000
20		17TV-FKFJ 08/10/26 OFFICE SUPPLIES	120.40*			1000	10	420510	210		101000
21		W4RP-KGQK 08/08/26 STA SUPPLIES	431.86*			1000	50	420460	210		101000
22		XVDJ-6Q9N 08/05/26 MEDICAL EQUIPMENT	43.68*			1000	80	420461	221		101000
23		KCWF-LNGR 08/04/26 311	115.73*			1000	20	420440	272		101000
24		KCWF-LNGR 08/04/26 363	115.73*			1000	20	420440	272		101000
25		KCWF-LNGR 08/04/26 322	115.73*			1000	20	420440	272		101000
26		KCWF-LNGR 08/04/26 341	115.72*			1000	20	420440	272		101000
		Total for Vendor:	**1,892.27**								
48251	84261S	1899 APEX PLUMBING AND HEATING	175.00								
1		I260813996 08/13/26 STA 5 GENERATOR	175.00*			1000	50	420460	301		101000
		Total for Vendor:	**175.00**								

* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund Org Acct	Object	Proj	Cash Account
48205	84233S	819 BLACKFOOT COMMUNICATIONS	358.70						
1		8012616646 08/01/26 STA 2	358.70*			1000 10 420510	345		101000
		Total for Vendor:	**358.70**						
48195	84234S	1480 BRIAN LAFOREST	63.00						
1		081126BL01 08/11/26 HELENA SURPLUS BL PD	63.00*			1000 20 420440	379		101000
		Total for Vendor:	**63.00**						
48275	84262S	658 BROWN'S SEPTIC SERVICE	2,906.76						
1		84093 08/20/26 STA 1	2,206.76*			1000 50 420460	361		101000
2		84092 08/20/26 STA 1	700.00*			1000 50 420460	361		101000
		Total for Vendor:	**2,906.76**						
48216	84235S	1424 CHARTER	651.68						
1		0410096052 08/11/26 STA 1	19.04*			1000 10 420510	345		101000
2		4701081426 08/14/26 STA 6	292.87*			1000 10 420510	345		101000
3		0460121719 08/20/26 STA 4	339.77*			1000 10 420510	345		101000
		Total for Vendor:	**651.68**						
48203	-98974C	1815 CHEMNET CONSORTIUM INC	65.00						
1		135821 08/11/26 RFF FAHEY DRUG SCREENING	65.00*			1000 60 420462	391		101000
48238	-98952C	1815 CHEMNET CONSORTIUM INC	130.00						
1		136082 08/27/26 NEW HIRE COULTER DRUG SCREEN	130.00*			1000 10 420510	356		101000
		Total for Vendor:	**195.00**						
48286	84273S	1967 CHRIS CROWELL	850.50						
1		083126CC01 08/31/26 SWOL SEVERITY PD	850.50*			1000 50 420460	379		101000
		Total for Vendor:	**850.50**						
48273	84263S	1583 CITI CARDS	1,083.67						
1		0831265790 08/31/26 STA 5	-82.95*			1000 50 420460	365		101000
2		0831265790 08/31/26 CHARGERS	43.96*			1000 10 420510	268		101000
3		0831265790 08/31/26 RAM MOUNTS	265.21*			1000 10 420510	268		101000
4		0831265790 08/31/26 SMART TV	169.99*			1000 10 420510	268		101000
5		0831265790 08/31/26 301 CAR WASH	28.99*			1000 20 420440	372		101000

* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund	Org	Acct	Object	Proj	Cash Account
6		0831265790 08/31/26 302 CAR WASH	28.99*			1000	20	420440	372		101000
7		0831265790 08/31/26 303 CAR WASH	28.99*			1000	20	420440	372		101000
9		0831265790 08/31/26 332 CAR WASH	28.99*			1000	20	420440	372		101000
11		0831265790 08/31/26 RAM MOUNTS	411.35*			1000	10	420510	268		101000
13		0831265790 08/31/26 WEBSITE HOSTING	16.16*			1000	10	420510	368		101000
14		0831265790 08/31/26 PHONE CASE	28.99*			1000	10	420510	345		101000
16		0831265790 08/31/26 ZOHO SUBSCRIPTION	115.00*			1000	10	420510	368		101000
		Total for Vendor:	**1,083.67**								
48190	84236S	1299 CITY OF MISSOULA-FINANCE	44.23								
1		187950 08/04/26 STA 1	44.23*			1000	10	420510	341		101000
48241	84274S	1299 CITY OF MISSOULA-FINANCE	26.37								
1		197965 08/26/26 STA 6	26.37*			1000	10	420510	341		101000
		Total for Vendor:	**70.60**								
48283	-98954C	2001 CIVICPLUS LLC	315.00								
1		386250 08/31/26 MONTHLY WEBHOSTING	315.00*			1000	10	420510	368		101000
		Total for Vendor:	**315.00**								
48208	84237S	1922 CLINT DREGALLA	126.00								
1		081226CD01 08/12/26 2026 SWLO SEVERITY PD	126.00*			1000	50	420460	379		101000
		Total for Vendor:	**126.00**								
48253	-98964C	76 CULLIGAN WATER CONDITIONING	57.00								
1		607138 08/25/26 ALL STATIONS	57.00*			1000	10	420510	341		101000
		Total for Vendor:	**57.00**								
48282	84275S	1918 DANIELA HICKS	50.00								
1		083126BL01 08/31/26 AUGUST GYM REIMB	50.00*			1000	50	420460	132		101000
		Total for Vendor:	**50.00**								
48254	-98963C	1415 GECKO FENCE & LANDSCAPE, LLC	320.00								
1		33732 08/31/26 STA 1 WEEKLY LAWN MOWING	320.00*			1000	50	420460	361		101000
		Total for Vendor:	**320.00**								

* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund Org Acct	Object	Proj	Cash Account
48280	84264S	1964 GIG	229.00						
1		17671 08/27/26 8/12/26-9/26/26 INS	229.00*			1000 10 420510	510		101000
		Total for Vendor:	**229.00**						
48231	84238S	310 GREGORY ORR	94.50						
1		082426G001 08/24/26 ORR MOOSE FIRE PD	94.50*			1000 50 420460	379		101000
		Total for Vendor:	**94.50**						
48242	-98966C	1506 HARLOW'S TRUCK CENTER	894.94						
1		02P35341 08/17/26 317	744.72*			1000 20 420440	272		101000
2		02P35410 08/18/26 317	-143.75*			1000 20 420440	272		101000
3		02P35377 08/24/26 317	182.65*			1000 20 420440	272		101000
4		02P35511 08/27/26 322	111.32*			1000 20 420440	272		101000
		Total for Vendor:	**894.94**						
48234	-98968C	1951 IIA LIFTING SERVICES, INC.	1,973.81						
1		INDI118571 08/26/26 ANNUAL SAFETY INSPECTION	1,973.81*			1000 50 420460	307		101000
		Total for Vendor:	**1,973.81**						
48265	-98958C	1892 INTELLICORP	190.91						
1		1716285 08/31/26 OM COULTER BACKGROUND CHK	190.91*			1000 10 420510	356		101000
		Total for Vendor:	**190.91**						
48213	84239S	1773 JACOB LAPINSKI	882.00						
1		081826JL01 08/18/26 2026 SWLO SEVERITY PD	882.00*			1000 50 420460	379		101000
		Total for Vendor:	**882.00**						
48226	84240S	1673 JOE FORD	39.99						
1		081826JF01 08/18/26 MONITOR WALL MOUNT	39.99*			1000 10 420510	268		101000
		Total for Vendor:	**39.99**						
48165	84241S	1351 JON MUIR	315.00						
1		080226JM01 08/02/26 MUIR 2026 SWLO SEVERITY PD	315.00*			1000 50 420460	379		101000
		Total for Vendor:	**315.00**						

* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund Org Acct	Object	Proj	Cash Account
48211	84242S	1905 KALEVA LAW OFFICE	137.50						
1		10380 08/12/26 LEGAL SERVICES	137.50*			1000 10 420510	352		101000
		Total for Vendor:	**137.50**						
48261	84265S	1638 KARL TYLER'S EXPRESS LUBE	98.60						
1		1850-S 08/17/26 DFM-1	98.60*			1000 20 420440	372		101000
		Total for Vendor:	**98.60**						
48207	84243S	689 KEN MORRIS	63.00						
1		081226KM01 08/12/26 MORRIS SCHMAG PER DIEM	63.00*			1000 50 420460	379		101000
		Total for Vendor:	**63.00**						
48215	84244S	1195 KENT D. BRUCE CO., LLC	83.03						
1		20744 08/14/26 301	83.03*			1000 20 420440	272		101000
		Total for Vendor:	**83.03**						
48255	-98962C	1763 LAW OFFICE CATHERINE L DINWIDDIE	1,100.00						
1		26115 08/01/26 LEGAL SERVICES	1,100.00*			1000 10 420510	352		101000
		Total for Vendor:	**1,100.00**						
48262	-98960C	1282 LIFE-ASSIST, INC	714.20						
1		2184710 08/17/26 MEDICAL SUPPLIES	714.20*			1000 80 420461	222		101000
		Total for Vendor:	**714.20**						
48284	84276S	1894 LOWE'S	460.61						
1		998360 08/23/26 STA SUPPLIES	141.55*			1000 50 420460	210		101000
2		927144 08/31/26 STA SUPPLIES	319.06*			1000 50 420460	210		101000
		Total for Vendor:	**460.61**						
48272	84266S	1994 MASTERCARD	1,375.49						
1		0831260139 08/31/26 IT CHAIR	144.99*			1000 10 420510	210		101000
2		0831260139 08/31/26 MULE	64.89*			1000 20 420440	272		101000
3		0831260139 08/31/26 JULY ADOBE	19.99*			1000 10 420510	368		101000
4		0831260139 08/31/26 STARLINK	55.00*			1000 10 420510	368		101000
5		0831260139 08/31/26 DREGALLA CARSEAT TECH RECE	55.00*			1000 50 420460	380		101000
6		0831260139 08/31/26 MISSOULIAN SUBSCRIPTION	2.99*			1000 10 420510	333		101000

* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund	Org	Acct	Object	Proj	Cash Account
7		0831260139 08/31/26 LEGAL ADVERTISING	107.64*			1000	10	420510	337		101000
8		0831260139 08/31/26 DUFNER ALERRT LODGING	135.00*			1000	50	420460	379		101000
9		0831260139 08/31/26 DUFNER ALERRT	375.00*			1000	50	420460	380		101000
10		0831260139 08/31/26 DUFNER ALERRT	395.00*			1000	50	420460	380		101000
11		0831260139 08/31/26 AUGUST ADOBE	19.99*			1000	10	420510	368		101000
		Total for Vendor:	**1,375.49**								
48197	84245S	1831 MEAGAN BOWMAN	63.00								
1		081126MB01 08/11/26 HELENA SURPLUS PD	63.00*			1000	20	420440	379		101000
		Total for Vendor:	**63.00**								
48167	84246S	208 MISSOULA COUNTY MEDICAL BENEFITS	123,809.80								
1		0000013554 08/01/26 ADMIN	14,108.90*			1000	10	420510	143		101000
2		0000013554 08/01/26 RM/ARM	4,936.20*			1000	20	420440	143		101000
3		0000013554 08/01/26 TO	2,468.10*			1000	30	420430	143		101000
4		0000013554 08/01/26 FP	2,468.10*			1000	40	420410	143		101000
5		0000013554 08/01/26 SUP	99,828.50*			1000	50	420460	143		101000
		Total for Vendor:	**123,809.80**								
48249	84277S	228 MISSOULA COUNTY TREASURER	624.05								
1		CINV-00154 08/27/26 JULY TELEPHONE	624.05*			1000	10	420510	345		101000
		Total for Vendor:	**624.05**								
48266	84268S	211 MISSOULA COUNTY WORKERS COMP	396.51								
1		83126 08/31/26 AUG RFF MONTHLY HOURS	396.51*			1000	60	420462	146		101000
		Total for Vendor:	**396.51**								
48206	84247S	230 MISSOULA ELECTRIC COOPERATIVE	597.88								
1		223950 08/06/26 STA 2	21.59*			1000	10	420510	341		101000
2		223950 08/06/26 STA 6	304.08*			1000	10	420510	341		101000
3		223950 08/06/26 STA 2	272.21*			1000	10	420510	341		101000
		Total for Vendor:	**597.88**								
48264	84269S	235 MISSOULA MOTOR PARTS	419.40								
2		133596 08/12/26 351	159.45*			1000	20	420440	272		101000
3		133596 08/12/26 LUBRICANT	30.65*			1000	20	420440	232		101000
4		134587 08/14/26 EQUINOX	84.99*			1000	20	420440	272		101000

* ... Over spent expenditure

Claim/ Line #	Check / Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund	Org	Acct	Object	Proj	Cash Account
5	135415 08/17/26 STA 4	83.96*			1000	50	420460	364		101000
6	135642 08/17/26 STA 4	-58.00*			1000	50	420460	364		101000
7	135896 08/18/26 EQUINOX	39.75*			1000	20	420440	272		101000
8	136280 08/19/26 322	52.15*			1000	20	420440	272		101000
9	139427 08/27/26 LUBRICANT	21.54*			1000	20	420440	232		101000
10	139427 08/27/26 306	4.91*			1000	20	420440	272		101000
	Total for Vendor:	**419.40**								
48263	-98959C 244 MISSOULA TEXTILE SERVICES	396.93								
1	09012620 08/31/26 ALL STATIONS	396.93*			1000	10	420510	356		101000
	Total for Vendor:	**396.93**								
48236	-98967C 1834 MOTOROLA SOLUTIONS CREDIT CO.	63,565.88								
1	54750 08/27/26 RADIOS PRINCIPAL	60,547.45*			1000	10	420510	610		101000
2	54750 08/27/26 RADIOS INTEREST	3,018.43*			1000	10	420510	620		101000
	Total for Vendor:	**63,565.88**								
48214	-98972C 259 MSUES FIRE TRAINING SCHOOL	855.00								
1	26-262 08/04/26 RFF REECE J. DO	95.00*			1000	60	420462	380		101000
2	26-264 08/14/26 RFF WOOD FF1/HAZMAT	190.00*			1000	60	420462	380		101000
3	26-264 08/14/26 RFF SHILLER FF1/HAZMAT	190.00*			1000	60	420462	380		101000
4	26-264 08/14/26 RFF M. JORDAN DO/WL	190.00*			1000	60	420462	380		101000
5	26-265 08/25/26 RFF REECE J FF1/HAZMAT	190.00*			1000	60	420462	380		101000
48237	-98953C 259 MSUES FIRE TRAINING SCHOOL	190.00								
1	26-263 08/10/26 MADISON J. FF1/HAZMAT	190.00*			1000	60	420462	380		101000
	Total for Vendor:	**1,045.00**								
48276	84270S 205 MT ACE HARDWARE	207.82								
1	278486411 08/01/26 301	19.98*			1000	20	420440	272		101000
2	278788268 08/03/26 STA 1	32.99*			1000	50	420460	361		101000
3	292385589 08/06/26 STA 4	43.52*			1000	50	420460	364		101000
4	278794346 08/07/26 STA 1	107.95*			1000	50	420460	361		101000
5	292398565 08/27/26 STA 4	3.38*			1000	50	420460	364		101000
	Total for Vendor:	**207.82**								

* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund Org Acct	Object	Proj	Cash Account
48212	84248S	1649 NATHAN LAPINSKI	1,071.00						
1		081626NL01 08/16/26 2026 SWLO SEVERITY PD	1,071.00*			1000 50 420460	379		101000
		Total for Vendor:	**1,071.00**						
48243	84271S	295 NORCO	231.54						
1		0048824000 08/26/26 MEDICAL OXYGEN	42.77*			1000 80 420461	222		101000
2		0047778312 08/31/26 CYLINDER RENT	188.77*			1000 80 420461	356		101000
		Total for Vendor:	**231.54**						
48204	84249S	547 NORTHWESTERN ENERGY	3,418.03						
1		0461994-6 08/03/26 STA 5	712.24*			1000 10 420510	341		101000
2		3571057-3 08/03/26 OLD STA 5	48.34*			1000 10 420510	341		101000
3		0537315-4 08/18/26 STA 6	67.17*			1000 10 420510	341		101000
4		3868058-3 08/17/26 STA 4	1,268.42*			1000 10 420510	341		101000
5		0477741-3 08/19/26 STA 1	1,174.02*			1000 10 420510	341		101000
6		1489125-3 08/19/26 STA 1 STORAGE	147.84*			1000 10 420510	341		101000
		Total for Vendor:	**3,418.03**						
48257	-98961C	1725 PIERCE LEASING	750.00						
1		98759 08/11/26 OFFICE TRAILER 8/11/26 -9/7/26	750.00*			1000 10 420510	530		101000
		Total for Vendor:	**750.00**						
48256	84272S	2007 PROCARE CLIMATE, LLC	325.00						
1		67 08/10/26 STA 1	325.00*			1000 50 420460	361		101000
		Total for Vendor:	**325.00**						
48287	84278S	1760 SCOTT NOBLE	850.50						
1		083126SN01 08/31/26 SWOL SEVERITY PD	850.50*			1000 50 420460	379		101000
		Total for Vendor:	**850.50**						
48196	84250S	1791 SEAN MULLINS	63.00						
1		081126SM01 08/11/26 HELENA SURPLUS PD	63.00*			1000 20 420440	379		101000

* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund	Org	Acct	Object	Proj	Cash Account
48229	84250S	1791 SEAN MULLINS	10.99								
1		081826SM01 08/18/26 STA 5	10.99*			1000	50	420460	365		101000
		Total for Vendor:	**73.99**								
48181	84251S	1419 SOLESTONE REIMBURSEMENT SERVICES	1,200.00								
1		3947 08/04/26 RFF PALCHIKOFF WL NOMEX	600.00*			1000	60	420462	291		101000
2		4003 08/13/26 RFF FAHEY WL NOMEX	600.00*			1000	60	420462	291		101000
		Total for Vendor:	**1,200.00**								
48219	84252S	531 STATE OF MONTANA	4,620.09								
1		14895 08/17/26 EQUINOX	4,620.09*			1000	20	420440	945		101000
		Total for Vendor:	**4,620.09**								
48166	84253S	1993 TISCHLERBISE, INC.	4,240.00								
1		2026008002 08/01/26 IMPACT FEE STUDY	4,240.00*			1000	10	420510	356		101000
		Total for Vendor:	**4,240.00**								
48239	84279S	1053 TOBY BALLARD	12.72								
1		083026TB01 08/30/26 STA 5	12.72*			1000	50	420460	365		101000
		Total for Vendor:	**12.72**								
48140	84254S	1783 TRAIL WEST BANK	49,843.37								
1		080126 08/01/26 0391 PRINCIPAL	17,760.40*			1000	10	420510	610		101000
2		080126 08/01/26 0391 INTEREST	372.97*			1000	10	420510	620		101000
3		080126 08/01/26 0392 INTEREST	3,450.00*			1000	10	420510	620		101000
4		080126 08/01/26 0393 INTEREST	3,750.00*			1000	10	420510	620		101000
5		080126 08/01/26 0394 INTEREST	4,860.00*			1000	10	420510	620		101000
6		080126 08/01/22 0395 INTEREST	5,220.00*			1000	10	420510	620		101000
7		080126 08/01/26 0396 INTEREST	6,510.00*			1000	10	420510	620		101000
8		080126 08/01/26 0397 INTEREST	7,920.00*			1000	10	420510	620		101000
		Total for Vendor:	**49,843.37**								
48246	-98965C	463 TRI ARC, INC.	18.52								
1		R37324 08/31/26 CYLINDER RENT	18.52*			1000	20	420440	370		101000
		Total for Vendor:	**18.52**								

* ... Over spent expenditure

Claim/ Line #	Check	Vendor #/Name/ Invoice #/Inv Date/Description	Document $/ Line $	Disc $	PO #	Fund	Org	Acct	Object	Proj	Cash Account
48209	-98973C	1628 UNIVISION	2,520.00								
1		269968 08/06/26 NETWORK TESTING	2,520.00*			1000	10	420510	368		101000
48277	-98955C	1628 UNIVISION	2,730.38								
1		269949 08/02/26 MICROSOFT 365	1,378.38*			1000	10	420510	368		101000
2		269949 08/02/26 SUPPORT	1,352.00*			1000	10	420510	368		101000
		Total for Vendor:	**5,250.38**								
48230	-98971C	408 VERIZON WIRELESS	991.85								
1		6150859220 08/11/26 WIRELESS	991.85*			1000	10	420510	345		101000
		Total for Vendor:	**991.85**								
48268	-98957C	1724 WEX BANK	8,482.50								
1		114837174 08/31/26 FUEL	8,482.50*			1000	20	420440	231		101000
		Total for Vendor:	**8,482.50**								
48270	84280S	1818 ZANON FULBRIGHT	33.00								
1		083126ZF01 08/31/26 AUGUST GYM REIMB	33.00*			1000	50	420460	132		101000
		Total for Vendor:	**33.00**								

# of Claims 64 Total: 290,546.52 # of Vendors 41
Total Electronic Claims 88,154.19
Total Non-Electronic Claims 202392.33

MISSOULA RURAL FIRE DISTRICT
Fund Summary for Claims
For the Accounting Period: 8/26

Fund/Account	Amount
1000 GENERAL FUND	
101000 CASH ON DEPOSIT - COUNTY TREASURER	290,546.52
Total:	**290,546.52**

Claims reviewed and approved for payment at the Regular scheduled Missoula Rural Fire District Board of Trustee Meeting held Tuesday, September 8, 2026, at 4:00 PM.

Melissa Schnee, Finance Director

Dan Corti, Chairman

Nate Nunnally, Secretary

September 2026 Information Technology Board Report

Since my last board report, I have spent a considerable amount of time going through many of the IT related accounts to get a better understanding of software licensing and the various vendors we have relationships with. I have also continued working with the Frenchtown school district to talk about purchasing one of their surplus servers. Below is a small sample of the tasks completed since the last board report.

- Finish updating the last few station firewalls
- Work with blackfoot to fix phone system
- Set up multiple new user accounts
- Work with the county to resolve odyssey account issue
- Clear out unused accounts to free up Microsoft licenses
- Audit Microsoft software licenses and find $2000 per year savings
- Rebuild respirator testing laptop
- Audit Verizon account to determine device upgrade eligibility
- Update the firmware on multiple lifepaks
- Replaced 3 obsolete PCs
- Reconfigure our mobile device manager to allow for better iPad management
- Many other assorted tasks

I greatly appreciate the opportunity to support the Missoula Rural Fire District and I am happy to answer any questions you may have.

Very Respectfully,

Ben Farquhar

IT Specialist

Deputy Fire Marshal Monthly Report

Peter V. Giardino

August 2026

Activities

Business Inspections (re-inspections):

- Discovery Child Care – 8985 Highway 200 E. (re-inspection needed)
- Opportunity Resources – 531 & 599 Howard Street
- Discovery Child Care – reinspection complete.
- Bonner Elementary
- Target Range Elementary
- Lolo Elementary

Certificate of Occupancy Finals (Business)

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

- 5693 Golf Drive
- 9230 Miller Creek Road – rough-in sprinkler
- 9228 Hatton Lane – sprinkler final
- Partial approval for Bonner Town Pump sprinkler and alarm system.
- 3510 S. 7th Street W.
- 1259 Humble Road – sprinkler and final C of O

Annexation

- Sent Petition for Annexation form to new owners of 13353 Wild Rose Ct.
- Provided annual assessment to property owner for 5987 Larch Canyon Road.

Water Supply (cisterns, hydrants, etc.)

- Provided GPS locations of all cisterns to Mike Snook for addition to ArcGIS Field Maps.
- Provided GPS locations for 3 hydrants that serve Lolo Elementary to Mike Snook for addition to Field Maps.

Lockboxes

- Delivered lockbox to Aqua Creek at 9889 Garrymore Lane.
- Generated invoice for 2606 South Ave. W.

Community Risk Reduction, Fire Prevention, and Code Compliance

- Site visit to 2444 Morning Dun Rd. to assess driveway access.
- Reviewed fire code for sprinkler requirements for mini storage facilities.
- Replied to U-Haul re: sprinkler requirements for their new facility.
- Provided comments to PDS re: boundary line relocation for 3510 & 3536 S. 7th Street W.
- Replied to U-Haul representatives re: sprinkler requirements for new storage facility.
- Delivered two (2) smoke detectors to 10010 Highway 93 S. #21.
- Took district-wide survey of available smoke detectors prior to ordering more.
- Contacted the Health Department re: illegal burn at 1205 Roberts Lane.
- Spoke with President of the Turah Meadows Water & Sewer District re: flow test of system last month.
- Spoke with owner of Marvin's Bar re: spate of nuisance alarms over the past 2 months.
- Site visit to 6855 Soft Needle Road with contractor to discuss access and turnaround concerns.

Fire Investigations

- Reviewed incident report for Bonner structure fire.

Classes/Training

- Fire extinguisher class for Jackson Contracting Group employees.
- CRR training for crews – ArcGIS Pre-Planning & Business Inspections (Aug. 3-5)

Plan Reviews

- 26 Plan Reviews

Image Trend:

- Updates to business inspection list (Aug. 1-20)

Assignments and Other Activities

- Meeting with Chief Horsens do discuss CRR related projects.
- Meeting with PDS to discuss assessment of plan review fees.
- DRT meeting
- Meeting with PDS to discuss legislative changes re: subdivision review for mobile home and RV parks.
- Permitting Coordination meeting
- Officer's meeting
- Coordinated Compliance meeting – Teams
- Numerous updates to CRR folder.
- DRT meeting
- Teams meeting with U-Haul reps and Public Works Building Official to discuss sprinkler requirements.
- State-wide Fire Marshal's Teams meeting.

Accreditation

DELTA HOTELS
HELENA, MT
OCTOBER 15-17, 2026

Montana State Fire Chiefs Association
Montana State Volunteer Firefighters Association
Montana Fire Trustees Association
Montana County Fire Warden's Association

	Wednesday, October 14, 2026	
	Fire Wardens Business Meeting	
	★ All sessions are open to everyone. However, we've marked the sessions, with the green star, that may be most relevant for Trustees as a quick reference to help guide your planning.	
	Thursday, October 15, 2026	
7:30am - 5:30pm	Registration Desk Hours [Hotel Lobby]	
	Capitol/State Room	
8:00 - 11:30	Business and Training	
11:30 - 1:30	Lunch - tour of the DNRC Hangar	
1:30 - 4:00	Lessons Learned and Significant Events	
4:00 - 5:00	Update from Brian Fennessy, Chief, United States Wildland Fire Service	
	Grand Ballroom	
1:00 - 5:00	Vendor Set Up	
5:00 - 7:00	Social Event with our Vendors and Sponsors	
	Friday, October 16, 2025	
7:00am - 5:00pm	Registration Desk Hours [Hotel Lobby]	
7:00 - 7:30	Fun Run - 2 miles [Meet in the hotel lobby]	
	Capitol/State Room	
8:00 - 8:45	Opening Remarks ★ Legislative Update | Partner Updates | National Fallen Firefighter Foundation Update | Montana Mutual Aid Update | Montana Firefighter Memorial, Jamie Swecker	
8:45 - 9:45	Leadership Starts from Within: Emotional Intelligence for Public Safety Leaders ★ *Jenny and Scott Macallair, Higher Wire Leadership Development*	
9:45 - 10:45	Fire Sprinklers and Firefighters...Partners in Protection! ★ *Shane Ray, President, National Fire Sprinkler Association*	
10:45 - 11:15	Networking with Vendors and Sponsors	
	Capitol Room	State Room
11:15 - 12:15	Creating ISO Geospatial (GIS) Data ★ *Dustin Tetrault, Director, Planning and Strategic Services Division, Emergency Services Consulting International (ESCI)*	The Incident that Hope Ran Out On *Adriane Beck, Director, DES Coordinator, Office of Emergency Management, Kyle Sturgill-Simon, Lewis and Clark County Emergency Manager, David Stamey, Director - Emergency Services Stillwater County, Doug Dodge, Jefferson County DES/Fire Warden*
	Natatorium	
12:15 - 1:15	Lunch (provided)	
	Capitol/State Room	
1:15 - 2:00	Navigating the Legislative Firestorm ★ *Joe Kolman, Government Relations Director for the Montana Electric Cooperatives' Association*	
2:00 - 2:45	Montana Tax Structure ★ *Rep. Llew Jones, House District 18, Conrad*	
2:45 - 3:15	Networking with Vendors and Sponsors	
	Capitol Room	State Room
3:15 - 4:15	National Fallen Firefighter Foundation Training Opportunities *Chief Matt Hoppel, Billings Fire Department*	County Commissioners Roundtable ★ *Randy Brodehl, Flathead County Commissioner; Bill Barron, Lake County Commissioner; Dan Huls, Ravalli County Commission*
	Transition	
	Capitol/State Room	

<table>
<tr><td>4:20 - 5:00</td><td colspan="4">Legal Size-Up: Current Issues for Montana's Fire Service ★
Catherine "Kate" Dinwiddie, B.A., J.D., Montana Fire Law</td></tr>
<tr><td>6:00 - 6:30</td><td colspan="4">Social Hour - Montana Historial Society</td></tr>
<tr><td>6:30 - 10:00</td><td colspan="4">Awards Banquet - Montana Historial Society</td></tr>
<tr><td colspan="5">Saturday, October 17, 2026</td></tr>
<tr><td>7:30am - 5:00pm</td><td colspan="4">Registration Desk Hours [Hotel Lobby]</td></tr>
<tr><td>8:00 - 8:15</td><td colspan="4">Welcome Back</td></tr>
<tr><td></td><td colspan="4">Capitol/State Room</td></tr>
<tr><td>8:15 - 9:15</td><td colspan="4">Are You Ready? My First Day as a Battalion Chief ★
Chief Jason Dillingham</td></tr>
<tr><td>9:15 - 10:15</td><td colspan="4">Communicate Like a Pro: Firehouse Communication Strategies, ★
the 8 rules for Building a culture of excellence
Matthew S. Caward – Division Chief (RET) Founder, RGB Firehouse Leadership</td></tr>
<tr><td>10:15- 10:45</td><td colspan="4">Networking Break</td></tr>
<tr><td>10:45- 11:45</td><td colspan="4">Using the Most Effective Resources to Influence Policy at Every Level of Government ★
Garry Briese, former Executive Director of the Colorado State Fire Chiefs, Board of Directors, Jackson 105 Fire Protection District</td></tr>
<tr><td rowspan="3">11:45 - 1:00</td><td colspan="4">Lunch (provided)</td></tr>
<tr><td>Lewis Room</td><td>Gallery</td><td>Clark Room</td><td>Governor Room</td></tr>
<tr><td>Section Meeting - Career</td><td>Section Meeting - Combo</td><td>Section Meeting - Volunteer</td><td>Trustees 101 ★</td></tr>
<tr><td></td><td colspan="2">Capitol Room</td><td colspan="2">State Room</td></tr>
<tr><td>1:00 - 2:00</td><td colspan="2">How to AI Your Way Out of AI: The Robots Aren't Coming... They're Already Here
Scott Roseberry, Battalion Chief, Garland Fire Department</td><td colspan="2">Grant Writing, Local, State, National ★
Jason Caughey, Fire Chief, Laramie County Fire Authority; Lois Olsen, President, Tri-County Firesafe Working Group</td></tr>
<tr><td>2:00 - 3:00</td><td colspan="2">Where we are now with NERIS?
Tom Jenkins, Research Program Manager, Fire Safety Research Institute (FSRI), UL Research Institutes</td><td colspan="2">Building a Stronger Fire Service: Recruitment and Retention Lessons from the Volunteer Fire Service ★
Dr. Brittany Hollerbach, Associate Scientist and Deputy Director, Center for Fire, Rescue & EMS Health Research, NDRI-USA</td></tr>
<tr><td>3:00 - 3:15</td><td colspan="4">Break</td></tr>
<tr><td></td><td colspan="4">Capitol/State Room</td></tr>
<tr><td>3:15 - 4:15</td><td colspan="4">Closing Presentation ★
Dr. Candace Ashby, President, ELITE Public Safety Consulting, Inc</td></tr>
<tr><td>4:15 - 5:00</td><td colspan="4">Legal Questions in the Montana Fire Service: Q&A with MFTA Counsel ★
Catherine " Kate" Dinwiddie, B.A., J.D., Montana Fire Law</td></tr>
<tr><td>5:00</td><td colspan="4">MFTA Annual Meeting ★</td></tr>
</table>

AN AGREEMENT

BETWEEN

MISSOULA RURAL FIRE DISTRICT

AND

LOCAL 2457
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

EFFECTIVE DATES

June 22, 2025 through June 19, 2027

Approved by MRFD Board of Trustees: ______________

Approved by Local 2457 Membership: ______________

Table of Contents

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

Neither the District nor the Union shall discriminate against employees or applicants for employment on the basis of race, color, religion, creed, sex, age, marital status, national origin, political ideas, sexual orientation, gender identity, union membership, or on the basis of perceived or actual disability. This relates to all aspects of employment and to the use of all facilities and participation in all MRFD-sponsored activities. This policy does not preclude discrimination based on bona fide occupational qualifications.

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, Emergency Medical Services Coordinator, and Resident/Volunteer Coordinator.

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 to improve its operations. Members of the union (through their executive board) are encouraged to make suggestions regarding proposed and existing policies and SOG's. Final approval of policies will be at the discretion of the Board of Trustees. Adoption of all changes to District SOGs will be at the discretion of the Fire Chief. All changes will be reviewed in at least one Officer's meeting.

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 Board of Personnel Appeals (BOPA) 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.. 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, Deputy Fire Marshal incentive pay and Hazardous Materials Technician incentive pay, if applicable.
    a. From the effective date of this agreement until December 19, 2026, for twenty-four (24) hour employees, Missoula Rural Fire District will use 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. Effective December 20th, 2026, for twenty-four (24) hour employees, Missoula Rural Fire District will use a twenty-four (24) day work period; regular hourly wage = annual salary divided by two thousand five hundred fifty-six and seventy-five hundredths (2556.75)
    c. For forty (40) hour employees: regular hourly wage = annual salary divided by two thousand eighty (2080).
    d. 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 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 until December 19th, 2026
   c. Effective December 20th, 2026, Twenty-four (24) hours on duty followed by forty-eight (48) consecutive hours off with one (1) Kelly day off every eighth (8th) shift, which is a twenty-four (24) 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. 2 floaters on each shift will be at the rank of Lieutenant.
   b. 2 floaters on each shift will be at the rank of Firefighter I, Firefighter II, or Engineer
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 eighth (8th) 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 recognized under this agreement::

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

*Note: In recognition of the State General Election Day occurring only on even-numbered years, holiday benefits are normalized to an annual award of 84 hours (representing the average of 80-hour and 88-hour cycles)

1. 24-Hour Shift Employees
   a. Effective June 1st, 2027, employees working the 24-hour shift schedule must elect one of the following holiday compensation options prior to the start of Pay Period #1 each year:

i. Option A: Cash Compensation. Receive four and thirty-four one thousandths (4.034) hours of holiday each pay period. This compensation is considered part of the employee's base pay and, as such, will be pensionable in the Montana Firefighter's Unified Retirement System (FURS).

ii. Option B: Holiday Paid Time Off (PTO). Receive eighty-four (84) hours of holiday leave annually subject to the following conditions:

1. Scheduling: While distinct from vacation time, these hours are requested and granted following the procedures for regular vacation time as specified in Article 23, Sections 9-11.
2. Year-End Payout: Any unused holiday leave balance remaining in Pay Period #26 will be paid out at the employee's holiday hourly rate and is not pensionable in FURS.

2. 40-Hour Employees

a. Employees working a 40-hour schedule are entitled to holiday benefits as follows:

i. Scheduled Holidays: If a recognized holiday falls on an employee's regularly scheduled shift, they will receive eight (8) hours off without loss of pay.

ii. Alternative Days: If a recognized holiday falls on a day the employee is not normally scheduled to work, the employee may opt to take eight (8) hours off without loss of pay on an alternative day within the same work week (Sunday through Saturday).

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 x 0.50=24; 50 x 0.50=25). While calculating vacation slots, fractions will be rounded to the nearest whole number (ex., 49 x 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 Occupational Safety and Health Committee shall be comprised of the following members: three (3) members from the union, a member from the Training Division, the Resident/Volunteer Coordinator and two (2) members from the district one of which shall be the Human Resources Director. 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 is capable of performing light duty work and must specify any restrictions or limitations associated with the employee's light duty assignment. The District retains the right to determine whether the employee's restrictions can be reasonably accommodated within available light duty assignments. The District shall make a good faith effort to provide such assignments.

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 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 Emergency Medical Services Coordinator (EMSC) when an opening occurs, once 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, EMSC will be by an Assessment Center.

Lieutenants will be eligible for promotion to the rank of Captain once 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 once 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.

Upon completion of the promotional assessment process, the District shall establish a ranked eligibility list of all candidates who have successfully completed the process. This list shall remain valid for one (1) calendar year from the date final scores are certified by Human Resources and reviewed with the Fire Chief. If vacancies arise in the same rank during the list's validity period, the District shall use the existing list to fill those vacancies. No employees shall be added to the eligibility list after it is certified. Employees who become eligible after the list is certified must wait for the next promotional assessment process.

If the employee voluntarily withdraws from their promoted position, the next highest ranked, eligible employee on the certified list will be offered the position. In the event that an employee eligible for promotion denies the promotion, the employee will be removed from the eligible list for the remainder of that eligibility list.

If 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.

Employees participating in a promotional process while on duty shall remain on paid duty status and have their assigned shift covered from the beginning of their shift until conclusion of their assessment center participation. Upon completion of the assessment, employees shall be allowed up to sixty (60) minutes to return to duty.

Employees participating in a promotional process while off duty shall be compensated at the applicable overtime rate for the duration of their participation in the promotional process.

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 22nd, 2025, and remain in effect until June 19th, 2027. 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 up to sixty dollars ($60.00), 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 AND OTHER DEPLOYMENTS

Preference for wildland assignments and other deployments will be given to members covered under this agreement unless a specific name request is made. Documentation of the request shall be provided to the E-Board. When possible, temporary employees will be supervised on wildland assignments by MRFD employees.

Upon returning from a 14-day (or more with travel) deployment MRFD employees covered under this agreement will be given a regularly scheduled shift off duty; paid, to accommodate a true rest and relaxation period if the employee is scheduled to be on shift within 24 hours following return home travel. Any shifts outside the employee's regular schedule will not be covered under this provision.

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. If no other qualified applications are received, and the current TO has reapplied and is meeting the position requirements, they shall be granted an additional three-year term without completing an assessment center.

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. If no other qualified applications are received, and the current RVC has reapplied and is meeting the position requirements, they shall be granted an additional three-year term without completing an assessment center.

EMERGENCY MEDICAL SERVICES COORDINATOR

The Emergency Medical Services 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 EMSC position is a three-year term. At the end of the EMSC'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. If no other qualified applications are received, and the current EMSC has reapplied and is meeting the position requirements, they shall be granted an additional three-year term without completing an assessment center,

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 unless a qualified 40-hour staff employee, if promoted, accepts the vacant Battalion Chief position and vacates their 40-hour staff position.

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:

- Resident/Volunteer Coordinator;
- Resource Manager;
- Assistant Resource Manager;
- Training Officer;
- Emergency Medical Services Coordinator; 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

ARTICLE 43
PREGNANCY AND CHILDBIRTH RECOVERY LEAVE

1. Eligibility: A bargaining-unit employee who gives birth shall be eligible for Pregnancy and Childbirth Recovery Leave for recovery from pregnancy, childbirth, and related medical conditions, subject to the terms of this article.

2: Duration: Pregnancy and Childbirth Recovery Leave shall be available for up to six (6) consecutive calendar weeks, beginning on the date of childbirth unless a different beginning date is medically required and approved under applicable law. The leave period shall not constitute a bank of hours and may not be deferred, accumulated, or used intermittently except where required by applicable law or expressly approved by the District.

3: Paid Status: During approved Pregnancy and Childbirth Recovery Leave, the District shall continue the employee's regular base compensation, as defined in Article 15 of this agreement, for regularly scheduled shifts falling within the approved leave period. Pregnancy and Childbirth Recovery Leave shall not be charged against accrued sick leave, vacation leave, or compensatory time unless the parties expressly agree otherwise. While on Pregnancy and Childbirth Recovery Leave, an employee will continue to accrue sick leave and vacation leave in accordance with the applicable articles of this agreement.

4: Twenty-four (24) Hour Employees: For employees assigned to the twenty-four-hour schedule, the six-week benefit is a forty-two (42) consecutive calendar-day period. It is not a separate 336-hour leave bank. Depending on the employee's shift rotation, the period will ordinarily encompass approximately fourteen (14) 24-hour shifts.

5: Purpose and Parental Leave: Pregnancy and Childbirth Recovery Leave is provided for physical recovery associated with pregnancy, childbirth, and related medical conditions. It is not parental or bonding leave. Nothing in this section creates a sex-based entitlement to parental or bonding leave.

6: Medical Certification and Return to Work: The District may require medical certification consistent with applicable law and with requirements applied to comparable medical leave. An employee shall not be required to remain on Pregnancy and Childbirth Recovery Leave after she is able to return to work, except as otherwise permitted by law or another applicable leave provision.

7: FMLA Coordination: When an absence qualifies for leave under the Family and Medical Leave Act, the District shall designate qualifying leave as FMLA leave and Pregnancy and Childbirth Recovery Leave shall run concurrently with the employee's FMLA entitlement to the extent permitted by law. This provision does not reduce any rights provided by the FMLA or other applicable laws.

8: Holidays: An observed holiday occurring during the six-week Pregnancy and Childbirth Recovery Leave period shall not interrupt, suspend, or extend the forty-two (42) calendar-day period. Eligibility for any generally applicable holiday payment or credit shall be determined under Article 20-Holidays of this agreement.

9: Leave Beyond Six Weeks: If the employees remains unable to return to work after exhaustion of the Pregnancy and Childbirth Recovery Leave, additional absence shall be administered under applicable FMLA leave, accrued leave provisions, reasonable-accommodation requirements, or other provisions of this Agreement, and applicable state and federal law.

10: No Limitation of Statutory Rights: Nothing in this Article shall be interpreted to diminish rights provided by Montana pregnancy-leave law, the Pregnancy Discrimination Act, the Pregnant Workers Fairness-Act, the FMLA, the ADA, or other applicable law.

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 26	FY27
Firefighter I	$68,080.68	$72,165.52
Firefighter II	$75,197.74	$79,709.60
Engineer	$80,977.18	$85,835.81
Lieutenant	$88,308.22	$93,606.72
Captain/ARM/TO/RVC/AM/DFM	$97,106.28	$102,932.65
Battalion Chief/RM	$115,341.49	$122,261.98

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

Dan Corti (Chair/Negotiator)

Nate Nunnally (Vice Chair/Secretary)

Dan Burger (Trustee)

Cory Horsens (Admin Representative)

IAFF Local 2457

Max Kottwitz (Lead Negotiator)

Eric Huleatt (Negotiator)

Tyler Loterbauer(Negotiator)

Phil Mediate (Negotiator)

MISSOULA RURAL FIRE DISTRICT

BOARD OF TRUSTEES

RESOLUTION NO. 2026-9

RESOLUTION ESTABLISHING FEES AND COSTS FOR GOODS AND SERVICES PROVIDED BY MISSOULA RURAL FIRE DISTRICT

THIS RESOLUTION was introduced by Deputy Chief Cory Horsens, moved by Trustee_____________ and seconded by Trustee_______. The Resolution was adopted ____________.

WHEREAS, the Board of Trustees for the Missoula Rural Fire District has the authority to govern and manage the Fire District to provide adequate standard firefighting and emergency response apparatus, equipment, personnel, housing, and facilities including real property and emergency medical services and equipment, for the protection of the Fire District 7-33-2104, 7-33-2105, Montana Code Annotated (MCA); and

WHEREAS, the budget laws relating to county budgets must, as far as applicable, apply to fire districts. 7-33-2105(1)(d), MCA; and

WHEREAS, 7-6-4013, MCA is a county budget law applicable to fire districts, which authorizes local governments to regulate, establish and change fees, rates, charges and classifications that are imposed for services so long as they are reasonable and related to the cost of providing the service; and

WHEREAS, on occasion, the Missoula Rural Fire District is requested to provide additional services that are not a part of its daily operations; and

WHEREAS, these services may include, but are not limited to external fire investigations, complex plans review, standbys, and providing apparatus or personnel for certain events or incidents; and

WHEREAS, the Board of Trustees believes its taxpayers and residents should not be responsible to subsidize the costs and fees of providing the above referenced services; and

WHEREAS, the Board of Trustees believes it is reasonable to seek reimbursement for the fees and costs of providing these services based on the actual personnel, incidental disposable costs and the rates established by the current Northern Rockies Coordinating Group ("NRCG"), NWCG Standards for Interagency Incident Business Management Supplement for apparatus and equipment; and

WHEREAS, the State of Montana has established fees related to emergency response to hazardous materials incidents; and

WHEREAS, the attached schedule of fees labeled as "Exhibit A" references fuel mitigation costs, actual third-party plans review costs, actual personnel, incidental and disposable costs and the current NRCG and State of Montana fees that are reasonable related to the services provided by the Missoula Rural Fire District and provide a means of offsetting these costs related to the provision of the service received; and

WHEREAS, Missoula Rural Fire District also provides for purchase by the public certain goods, including but not limited to, lock boxes and address signs; and

WHEREAS, allowing the public the option to purchase these goods at the actual cost provides a direct benefit to the residents of the Missoula Rural Fire District; and

WHEREAS, the fees enacted in this Resolution will be reviewed when deemed necessary by the Board of Trustees; and

WHEREAS, legal notice was published in the Missoulian Newspaper on August 18th and August 27th, 2026 in accordance with 7-6-4013, MCA and 7-1-2121, MCA, and

WHEREAS, a public hearing was held by the Board of Trustees on September 8th, 2026, to take public testimony and consider the adoption of fees as shone in "Exhibit A."

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees does hereby adopt the Resolution to establish fees referenced "Exhibit A" with an immediate effective date of September 9th, 2026.

BE IT FURTHER RESOLVED that all Resolutions establishing fees of the nature and kind addressed above shall be superseded and rescinded by this Resolution.

DATED this _______ day of September 2026.

MISSOULA RURAL FIRE DISTRICT
BOARD OF TRUSTEES

____
Dan Corti, Chair

Attest:

____
Nate Nunnally, Vice-Chair/Secretary

EXHIBIT A

SERVICES	UNIT	FEE/COST
Third-Party Plans Review Services	Each	Actual Cost
Address Sign	Each	Actual Cost
Lock Box (Residential)	Each	Actual Cost
Lock Box (Commercial)	Each	Actual Cost
Aerial Apparatus	Hourly	Current NRCG Rate
Structural Engine	Hourly	Current NRCG Rate
Tactical Water Tender	Hourly	Current NRCG Rate
Water Tender	Hourly	Current NRCG Rate
Wildland Engine	Hourly	Current NRCG Rate
Support Unit	Hourly	Current NRCG Rate
Personnel	Hourly	Current NRCG Rate
Response Incidentals & Disposables	Each	Actual Cost
Fire Investigations (external)	Each	Actual Cost
HazMat Response	Per Call	State of Montana Rate
Fuel Mitigation (outside allowable grant expenditures)	Per Acre	100%
Fuel Mitigation	Per Acre	Cost Share % Per Grant

MISSOULA RURAL FIRE DISTRICT
RESOLUTION NO. 2026-10

A RESOLUTION OF THE BOARD OF TRUSTEES APPROVING WAGE ADJUSTMENTS FOR NON-UNION ADMINISTRATIVE EMPLOYEES

THIS RESOLUTION was moved by Trustee ______________________ and seconded by Trustee ______________________. The Resolution was adopted _____ - _____ - _____.

WHEREAS, the Board of Trustees of the Missoula Rural Fire District ("District") has authority to provide adequate and standard firefighting and emergency response apparatus, equipment, personnel, housing, and facilities, including real property and emergency medical services and equipment, for the protection of the District. § 7-33-2105(1)(6), MCA; and

WHEREAS, the Board of Trustees is responsible for preparing annual budgets and requesting special levies for District budgets, and the budget laws relating to county budgets must, as far as applicable, apply to fire districts. § 7-33-2105(1)(d), MCA; and

WHEREAS, the District employs non-union administrative employees who are not covered by the collective bargaining agreement between the District and IAFF Local 2457; and

WHEREAS, historically, the District's non-union administrative positions have received wage adjustments at or near the time the District approved the collective bargaining agreement for represented employees; and

WHEREAS, the District and IAFF Local 2457 currently completed collective bargaining; and

WHEREAS, the Board of Trustees desires to maintain fair, competitive, and administratively consistent compensation for non-union administrative employees while preserving the separate statutory process applicable to represented employees; and

WHEREAS, the Board of Trustees has determined that an additional 1.75% wage increase for non-union administrative employees, effective the 6th pay period in Fiscal Year 2027, is appropriate, funded within the District's adopted Fiscal Year 2027 budget, is appropriate, and in the best interests of the District; and

WHEREAS, the Board of Trustees has determined that these wage adjustments are limited to non-union administrative employees and do not establish, modify, or determine any wage term for employees covered by a collective bargaining agreement or involved in the pending collective bargaining process; and

WHEREAS, the Fiscal Year 2027 wage adjustment authorized by this Resolution shall be included in the District's Fiscal Year 2027 budget planning and shall be subject to lawful appropriation and final budget adoption.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees does hereby approve wage adjustments for non-union administrative employees as follows:

1. A 1.75% wage increase effective the 6th pay period in Fiscal Year 2027, within the District's adopted Fiscal Year 2027 budget.
2. The Fire Chief, Finance Director, and District staff are authorized to take the administrative steps necessary to implement this Resolution, including payroll processing, budget tracking, wage notices, and maintenance of appropriate payroll records.
3. This Resolution applies only to non-union administrative employees and does not apply to employees covered by a collective bargaining agreement.

DATED this 8th day of September 2026.

MISSOULA RURAL FIRE DISTRICT
BOARD OF TRUSTEES

____

Dan Corti, Chair

Attest:

____

Nate Nunnally, Vice-Chair/Secretary

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

Board of Trustees

Resolution # 2026-11

The Missoula Rural Fire District Board of Trustees met in Public Hearing during the Regular Session on Tuesday, September 8th, 2026.

Motion was made to approve and adopt the MRFD Capital Improvement Plan for FY27.

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

______________________________________Dan Corti, Chair

______________________________________Nate Nunnally, Vice-Chair/Secretary

______________________________________Kirk Paulsen, Interim Fire Chief

Cc: BOT Minutes
mhs

MISSOULA RURAL
FIRE DISTRICT

Capital Improvement Plan

FY 26/27

MISSOULA RURAL
FIRE DISTRICT

Missoula Rural Fire District Capital Improvement Plan FY 26/27

Project Name:	**New Missoula Rural Fire District Headquarters Station 1**
Department:	Administration
Priority:	Level 1
Acquisition:	FY 26/27

Description:
The District plans to build a new Headquarters Fire Station 1. The exact location is yet to be determined. The new fire station will include accommodations for the career operational staff including the Battalion Chief, Administration, Community Risk Reduction Division, Information Technology, the Training Officer and the Emergency Medical Services Coordinator. An adequately sized training room will be included that can also be used as a community meeting room. The new station will also include a fitness room, records storage, appropriate laundry facilities and sleeping/restroom spaces with an appropriate level of privacy for all crew members. The new fire station will meet ADA requirements. Additionally, the station will be constructed to meet current state and local requirements, to include a fire suppression system and fire alarm system.

Justification:
The current Headquarters Station 1 is approximately 60 years old. The station is not energy efficient and does not meet the current NFPA standards for firefighter health and safety. The station lacks the space needed for the career firefighters and the administrative positions of the District. It does not have the space needed to accommodate the Battalion Chief, the Training Officer, Emergency Medical Services Coordinator, Human Resources Director or the IT Manager. There is also no space for the Deputy Fire Marshal position. The current facility is not ADA compliant and lacks a fire sprinkler system. The training room is grossly undersized. The new Station 1 will address all of the above-mentioned shortcomings. The location of the new Station 1 will enable the District to respond to the majority of its first-due area in under 4 minutes, helping the District meet the NFPA 1710 Standard and improve our emergency service delivery.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name: **New/Remodel Missoula Rural Fire District Station 5**
Department: Administration
Priority: Level 1
Acquisition: FY 26/27

Description:
The District plans to build a new or remodel the existing Fire Station 5. If the decision is made to build new, the exact location is yet to be determined. The new fire station will include accommodations for the career and resident firefighters and the Accreditation Manager. An adequately sized training room will be included that can also be used as a community meeting room. The new station will also include a fitness room, records storage, appropriate laundry facilities and sleeping/restroom spaces with an appropriate level of privacy for all crew members. The new fire station will meet ADA requirements. A new or renovated station 5 will include fire alarm and fire sprinkler systems and will meet all current state and local requirements.

Justification:
The current Station 5 is approximately 50 years old. The station is not energy efficient and does not meet the current NFPA standards for firefighter health and safety. The station lacks the space needed for the career and resident firefighters and Accreditation Manager, including adequate restroom facilities. There is limited space currently for three (3) resident firefighter positions. The current facility is not ADA compliant. There is no training room or physical fitness area. There is no fire sprinkler system nor monitored fire alarm system. Space constraints require firefighter gear to be stored in the apparatus bay, exposing the gear to diesel particulate and potentially increasing firefighter risk of occupational acquired illness. The new Station 5 will address all of the above-mentioned shortcomings.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name: **New Missoula Rural Fire District Station 2 Dry Storage**
Department: Administration
Priority: Level 1
Acquisition: FY 26/27

Description:
The District intends to construct an enclosed dry storage facility for storing apparatus, trailers, and unused staff vehicles. Initially, this facility will not be heated but can be retrofitted later if necessary. MRFD currently maintains two Type 5 reserve engines, one trailer, and several staff vehicles kept outside year-round when not in use. As MRFD expands its fleet, the demand for protected dry storage will become essential to maintain the units in optimal condition.

Justification:
Currently, reserve units and the utility trailer are stored outside year-round, exposing them to weather conditions that have gradually affected their condition. Building an enclosed dry storage facility would allow MRFD to keep these units protected from the elements. Additionally, when apparatus are out of service

awaiting parts or repairs, they can be stored in this dry storage space to prevent weather-related damage and free up space in the mechanics bay for other units.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name:	**Staff Vehicle (RM with Plow)**
Department:	Resource Management
Priority:	Level 2
Acquisition:	FY 28/29

Description:
The District plans to purchase one (1) new Staff Vehicle in FY 28/29 to replace the current 305 dependent on District needs.

Justification: Unit 305 will reach 20 years old in 2029. In keeping with district goals, it is due to be replaced based on vehicle age.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name:	**BC Staff Vehicle**
Department:	Resource Management
Priority:	Level 2
Acquisition:	FY 27/28

Description:
MRFD plans to purchase one (1) new BC Staff Vehicle in FY 27/28 to replace the current 310.

Justification: The District's apparatus replacement plan calls for BC Staff Vehicles to be replaced every four (4) years, then the replaced BC Staff Vehicle goes into rotation with the other staff vehicles, and the oldest staff vehicle is sold. In this case 332 would be sold as the oldest staff vehicle.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name: **Ambulance**
Department: Resource Management
Priority: Level 3
Acquisition: FY 28/29

Description:
The District plans to purchase one (1) new Ambulance in FY 28/29.

Justification: The District's apparatus replacement plan calls for the purchase of one (1) ambulance with replacement every 15 years.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name: **Type I Engine**
Department: Resource Management
Priority: Level 1
Acquisition: FY 27/28

Description:
MRFD plans to purchase a new Type I engine to replace 322.

Justification:
322 is a model year 2003 (23 years old). NFPA recommends that front line response apparatus be in service for 15 years as a front line, 20 years for reserve with a max life of 25 years. Because of the level of use, MRFD has adopted a 20-year front line useful life for engines. MRFD's oldest engine will become our reserve engine.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name: **Type 5 Engine (2)**
Department: Resource Management
Priority: Level 2
Acquisition: FY 27/28 and FY 29/30

Description:
The District plans to purchase two (2) new Type 5 Engines, one in FY 27/28 and another in FY 29/30 to replace the current 336 and 335.

Justification: The District's apparatus replacement plan calls for Type 5 Engines to be replaced every 20 years.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name: **Extrication Equipment**
Department: Operations
Priority: Level 2
Acquisition: FY 28/29

Description: The District plans to purchase one (1) new set of extrication equipment in FY 28/29.

Justification: The District uses battery powered extrication equipment for response to motor vehicle accidents and similar entrapment situations. As technology in materials changes within vehicles, and the technology of extrication tools advances to meet the needs, the District will need to remain as current as possible on technology of the tools.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name: **SCBA's**
Department: Operations
Priority: Level 2
Acquisition: FY 30/31

Description: The District plans to purchase new SCBA's at the end of their three (3), five-year bottle cycles.

Justification: The District current SCBA's were purchased in 2017. SCBA bottles have a useful life of three (3), five-year hydrotest cycles which puts their end of life at the year 2032. Also, after 15 years, the SCBA packs can be worn out and be "old technology". The acquisition of the new SCBAs in FY 30/31 will allow for a comprehensive training program to take place before placing the new SCBAs into service, thereby reducing the possibility of potential catastrophic user error.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name: **Cardiac Monitors**
Department: Operations
Priority: Level 2
Acquisition: FY 28/29

Description: The District plans to purchase six (6) new Cardiac Monitors in FY28/29.

Justification: The District's current cardiac monitors were bought through a grant in FY 20/21 with COVID related funding. The technology and patient care needs have since updated and will continue to do so. The District will need to provide for a high level of patient care and technology as we continue to provide ALS services to the community.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Project Name: **Radios**
Department: Operations
Priority: Level 2
Acquisition: FY 34/35

Description: The District plans to purchase new radios at the end of their useful/serviceable life.

Justification: The District purchased new radios in the year 2022. Through experience and industry recommendations, the useful life of radios including the ability to repair/replace, and old technology is 15 years, which is in FY 36/37.

Funding Source(s):
See the Detailed Capital Improvements Plan Worksheet.

Missoula Rural Fire District
Detailed Capital Improvements Plan
For fiscal year ending: **June 30, 2027**

Priority Designation Codes:
1 = Must Do - defined as projects/equipment needed based on physical deterioration/past useful life.
2 = Should Do - enhances efficiency of a program, facility, or infrastructure.
3 = Would Like To Do - would make things look and work better, but everything is functional now.

					ANTICIPATED ACQUISITION COST BY PROJECT TYPE					FUNDING SOURCES					
NAME OF MRFD DEPARTMENT	PROJECT TITLE OR DESCRIPTION OF EQUIPMENT	ADDRESS OF PROPERTY ACQUISITION	PRIORITY DESIGNATION CODE	ANTICIPATED FISCAL YEAR OF ACQUISITION	LAND	BUILDINGS	MACHINERY & EQUIPMENT	Soft Costs	TOTAL COST OF PROJECT	MRFD	Loans	Land or Equipment Sale	Impact Fees	TIF	FUNDING SOURCES TOTAL
Administration	New MRFD Headquarters-Station 1	TBD	1	FY 26/27	200,000	6,650,000		1,600,000	$ 8,450,000	285,000	6,665,000	1,500,000			$ 8,450,000
Administration	New/Remodel MRFD-Station 5	12221 Hwy 93, Lolo, MT	1	FY 26/27		4,300,000		1,000,000	$ 5,300,000	115,000	5,185,000				$ 5,300,000
Administration	New Station 2 Dry Storage	6550 Hwy 10 West, Missoula, MT	1	FY 26/27		75,000			$ 75,000	15,000	60,000				$ 75,000
Resource Management	Staff Vehicles (RM with Plow)	n/a	2	FY 28/29			85,300		$ 85,300	85,300	-				$ 85,300
Resource Management	BC Staff Vehicle	n/a	2	FY 27/28			82,019		$ 82,019	82,019	-				$ 82,019
Resource Management	Ambulance	n/a	3	FY 28/29			310,582	186,000	$ 496,582	163,954	332,628				$ 496,582
Resource Management	Type 1	n/a	1	FY 27/28			770,134		$ 770,134	770,134	-				$ 770,134
Resource Management	Type 5	n/a	2	FY 27/28			138,624		$ 138,624	138,624	-				$ 138,624
Resource Management	Type 5	n/a	2	FY29/30			149,936		$ 149,936	149,936	-				$ 149,936
Operations	Extrication	n/a	2	FY 28/29			41,000		$ 41,000	33,667	7,333				$ 41,000
Operations	Cardiac Monitor (6)	n/a	2	FY 28/29			400,000		$ 400,000	315,000	85,000				$ 400,000
Operations	SCBA - 15 yrs	n/a	2	FY 30/31			700,000		$ 700,000	375,000	325,000				$ 700,000
Operations	Radios - 15 yrs	n/a	2	FY 34/35			700,000		$ 700,000	223,778	476,222				$ 700,000
									$ -						$ -
				TOTAL:	$ 200,000	$ 11,025,000	$ 3,377,595	$ 2,786,000	$ 17,388,595	$ 2,752,411	$ 13,136,184	$ 1,500,000		$ -	$ 17,388,595

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

Board of Trustees

Resolution # 2026-12 MRFD Budget for FY27

The Missoula Rural Fire District Board of Trustees met in Public Hearing during the Regular Session on Tuesday, September 8th, 2027.

Motion was made to approve and adopt the MRFD Budget for FY27.

The Missoula Rural Fire District Board of Trustees requests the Missoula County Commissioners levy the following Mills for FY27:

Maximum allowable Non-Voted Mils	**89.60**
Voted Mills	**44.39**
Permissive Medical Mills	**4.90**
Total Levied Mills for FY27	**138.89**

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

____Dan Corti, Chair

____Nate Nunnally, Vice-Chair/Secretary

____Kirk Paulsen, Interim Fire Chief

Cc: BOT Minutes
mhs

MISSOULA RURAL
FIRE DISTRICT

DATE: September 8, 2027

TO: Missoula County Commissioners
Chief Financial Officer Andrew Czorny

FROM: Dan Corti, Board of Trustees Chair
Kirk Paulsen, Interim Fire Chief

RE: FY 2026-2027 Mill Levy Request

The Missoula Rural Fire District Board of Trustees is requesting the Missoula County Commissioners levy the following mills for FY 2026-2027:

Maximum allowable Non-Voted Mils	**89.60**
Voted Mills	**44.39**
Permissive Medical Mills	**4.90**
Total Levied Mills for FY27	**138.89**

Please refer to the attached 2026 Certified Taxable Valuation Information, FY27 Determination of Tax Revenue and Mill Levy Limitations Non-Voted, FY27 Determination of Tax Revenue and Mill Levy Limitations Voted, and FY27 Determination of Permissive Levy for Group Benefits.

Thank you,

Dan Corti, Chairman
Missoula Rural Fire District Board of Trustees Chair

MONTANA DEPARTMENT OF REVENUE

MONTANA
Form AB-72T
Rev. 6-26

2026 Certified Taxable Valuation Information

(15-10-202, MCA)
Missoula County
MISSOULA RURAL FIRE

Certified values are now available online at property.mt.gov/cov

1.	2026 Total Market Value[1]	$	6,820,934,016
2.	2026 Total Taxable Value[2]	$	79,224,878
3.	2026 Taxable Value of Newly Taxable Property	$	1,529,919
3A.	Class 4 Newly Taxable	$	1,453,972
3B.	All Other Classes Newly Taxable	$	75,946
3C.	Abated Property Newly Taxable	$	-
4.	2026 Taxable Value less Incremental Taxable Value[3]	$	76,894,217
5.	2026 Taxable Value of Net and Gross Proceeds[4] (Class 1 and Class 2)	$	-

6. TIF Districts

Tax Increment District Name	Current Taxable Value[2]	Base Taxable Value	Incremental Value
Bonner Mill	$841,683	$121,676	$720,007
Bonner West Log Yard	$129,789	$1,148	$129,136
Bonner West Log Yard	$98,463	$1,148	$97,968
The WYE	$1,674,816	$1,421,826	$692,812
The WYE	$704,766	$1,421,826	$291,537
The WYE 2	$1,651,432	$5,261,147	$244,391
The WYE 2	$241,966	$5,261,147	$35,808
The WYE 2	$266,949	$5,261,147	$39,505
Grant Creek Crossing	$211,343	$131,846	$79,497

Total Incremental Value $ 2,330,661

Prearer Schelby Smith

Date 8/5/2026

[1]Market value does not include class 1 and class 2 value
[2]Taxable value is calculated after abatements have been applied
[3]This value is the taxable value less total incremental value of all tax increment financing districts
[4]The taxable value of class 1 and class 2 is included in the taxable value totals

For Information Purposes Only

2026 taxable value of centrally assessed property having a market value of $1 million or more, which has transferred to a different ownership in compliance with 15-10-202(2), MCA.

I. Value Included in "newly taxable" property	$ -
II. Total value exclusive of "newly taxable" property	$ -

Note

Special district resolutions must be delivered to the department by the first Thursday after the first Tuesday in September, 9/3/2026,or within 30 calendar days after the date on this form 7-11-1025(8), MCA.

The county clerk and recorder must provide mill levies for each taxing jurisdiction to the departmentby the second Monday in September, 9/13/2026, or within 30 calendar days after the date on this form 15-10-305(1)(a), MCA.

Determination of Tax Revenue and Mill Levy Limitations

Section 15-10-420, MCA

Non-Voted Aggregate of all Fund

FYE June 30, 2027

Reference Line		Enter amounts in yellow cells	Auto-Calculation (If completing manually enter amounts as instructed)
(1)	Enter Ad valorem tax revenue ACTUALLY assessed in the prior year (from Prior Year's form Line 17)	$ 6,593,193	$ 6,593,193
(2)	Add: Current year inflation adjustment @ 2.97%		$ 195,818
(3)	Subtract: Ad valorem tax revenue ACTUALLY assessed in the prior year for Class 1 and 2 property, (net and gross proceeds) (from Prior Year's form Line 20)- (enter as negative)	$ -	$ -
(4) = (1) + (2) + (3)	Adjusted ad valorem tax revenue		$ 6,789,011
	ENTERING TAXABLE VALUES		
(5)	Enter 'Total Taxable Value' - from Department of Revenue *Certified Taxable Valuation Information* form, line # 2	$ 79,224,878	$ 79,224,878
(6)	Subtract: 'Total Incremental Value' of all tax increment financing districts (TIF Districts) - from Department of Revenue *Certified Taxable Valuation Information* form, line # 6 (enter as negative)	$ (2,330,661)	$ (2,330,661)
(7) = (5) + (6)	Taxable value per mill (after adjustment for removal of TIF per mill incremental district value)		$ 76,894,217
	Subtract: 'Total Value of Newly Taxable Property' - from Department of Revenue *Certified Taxable Valuation Information* form, lines # 3A, #3B, #3C (enter as negative)		
(8)	Reserve (Yes or No)	No	
(9)	Class 4 Newly Taxable-from Department of Revenue Certified Taxable Valuation Information form, line # 3A (enter as negative)	$ (1,453,972)	$ (1,090,479)
(10)	All Other Newly Taxable-from Department of Revenue Certified Taxable Valuation Information form, line #3B (enter as negative)	$ (75,946)	$ (30,378)
(11)	Abated Newly Taxable-from Department of Revenue Certified Taxable Valuation Information form, line #3C (enter as negative)	$ -	$ -
(12)	Total Newly Taxable Per Mill		$ (1,120,857)
(13)	Subtract: 'Taxable Value of Net and Gross Proceeds, (Class 1 & 2 properties)' - from Department of Revenue *Certified Taxable Valuation Information* form, line # 5 (enter as negative)	$ -	$ -
(14) = (7) + (12) + (13)	Adjusted Taxable value per mill		$ 75,773,360
-15	CURRENT YEAR calculated mill levy		$ 89.596
(16) = (7) x (15)	CURRENT YEAR calculated ad valorem tax revenue		$ 6,889,436
	CURRENT YEAR AUTHORIZED LEVY/ASSESSMENT		
(17)	Enter total number of carry forward mills from prior year (from Prior Year's form Line 22)	0.00	0.00
(18) =(15) + (17)	Total current year authorized mill levy, including Prior Years' carry forward mills		89.60
(19) =(7) x (18)	Total current year authorized ad valorem tax revenue assessment		$ 6,889,722
	CURRENT YEAR ACTUALLY LEVIED/ASSESSED		
(20)	Enter number of mills actually levied in current year. This number should match either: - The total non-voted mills, or - A voted mill that was converted in FY2026 to the 15-10-420 formula. Indicate the name of the voted mill in the title of this form. The mills will include the number of carry forward mills actually imposed per the final approved current year budget document. Do Not include permissive mills imposed in the current year.	89.60	89.60
(21) =(7) x (20)	Total ad valorem tax revenue actually assessed in current year		$ 6,889,722
	RECAPITULATION OF ACTUAL:		
(22) '= (21) - (23)- (24)	Ad valorem tax revenue actually assessed		$ 6,789,293
(23)	Ad valorem tax revenue actually assessed for newly taxable property		$ 100,429
(24)	Ad valorem tax revenue actually assessed for Class 1 & 2 properties (net-gross proceeds)		$ -
(25) =(22) + (23) + (24)	Total ad valorem tax revenue actually assessed in current year		$ 6,889,722
(26)	Ad valorem tax revenue for large taxpayer reserve account		$ -
(27) =(18) - (20)	Total carry forward mills that may be levied in a subsequent year (Number should be equal to or greater than zero. A (negative) number indicates an over levy.)		0.00

Determination of Tax Revenue and Mill Levy Limitations

Section 15-10-420, MCA
Voted - Aggregate of all Fund

FYE June 30, 2027

Reference Line		Enter amounts in yellow cells	Auto-Calculation (If completing manually enter amounts as instructed)
(1)	Enter Ad valorem tax revenue ACTUALLY assessed in the prior year (from Prior Year's form Line 17)	$ 3,266,725	$ 3,266,725
(2)	Add: Current year inflation adjustment @ 2.97%		$ 97,022
(3)	Subtract: Ad valorem tax revenue ACTUALLY assessed in the prior year for Class 1 and 2 property, (net and gross proceeds) (from Prior Year's form Line 20)- (enter as negative)	$ -	$ -
(4) = (1) + (2) + (3)	Adjusted ad valorem tax revenue		$ 3,363,747
	ENTERING TAXABLE VALUES		
(5)	Enter 'Total Taxable Value' - from Department of Revenue *Certified Taxable Valuation Information* form, line # 2	$ 79,224,878	$ 79,224.878
(6)	Subtract: 'Total Incremental Value' of all tax increment financing districts (TIF Districts) - from Department of Revenue *Certified Taxable Valuation Information* form, line # 6 (enter as negative)	$ (2,330,661)	$ (2,330.661)
(7) = (5) + (6)	Taxable value per mill (after adjustment for removal of TIF per mill incremental district value)		$ 76,894.217
	Subtract: 'Total Value of Newly Taxable Property' - from Department of Revenue *Certified Taxable Valuation Information* form, lines # 3A, #3B, #3C (enter as negative)		
(8)	Reserve (Yes or No)	No	
(9)	Class 4 Newly Taxable-from Department of Revenue Certified Taxable Valuation Information form, line # 3A (enter as negative)	$ (1,453,972)	$ (1,090.479)
(10)	All Other Newly Taxable-from Department of Revenue Certified Taxable Valuation Information form, line #3B (enter as negative)	$ (75,946)	$ (30.378)
(11)	Abated Newly Taxable-from Department of Revenue Certified Taxable Valuation Information form, line #3C (enter as negative)	$ -	$ -
(12)	Total Newly Taxable Per Mill		$ (1,120.857)
(13)	Subtract: 'Taxable Value of Net and Gross Proceeds, (Class 1 & 2 properties)' - from Department of Revenue *Certified Taxable Valuation Information* form, line # 5 (enter as negative)	$ -	$ -
(14) = (7) + (12) + (13)	Adjusted Taxable value per mill		$ 75,773.360
-15	CURRENT YEAR calculated mill levy		$ 44.392
(16) = (7) x (15)	CURRENT YEAR calculated ad valorem tax revenue		$ 3,413,504
	CURRENT YEAR AUTHORIZED LEVY/ASSESSMENT		
(17)	Enter total number of carry forward mills from prior year (from Prior Year's form Line 22)	0.00	0.00
(18) =(15) + (17)	Total current year authorized mill levy, including Prior Years' carry forward mills		44.39
(19) =(7) x (18)	Total current year authorized ad valorem tax revenue assessment		$ 3,413,334
	CURRENT YEAR ACTUALLY LEVIED/ASSESSED		
(20)	Enter number of mills actually levied in current year. This number should match either: - The total non-voted mills, or - A voted mill that was converted in FY2026 to the 15-10-420 formula. Indicate the name of the voted mill in the title of this form. The mills will include the number of carry forward mills actually imposed per the final approved current year budget document. Do Not include permissive mills imposed in the current year.	44.39	44.39
(21) =(7) x (20)	Total ad valorem tax revenue actually assessed in current year		$ 3,413,334
	RECAPITULATION OF ACTUAL:		
(22) '= (21) - (23)- (24)	Ad valorem tax revenue actually assessed		$ 3,363,579
(23)	Ad valorem tax revenue actually assessed for newly taxable property		$ 49,755
(24)	Ad valorem tax revenue actually assessed for Class 1 & 2 properties (net-gross proceeds)		$ -
(25) =(22) + (23) + (24)	Total ad valorem tax revenue actually assessed in current year		$ 3,413,334
(26)	Ad valorem tax revenue for large taxpayer reserve account		$ -
(27) =(18) - (20)	Total carry forward mills that may be levied in a subsequent year (Number should be equal to or greater than zero. A (negative) number indicates an over levy.)		0.00

Determination of Permissive Levy for Group Benefits

Section 15-10-420(9), MCA

FYE June 30, 20XX

Entity Name:

Step A: Input in Yellow Cells		Fiscal Year	*Line 1*: BASE Year = Total *Actual* Annual Employer Contribution for Group Benefits in BASE Year *Line #2*: BUDGET Year: Total Annual Employer Contribution For Group Benefits for *Eligible Workers Employed* on July 1st	Average Monthly Employer Contribution per Employee	Actual # of Employees the Local Government Made (1) or Will Make (2) Employer Contributions to Group Benefits for on July 1st
(1)	BASE Year	2018	$841,539.20	$1,524.53	46
(2)	Budgeting For	2027	$1,529,644.58	$2,023.34	63
(3)			Increase from BASE Year (Decreases will be reported as zero)	$498.81	17

Step B:		Fiscal Year	2027
		2027	Certified Taxable Valuation
(4)	Taxable Value less Incremental Taxable Value of General Fund		$76,894,217.00

Step C: Calculation of: (5) BASE Contribution (6) Increase in Employer Contribution from BASE Year	(5) BASE Contribution	(6) Increase in Employer Contribution from BASE Year
	$1,152,542.82	$377,101.76

Step D: Must be deposited into Fund 2372		Fund #2372 Permissive Medical Levy			
Transition clause per L2009 SB 491, Section 4, has expired.		Fiscal Year	Fund 2372 Permissive Levy # of Mills Allowed to Levy (Not Subject to 15-10-420)	Value Per Mill	Fund 2372 Total Generated Tax Revenue
(7)	Choice #1 PER sec. 4, Ch 412, L.2009 - (1)(b)	2027	4.90	$76,894.22	$377,101.76

MISSOULA RURAL
FIRE DISTRICT

General Fund Budget

FY 26/27

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: General Fund
Fund #: 1000

TOTAL RESOURCES
= Cash Available + Revenues + Other Financing Sources

Org #	Account #		PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
		CASH AVAILABLE			
	101000	**Cash Balance in County fund as of June 30th**	6,822,248		7,649,586
		Cash Balance all accounts held outside the County as of June 30th (Petty Cash)	173		173
		Less: accounts payable + accrued payables as of June 30th	403,772		559,559
		Less: Outstanding warrants (checks) as of June 30th	105,967		121,248
		Cash Available as of July 1st [5 = + 1+ 2 - 3 - 4]	6,312,682		6,968,952
		REVENUES			
	31xxxx	**TAX & ASSESSMENT**			
	311010	Tax Revenue	9,993,731		10,680,158
	312000	Penalty & Interest on Delinquent Tax Payments	0		0
	314110	Light Vehicle Tax [Local Option Tax]	0		0
		Total Tax and Assessment Revenue	9,993,731	0	10,680,158
	33xxxx	**INTERGOVERNMENTAL**			
	331xxx	Federal Grants (specify below)			
	331001	HMEP Grant	35,000		
	331002	AHIMT Grant			
	331003	Fuel Mitigation Grant			
	331004	SAFER Grant			
	331005	CARES Act			
	331006	PPE Grant			
	331007	FEMA			
	331008	AFG Grant	126,869		
	331009	DPHHS RHTP Grant			45,000
	333xxx	Federal Payments in Lieu of Taxes (specify below)			
	333041	Missoula Water PILT			
	334xxx	State Grants (specify below)			
	334001	Lodging Tax Grant			50,000
	335xxx	State Shared Revenues (specify below)			
	335230	State entitlement	956,442		982,419
	336xxx	Other State Payments (specify below)			
	336010	Wildland Fire	450,000		195,000
	336011	All Hazards	30,000		30,000
	337xxx	Local Grants			
	337000	Local Grants	446,159		
	339xxx	Local Payments in Lieu of Taxes			
	339000	PILT-received from County			120,000
		Total Intergovernmental Revenue	2,044,470	0	1,422,419

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: General Fund
Fund #: 1000

TOTAL RESOURCES
= Cash Available + Revenues + Other Financing Sources

Org #	Account #		PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
	34xxxx	**CHARGES FOR SERVICES**			
	342023	Sub-Division Review Fees	10,000		10,000
	342029	All Hazard Incident Fees	500		500
	342030	Lock Box/Sign Fees	4,000		4,000
	342031	Report Fees	1,000		1,000
	342032	Plan Review Fees			7,500
	342060	Fuel Mitigation Fees			
	342061	Ambulance Fees	10,000		10,000
		Total Charges for Services Revenue	25,500	0	33,000
	36xxxx	**MISCELLANEOUS**			
	362010	Other Revenues	5,000		5,000
	362021	Insurance Claims	5,000		5,000
	362070	Safe Kids Coalition Projects			
	365010	Contribution & Donations	1,000		1,000
	367000	Sale of Junk or Salvage (non capital items)			
		Total Miscellaneous Revenue	11,000	0	11,000
	37xxxx	**INVESTMENT EARNINGS**			
	371010	Interest Earnings	100,000		100,000
		Total Investment Earnings Revenue	100,000	0	100,000
		TOTAL REVENUES	12,174,701	0	12,246,577
	38xxxx	**OHER FINANCING SOURCES**			
	381000	Proceeds from Long Term Debt	0		0
	382000	Proceeds from Sale of Capital Assets	10,000		27,000
	383000	Transfers In from Other Funds			
		TOTAL OTHER FINANCING SOURCES	10,000	0	27,000
		TOTAL RESOURCES [41 = 5 + 36 + 40]	18,497,383	0	19,242,529

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: General Fund
Fund #: 1000

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
10	420510	**ADMINISTRATION**			
Personal Services					
110		Full-Time Salaries	988,561	939,507	1,366,742
111		Holiday Pay	43,671	34,238	43,204
120		Overtime Full-time	14,592	297	10,000
130		Vacation-Sick Accrual	0		0
132		Health Club Reimbursement	200	0	200
135		Clothing allowances	4,400	3,500	4,400
136		Deferred Comp/Other [er contribution]	72,155	67,859	118,197
141		FICA [employer contribution]	49,552	39,969	58,183
142		PERS [employer contribution]	123,902	105,974	138,578
143		Health/Dental/Optical [er contribution]	241,568	142,251	237,913
144		Disability Coverage	1,790	760	2,445
145		UCC	2,633	2,444	3,599
146		Worker Compensation	30,622	26,861	39,261
147		EAP	480	286	437
		Total Personal Services	1,574,126	1,363,947	2,023,158
Supplies		**ADMINISTRATION**			
210		Office Supplies	8,585	5,818	8,500
220		Operating Supplies	0		0
221		Small Equipment	4,500	0	4,500
227		Petty Cash	175	0	175
234		Small Tools	500	0	500
268		Computer	39,500	11,911	37,500
291		Recruitment & Retention	2,000	0	2,000
		Total Supplies	55,260	17,730	53,175
Purchased Services		**ADMINISTRATION**			
311		Postage	4,000	2,276	4,000
320		Printing	4,000	2,056	4,000
333		Subscriptions	8,050	7,337	8,050
337		Legal Advertising	2,500	323	2,500
339		Public Information	20,000	0	20,000
341		Electricity, Gas, Water	65,000	52,950	65,000
342		Garbage Collection	12,000	8,262	12,000
345		Telephone	41,000	39,503	41,000
352		Attorney Fees	250,000	89,244	100,000
354		Audit Fees	60,000	12,650	75,000
356		Contract Services	266,729	75,985	265,027
357		Accreditation	15,000	14,573	27,800
368		Computer	178,535	149,638	188,667
379		Food, Lodging, Travel	48,032	31,822	15,137
380		Training	14,520	7,818	4,200
391		Recruitment & Retention	3,000	357	3,000
395		Election Costs	10,000	0	10,000
		Total Purchased Services	1,002,366	494,794	845,381
Fixed Charges		**ADMINISTRATION**			
510		Insurance	70,000	78,680	85,000
530		Office Rent	9,750	9,750	9,750
		Total Fixed Charges	79,750	88,430	94,750

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: General Fund
Fund #: 1000

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
Debt Service		**ADMINISTRATION**			
610		Principal Payments	152,617	152,617	157,769
620		Interest Payments & Other Charges	97,961	97,766	89,650
		Total Debt Service	250,578	250,383	247,419
Capital Outlay		**ADMINISTRATION**			
910		Land	0		0
920		Buildings and Improvement	545,010	428,644	0
943		Office Equipment	0		0
		Total Capital Outlay	545,010	428,644	0
10	**420510**	**Total Administration**	3,507,091	2,643,927	3,263,884
20	**420440**	**RESOURCE MANAGEMENT**			
Personal Services					
110		Full-Time Salaries	215,789	189,128	236,789
111		Holiday Pay	9,130	7,881	10,461
120		Overtime Full-time	18,360	5,025	19,305
130		Vacation-Sick Accrual	0		0
132		Health Club Reimbursement	500	105	500
135		Clothing allowances	1,300	1,300	1,300
141		FICA [employer contribution]	3,473	2,948	3,966
142		PERS [employer contribution]	30,987	28,291	35,505
143		Health/Dental/Optical [er contribution]	55,420	55,418	59,299
144		Disability Coverage	398	187	455
145		UCC	585	508	669
146		Worker Compensation	11,215	7,804	10,349
147		EAP	96	76	96
		Total Personal Services	347,253	298,673	378,692
Supplies		**RESOURCE MANAGEMENT**			
221		Small Equipment	10,000	0	10,000
231		Fuel	85,200	68,845	85,050
232		Lubricants	5,000	3,974	5,000
233		Tires	19,230	16,988	19,230
234		Small Tools	2,000	2,002	2,000
270		Maintenance-All Other	6,500	6,264	6,500
272		Vehicle Maintenance	40,500	28,264	35,000
		Total Supplies	168,430	126,337	162,780
Purchased Services		**RESOURCE MANAGEMENT**			
333		Subcriptions	800	0	400
370		Maintenance-All Other	3,500	3,136	3,500
372		Vehicle Maintenance	45,000	7,545	45,000
373		Vehicle Body Repair	10,000	4,044	10,000
379		Food, Lodging, Travel	7,422	2,657	7,442
380		Training	1,000	345	1,000
		Total Purchased Services	67,722	17,727	67,342
Object Code # 9xx =		**RESOURCE MANAGEMENT**			
941		Technical Equipment	0		0
945		Apparatus Replacement	95,831	0	691,000
		Total Capital Outlay	95,831	0	691,000
20	**420440**	**Total Resource Management**	679,236	442,737	1,299,814

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: General Fund
Fund #: 1000

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
30	420430	**TRAINING**			
Personal Services					
110		Full-Time Salaries	104,587	93,058	119,698
111		Holiday Pay	4,425	3,877	4,772
120		Overtime Full-time	151,556	42,563	128,431
130		Vacation-Sick Accrual	0		0
132		Health Club Reimbursement	250	0	250
135		Clothing allowances	650	650	650
141		FICA [employer contribution]	2,291	2,023	1,936
142		PERS [employer contribution]	15,654	13,920	17,874
143		Health/Dental/Optical [er contribution]	27,710	27,708	29,650
144		Disability Coverage	269	129	227
145		UCC	395	350	334
146		Worker Compensation	7,567	4,875	5,168
147		EAP	48	38	48
		Total Personal Services	315,401	189,191	309,039
Supplies		**TRAINING**			
220		Operating Supplies	11,100	1,402	9,550
221		Small Equipment	3,468	1,729	1,600
292		Research & Development	2,000	0	1,000
		Total Supplies	16,568	3,131	12,150
Purchased Services		**TRAINING**			
333		Subscriptions	500	0	500
379		Food, Lodging, Travel	5,815	0	0
380		Training	2,890	75	190
		Total Purchased Services	9,205	75	690
Object Code # 9xx =		**TRAINING**			
920		Buildings and Improvement	0		0
941		Technical Equipment	0		0
		Total Capital Outlay	0	0	0
30	420430	**Total Training**	341,174	192,397	321,879
40	420410	**FIRE MARSHAL**			
Personal Services					
110		Full-Time Salaries	112,593	104,952	113,595
111		Holiday Pay	4,974	4,423	5,329
120		Overtime Full-time	7,352	1,466	7,669
130		Vacation-Sick Accrual	0		0
132		Health Club Reimbursement	250	0	250
135		Clothing allowances	650	650	650
136		Deferred Comp/Other [employer contribution]	0		0
141		FICA [employer contribution]	1,816	1,617	1,950
142		PERS [employer contribution]	16,883	15,706	18,088
143		Health/Dental/Optical [employer contribution]	27,710	27,516	29,650
144		Disability Coverage	213	98	242
145		UCC	313	279	355
146		Worker Compensation	5,998	4,296	5,495
147		EAP	48	38	48
		Total Personal Services	178,800	161,040	183,321

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: General Fund
Fund #: 1000

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
Supplies		FIRE MARSHAL			
220		Operating Supplies	8,000	2,039	8,000
221		Small Equipment	500	0	500
229		WL Prepardness	0		1,000
235		Fire Investigation	1,000	0	1,000
		Total Supplies	9,500	2,039	10,500
Purchased Services		FIRE MARSHAL			
329		WL Prepardness	0		500
333		Subscriptions	2,700	1,083	2,700
339		Public Information	1,000	0	1,000
356		Contract Services			7,500
379		Food, Lodging, Travel	4,341	743	3,840
380		Training	350	753	350
384		Sub Division Review	3,000	0	3,000
		Total Purchased Services	11,391	2,579	18,890
40	420410	**Total Fire Marshal**	199,691	165,659	212,711
50	420460	SUPPRESSION			
Personal Services					
110		Full-Time Salaries	4,572,452	4,236,921	5,370,099
111		Holiday Pay	192,999	167,274	211,000
120		Overtime Full-Time	404,180	225,816	462,216
122		Overtime Regular Training	459,424	72,484	321,501
128		Overtime Wildland/All Hazards	200,000	362,739	235,139
130		Vacation-Sick Accrual	50,000	358	50,000
132		Health Club Reimbursement	2,000	1,155	2,000
135		Clothing Allowances	32,500	31,850	32,500
136		Deferred Comp/Other [employer contribution]	600	1,230	1,250
141		FICA	84,994	75,848	89,374
142		PERS/FURS	682,883	610,913	746,472
143		Health/Dental/Optical	1,109,648	1,099,788	1,185,917
144		Disability Coverage	9,965	4,881	10,478
145		UCC	14,654	12,744	15,409
146		Workers Compensation	280,772	190,408	238,537
147		EAP	2,400	2,137	2,400
		Total Personal Services	8,099,469	7,096,544	8,974,294
Supplies		SUPPRESSION			
202		Extrication	6,800	0	6,800
203		Thermal Imaging	11,100	8,684	11,100
204		SCBA	6,000	5,181	6,000
205		Fire Extiguisher	2,200	400	2,200
206		Saws	3,200	3,196	3,800
207		Ladders	4,000	1,380	4,000
208		Passport Supplies	500	204	500
210		Station Supplies	20,000	21,515	20,000
211		Health and Wellness Supplies	1,100	998	1,100
212		Car Seat Supplies	500	154	500
213		Confined Space	2,000	1,910	2,688
219		Hazmat	14,500	3,194	14,500
220		Operating Supplies	2,500	2,039	2,500
223		Foam Concentrate	4,000	0	4,000
224		Turnout Clothing	69,600	31,722	91,985

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: General Fund
Fund #: 1000

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
225		Wildland Clothing	5,280	4,241	5,280
226		EMT Clothing	3,000	0	3,000
229		Wildland Supplies	5,800	5,059	5,800
230		Uniforms	7,000	2,523	4,920
234		Small Tools	0		0
236		WL Hoses/Nozzles	9,800	8,976	5,800
237		Sup Hoses/Nozzles	30,000	1,732	30,000
271		Radio Maintenance	4,000	5,375	4,000
294		Rescue Equipment	12,000	11,517	17,459
		Total Supplies	224,880	120,000	247,932
Purchased Services		**SUPPRESSION**			
301		Generators	9,100	3,758	9,100
302		Extrication	8,500	6,084	8,500
304		SCBA	11,100	10,412	2,500
305		Fire Extiguisher	1,650	1,652	2,650
307		Ladders	3,500	1,600	2,500
309		PIO	2,000	0	2,000
333		Subscriptions	300	178	300
361		Maint. Bldgs/Grounds Station 1	11,000	8,111	11,000
362		Maint. Bldgs/Grounds Station 2	5,500	4,900	5,500
364		Maint. Bldgs/Grounds Station 4	9,500	6,565	9,500
365		Maint. Bldgs/Grounds Station 5	5,500	4,993	5,500
366		Maint. Bldgs/Grounds Station 6	5,500	4,841	5,500
367		Sta Maint	79,380	20,899	100,520
369		Maint. Turnout Clothing	3,700	2,473	3,700
371		Radio Maintenance	4,000	0	4,000
375		Exhaust System Maint.	2,000	0	2,000
379		Food, Lodging, Travel	99,363	129,558	51,155
380		Training	67,664	33,622	42,384
		Total Purchased Services	329,257	239,646	268,309
Fixed Charges		**SUPPRESSION**			
533		Equipment Rental	500	0	500
		Total Fixed Charges	500	0	500
Capital Outlay		**SUPPRESSION**			
941		Technical Equipment	15,264	220	0
		Total Capital Outlay	15,264	220	0
50	**420460**	**Total Suppression**	8,669,370	7,456,410	9,491,035
60	**420462**	**VOLUNTEER OPERATIONS**			
Personal Services					
133		Volunteer Operations	0		0
134		Volunteer Gas	4,250	0	1,750
146		Workers Compensation	15,000	5,554	15,000
147		EAP	1,419	553	1,419
		Total Personal Services	20,669	6,107	18,169
Supplies		**VOLUNTEER OPERATIONS**			
291		Recruitment & Retention	8,000	5,612	8,000
		Total Supplies	8,000	5,612	8,000

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: General Fund
Fund #: 1000

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
Purchased Services		**VOLUNTEER OPERATIONS**			
380		Training	125,495	16,577	125,495
391		Recruitment & Retention	2,000	2,055	2,000
		Total Purchased Services	127,495	18,632	127,495
60	**420462**	**Total Volunteer Operations**	156,164	30,351	153,664
80	**420461**	**MEDICAL**			
Supplies					
220		Operating Supplies-Active Shooter	19,600	1,106	11,055
221		Small Equipment	10,500	4,561	10,500
222		Operating Supplies-Medical	55,000	41,008	57,750
		Total Supplies	85,100	46,675	79,305
Purchased Services		**MEDICAL**			
356		Contract Services	30,030	20,230	30,030
		Total Purchased Services	30,030	20,230	30,030
Capital Outlay		**MEDICAL**			
941		Technical Equipment	160,857	142,025	50,000
		Total Capital Outlay	160,857	142,025	50,000
80	**420461**	**Total Medical**	275,987	208,930	159,335
100	**420441**	**FUEL MITIGATION/PREPARDNESS**			
Personal Services					
110		Wages	0		0
120		Overtime	10,000	0	0
141		FICA	145	0	0
142		PERS/FURS	0		0
144		Disability Coverage	10	0	0
145		UCC	15	0	0
146		Workers Compensation	488	0	0
		Total Personal Services	10,658	0	0
Supplies		**FUEL MITIGATION/PREPARDNESS**			
220		Operating Supplies	1,000	0	0
221		Small Equipment	0		0
231		Fuel	0		0
		Total Supplies	1,000	0	0
Purchased Services		**FUEL MITIGATION/PREPARDNESS**			
339		Public Information	500		0
356		Contract Services	0		0
		Total Purchased Services	500	0	0
100	**420441**	**Total Fuel Mitigation/Prepardness**	12,158	0	0
10	**521000**	**ADMINISTRATION**			
Object Code # 8xx =					
820		Transfers Out to Other Funds	818,000	0	301,696
		TOTAL APPROPRIATIONS	14,658,871	11,140,410	15,204,017

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: General Fund
Fund #: 1000

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT	
		CASH RESERVE [The budgeted reserve = the expected cash balance in the fund at fiscal yer-end to meet expenditures made during the months of July through November of the subsequent fiscal year.] State Law - If fund is budgeted to receive tax revenue in the fiscal year, the fund's budgeted cash reserve; *cannot exceed 1/3 of budgeted appropriations *cannot be a negative amount	3,838,512	0	4,038,512	**1/3 of Current Year Total Budgeted Appropriations =**
		TOTAL REQUIREMENTS [274 = 272 + 273]	18,497,383	11,140,410	19,242,529	5,068,006
						26.56%
					19,242,529	
					19,242,529	
					0	

MISSOULA RURAL
FIRE DISTRICT

Capital Improvements Fund Budget

FY 26/27

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: Capital Improvements Fund
Fund #: 2399

TOTAL RESOURCES
= Cash Available + Revenues + Other Financing Sources

Org #	Account #		PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
		CASH AVAILABLE			
	101000	**Cash Balance in County fund as of June 30th**	1,632,715		2,450,715
		Cash Balance all accounts held outside the County as of June 30th			
		Less: accounts payable + accrued payables as of June 30th			
		Less: Outstanding warrants (checks) as of June 30th			
		Cash Available as of July 1st [5 = + 1+ 2 - 3 - 4]	1,632,715	0	2,450,715
	38xxxx	**OHER FINANCING SOURCES**			
	381000	Proceeds from Long Term Debt			
	382000	Proceeds from Sale of Capital Assets			
	383000	Transfers In from Other Funds	818,000		301,696
		TOTAL OTHER FINANCING SOURCES	818,000	0	301,696
		TOTAL RESOURCES [10 = 5 + 9]	2,450,715	0	2,752,411

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Fund Name: Capital Improvements Fund
Fund #: 2399

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT
10	420510	ADMINISTRATION			
Capital Outlay		ADMINISTRATION			
910		Land			
920		Buildings and Improvement	400,000	0	415,000
943		Office Equipment			
999					
		Total Capital Outlay	400,000		415,000
10	420510	**Total Administration**	400,000		415,000
20	420440	RESOURCE MANAGEMENT			
Capital Outlay		RESOURCE MANAGEMENT			
941		Technical Equipment	498,000	0	947,445
945		Apparatus Replacement	1,552,715	0	1,389,966
		Total Capital Outlay	2,050,715		2,337,411
20	420440	**Total Resource Management**	2,050,715		2,337,411
10	521000	ADMINISTRATION			
Other Financing Uses					
820		Transfers Out to Other Funds			
		TOTAL APPROPRIATIONS	2,450,715		2,752,411
		CASH RESERVE [The budgeted reserve = the expected cash balance in the fund at fiscal yer-end to meet expenditures made during the months of July through November of the subsequent fiscal year.] State Law - If fund is budgeted to receive tax revenue in the fiscal year, the fund's budgeted cash reserve; *cannot exceed 1/3 of budgeted appropriations *cannot be a negative amount			
		TOTAL REQUIREMENTS [16 = 7 + 13]	2,450,715		2,752,411

Balanced Budget = Total Requirements equals Total Resources

Total Requirements line 388	2,752,411
Total Resources line 61	2,752,411
Difference [must be -0-]	0

MISSOULA RURAL
FIRE DISTRICT

Total Budget
FY 26/27

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Total All Funds

TOTAL RESOURCES
= Cash Available + Revenues + Other Financing Sources

Org #	Account #		PRIOR YEAR BUDGETED AMOUNT	CURRENT YEAR BUDGETED AMOUNT
		CASH AVAILABLE		
	101000	**Cash Balance in County fund as of June 30th**	8,454,963	10,100,301
		Cash Balance all accounts held outside the County as of June 30th	173	173
		Less: accounts payable + accrued payables as of June 30th	403,772	559,559
		Less: Outstanding warrants (checks) as of June 30th	105,967	121,248
		Cash Available as of July 1st [5 = + 1+ 2 - 3 - 4]	7,945,397	9,419,667
		REVENUES		
	31xxxx	**TAX & ASSESSMENT**		
	311010	Tax Revenue	9,993,731	10,680,158
	312000	Penalty & Interest on Delinquent Tax Payments	0	0
	314110	Light Vehicle Tax [Local Option Tax]	0	0
		Total Tax and Assessment Revenue	9,993,731	10,680,158
	33xxxx	**INTERGOVERNMENTAL**		
	331xxx	Federal Grants (specify below)		
	331001	HMEP Grant	35,000	0
	331002	AHIMT Grant	0	0
	331003	Fuel Mitigation Grant	0	0
	331004	SAFER Grant	0	0
	331005	CARES Act	0	0
	331006	PPE Grant	0	0
	331007	FEMA	0	0
	331008	AFG Grant	126,869	0
	331009	DPHHS RHTP Grant	0	45,000
	332xxx	Federal Shared Revenues (specify below)		
			0	0
	334xxx	State Grants (specify below)		
			0	50,000
	335xxx	State Shared Revenues (specify below)		
	335230	State entitlement	956,442	982,419
	336xxx	Other State Payments (specify below)		
	336010	Wildland	450,000	195,000
	336011	All Hazards	30,000	30,000
	337xxx	Local Grants		
	337000	Local Grants	446,159	0
	339xxx	Local Payments in Lieu of Taxes		
	339000	PILT-received from County	0	120,000
		Total Intergovernmental Revenue	2,044,470	1,422,419

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Total All Funds

TOTAL RESOURCES
= Cash Available + Revenues + Other Financing Sources

Org #	Account #		PRIOR YEAR BUDGETED AMOUNT	CURRENT YEAR BUDGETED AMOUNT
	34xxxx	**CHARGES FOR SERVICES**		
	342023	Sub-Division Review Fees	10,000	10,000
	342029	All Hazard Incident Fees	500	500
	342030	Lock Box/Sign Fees	4,000	4,000
	342031	Report Fees	1,000	1,000
	342032	Plan Review Fees	0	7,500
	342060	Fuel Mitigation Fees	10,000	10,000
		Total Charges for Services Revenue	25,500	33,000
	36xxxx	**MISCELLANEOUS**		
	362010	Other Revenues	5,000	5,000
	362021	Insurance Claims	5,000	5,000
	362070	Safe Kids Coalition Projects	0	0
	365010	Contribution & Donations	1,000	1,000
	367000	Sale of Junk or Salvage (non capital items)	0	0
		Total Miscellaneous Revenue	11,000	11,000
	37xxxx	**INVESTMENT EARNINGS**		
	371010	Interest Earnings	100,000	100,000
		Total Investment Earnings Revenue	100,000	100,000
		TOTAL REVENUES	12,174,701	12,246,577
	38xxxx	**OHER FINANCING SOURCES**		
	381000	Proceeds from Long Term Debt	0	0
	382000	Proceeds from Sale of Capital Assets	10,000	27,000
	383000	Transfers In from Other Funds	818,000	294,196
		TOTAL OTHER FINANCING SOURCES	828,000	321,196
		TOTAL RESOURCES [41 = 5 + 36 + 40]	20,948,098	21,987,440

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Total All Funds

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	CURRENT YEAR BUDGETED AMOUNT
10	410510	**ADMINISTRATION**		
Personal Services				
110		Full-Time Salaries	988,561	1,366,742
111		Holiday Pay	43,671	43,204
120		Overtime Full-time	14,592	10,000
130		Vacation-Sick Accrual	0	0
132		Health Club Reimbursement	200	200
135		Clothing allowances	4,400	4,400
136		Deferred Comp/Other [er contribution]	72,155	118,197
141		FICA [employer contribution]	49,552	58,183
142		PERS/FURS	123,902	138,578
143		Health/Dental/Optical	241,568	237,913
144		Disability Coverage	1,790	2,445
145		UCC	2,633	3,599
146		Worker Compensation	30,622	39,261
147		EAP	480	437
		Total Personal Services	1,574,126	2,023,158
Supplies		**ADMINISTRATION**		
210		Office Supplies	8,585	8,500
220		Operating Supplies	0	0
221		Small Equipment	4,500	4,500
227		Petty Cash	175	175
234		Small Tools	500	500
268		Computer Maintenance	39,500	37,500
291		Recruitment & Retention	2,000	2,000
		Total Supplies	55,260	53,175
Purchased Services		**ADMINISTRATION**		
311		Postage	4,000	4,000
320		Printing	4,000	4,000
333		Subscriptions	8,050	8,050
337		Legal Advertising	2,500	2,500
339		Public Information	20,000	20,000
341		Electricity, Gas, Water	65,000	65,000
342		Garbage Collection	12,000	12,000
345		Telephone	41,000	41,000
352		Attorney Fees	250,000	100,000
354		Audit Fees	60,000	75,000
356		Contract Services	266,729	265,027
357		Accreditation	15,000	27,800
368		Computer Maintenance	178,535	188,667
379		Food, Lodging, Travel	48,032	15,137
380		Training	14,520	4,200
391		Recruitment & Retention	3,000	3,000
395		Election Costs	10,000	10,000
		Total Purchased Services	1,002,366	845,381
Fixed Charges		**ADMINISTRATION**		
510		Insurance	70,000	85,000
530		Office Rent	9,750	9,750
		Total Fixed Charges	79,750	94,750

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Total All Funds

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	CURRENT YEAR BUDGETED AMOUNT
Debt Service		**ADMINISTRATION**		
610		Principal Payments	152,617	157,769
620/630		Interest Payments & Other Charges	97,961	89,650
		Total Debt Service	250,578	247,419
Capital Outlay		**ADMINISTRATION**		
910		Land	0	0
920		Buildings and Improvement	945,010	415,000
943		Office Equipment	0	0
		Total Capital Outlay	945,010	415,000
10	410510	**Total Administration**	3,907,091	3,678,884
20	420440	**RESOURCE MANAGEMENT**		
Personal Services				
110		Full-Time Salaries	215,789	236,789
111		Holiday Pay	9,130	10,461
120		Overtime Full-time	18,360	19,305
132		Health Club Reimbursement	0	0
130		Vacation-Sick Accrual	500	500
135		Clothing allowances	1,300	1,300
141		FICA [employer contribution]	3,473	3,966
142		PERS/FURS	30,987	35,505
143		Health/Dental/Optical	55,420	59,299
144		Disability Coverage	398	455
145		UCC	585	669
146		Worker Compensation	11,215	10,349
147		EAP	96	96
		Total Personal Services	347,253	378,692
Supplies		**RESOURCE MANAGEMENT**		
221		Small Equipment	10,000	10,000
231		Fuel	85,200	85,050
232		Lubricants	5,000	5,000
233		Tires	19,230	19,230
234		Small Tools	2,000	2,000
270		Maintenance-All Other	6,500	6,500
272		Vehicle Maintenance	40,500	35,000
		Total Supplies	168,430	162,780
Purchased Services		**RESOURCE MANAGEMENT**		
333		Subcriptions	800	400
370		Maintenance-All Other	3,500	3,500
372		Vehicle Maintenance	45,000	45,000
373		Vehicle Body Repair	10,000	10,000
379		Food, Lodging, Travel	7,422	7,442
380		Training	1,000	1,000
		Total Purchased Services	67,722	67,342
Capital Outlay		**RESOURCE MANAGEMENT**		
941		Technical Equipment	498,000	947,445
945		Apparatus Replacement	1,648,546	2,080,966
		Total Capital Outlay	2,146,546	3,028,411
20	420440	**Total Resource Management**	2,729,951	3,637,225

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Total All Funds

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	CURRENT YEAR BUDGETED AMOUNT
30	420430	**TRAINING**		
Personal Services				
110		Full-Time Salaries	104,587	119,698
111		Holiday Pay	4,425	4,772
120		Overtime Full-time	151,556	128,431
130		Vacation-Sick Accrual	0	0
132		Health Club Reimbursement	250	250
135		Clothing allowances	650	650
141		FICA [employer contribution]	2,291	1,936
142		PERS/FURS	15,654	17,874
143		Health/Dental/Optical	27,710	29,650
144		Disability Coverage	269	227
145		UCC	395	334
146		Worker Compensation	7,567	5,168
147		EAP	48	48
		Total Personal Services	315,401	309,039
Supplies		**TRAINING**		
220		Operating Supplies	11,100	9,550
221		Small Equipment	3,468	1,600
292		Research & Development	2,000	1,000
		Total Supplies	16,568	12,150
Purchased Services		**TRAINING**		
333		Subscriptions	500	500
379		Food, Lodging, Travel	5,815	0
380		Training	2,890	190
		Total Purchased Services	9,205	690
Capital Outlay		**TRAINING**		
920		Buildings and Improvement	0	0
941		Techinacal Equipment	0	0
		Total Capital Outlay	0	0
30	420430	**Total Training**	341,174	321,879
40	420410	**FIRE MARSHAL**		
Personal Services				
110		Full-Time Salaries	112,593	113,595
111		Holiday Pay	4,974	5,329
120		Overtime Full-time	7,352	7,669
130		Vacation-Sick Accrual	0	0
132		Health Club Reimbursement	250	250
135		Clothing allowances	650	650
136		Deferred Comp/Other [er contribution]	0	0
141		FICA [employer contribution]	1,816	1,950
142		PERS/FURS	16,883	18,088
143		Health/Dental/Optical	27,710	29,650
144		Disability Coverage	213	242
145		UCC	313	355
146		Worker Compensation	5,998	5,495
147		EAP	48	48
		Total Personal Services	178,800	183,321

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Total All Funds

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	CURRENT YEAR BUDGETED AMOUNT
Supplies		**FIRE MARSHAL**		
220		Operating Supplies	8,000	8,000
221		Small Equipment	500	500
229		WL Prepardness	0	1,000
235		Fire Investigation	1,000	1,000
		Total Supplies	9,500	10,500
Purchased Services		**FIRE MARSHAL**		
329		WL Prepardness	0	500
333		Subscriptions	2,700	2,700
339		Public Information	1,000	1,000
356		Contract Services		7,500
379		Food, Lodging, Travel	4,341	3,840
380		Training	350	350
384		Sub Division Review	3,000	3,000
		Total Purchased Services	11,391	18,890
40	**420410**	**Total Fire Marshal**	199,691	212,711
50	**420460**	**SUPPRESSION**		
Personal Services				
110		Full-Time Salaries	4,572,452	5,370,099
111		Holiday Pay	192,999	211,000
120		Overtime Full-Time	404,180	462,216
122		Overtime Regular Training	459,424	321,501
128		Overtime Wildland	200,000	235,139
130		Vacation-Sick Accrual	50,000	50,000
132		Health Club Reimbursement	2,000	2,000
135		Clothing Allowances	32,500	32,500
136		Deferred Comp/Other [employer contribution]	600	1,250
141		FICA	84,994	89,374
142		PERS/FURS	682,883	746,472
143		Health/Dental/Optical	1,109,648	1,185,917
144		Disability Coverage	9,965	10,478
145		UCC	14,654	15,409
146		Workers Compensation	280,772	238,537
147		EAP	2,400	2,400
		Total Personal Services	8,099,469	8,974,294
Supplies		**SUPPRESSION**		
202		Extrication	6,800	6,800
203		Thermal Imaging	11,100	11,100
204		SCBA	6,000	6,000
205		Fire Extiguisher	2,200	2,200
206		Saws	3,200	3,800
207		Ladders	4,000	4,000
208		Passport Supplies	500	500
210		Station Supplies	20,000	20,000
211		Health and Wellness Supplies	1,100	1,100
212		Car Seat Supplies	500	500
213		Confined Space	2,000	2,688

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Total All Funds

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	CURRENT YEAR BUDGETED AMOUNT
219		Hazmat	14,500	14,500
220		Operating Supplies	2,500	2,500
223		Foam Concentrate	4,000	4,000
224		Turnout Clothing	69,600	91,985
225		Wildland Clothing	5,280	5,280
226		EMT Clothing	3,000	3,000
229		Wildland Supplies	5,800	5,800
230		Uniforms	7,000	4,920
234		Small Tools	0	0
236		Hoses/Nozzles	9,800	5,800
237		Sup Hoses/Nozzles	30,000	30,000
271		Radio Supplies	4,000	4,000
294		Rescue Equipment	12,000	17,459
		Total Supplies	224,880	247,932
Purchased Services		**SUPPRESSION**		
301		Generators	9,100	9,100
302		Extrication	8,500	8,500
304		SCBA	11,100	2,500
305		Fire Extiguisher	1,650	2,650
307		Ladders	3,500	2,500
309		PIO	2,000	2,000
333		Subscriptions	300	300
361		Maint. Bldgs/Grounds Station 1	11,000	11,000
362		Maint. Bldgs/Grounds Station 2	5,500	5,500
364		Maint. Bldgs/Grounds Station 4	9,500	9,500
365		Maint. Bldgs/Grounds Station 5	5,500	5,500
366		Maint. Bldgs/Grounds Station 6	5,500	5,500
367		Sta Maint	79,380	100,520
369		Maint. Turnout Clothing	3,700	3,700
371		Radio Maintenance	4,000	4,000
375		Exhaust System Maint.	2,000	2,000
379		Food, Lodging, Travel	99,363	51,155
380		Training	67,664	42,384
		Total Purchased Services	329,257	268,309
Fixed Charges		**SUPPRESSION**		
533		Equipment Rental	500	500
		Total Fixed Charges	500	500
Capital Outlay		**SUPPRESSION**		
941		Technical Equipment	15,264	0
		Total Capital Outlay	15,264	0
50	**420460**	**Total Suppression**	8,669,370	9,491,035
60	**420490**	**VOLUNTEER OPERATIONS**		
Personal Services				
133		Volunteer Operations	0	0
134		Volunteer Gas	4,250	1,750
146		Workers Compensation	15,000	15,000
147		EAP	1,419	1,419
		Total Personal Services	20,669	18,169

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Total All Funds

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	CURRENT YEAR BUDGETED AMOUNT
Supplies		**VOLUNTEER OPERATIONS**		
			8,000	8,000
		Total Supplies	8,000	8,000
Purchased Services		**VOLUNTEER OPERATIONS**		
380		Training	125,495	125,495
391		Recruitment & Retention	2,000	2,000
		Total Purchased Services	127,495	127,495
60	**420490**	**Total Volunteer Operations**	156,164	153,664
80	**420480**	**MEDICAL**		
Supplies				
220		Operating Supplies-Active Shooter	19,600	11,055
221		Small Equipment	10,500	10,500
222		Operating Supplies	55,000	57,750
		Total Supplies	85,100	79,305
Purchased Services		**MEDICAL**		
356		Contract Services	30,030	30,030
		Total Purchased Services	30,030	30,030
Capital Outlay		**MEDICAL**		
941		Technical Equipment	160,857	50,000
		Total Capital Outlay	160,857	50,000
80	**420480**	**Total Medical**	275,987	159,335
100	**420470**	**FUEL MITIGATION**		
Personal Services				
110		FM Wages	0	0
120		FM Overtime	10,000	0
141		FICA	145	0
142		PERS/FURS	0	0
144		Disability Coverage	10	0
145		UCC	15	0
146		Workers Compensation	488	0
		Total Personal Services	10,658	0
Supplies		**FUEL MITIGATION**		
220		Operating Supplies	1,000	0
221		Small Equipment	0	0
231		Fuel	0	0
		Total Supplies	1,000	0
Purchased Services		**FUEL MITIGATION**		
339		Public Information	500	0
356		Contract Services	0	0
		Total Purchased Services	500	0
100	**420470**	**Total Fuel Mitigation**	12,158	0

Missoula Rural Fire District
Budget for Fiscal Year: 26/27
Total All Funds

TOTAL REQUIREMENTS
= APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	CURRENT YEAR BUDGETED AMOUNT
10	521000	**ADMINISTRATION**		
Other Financing Uses				
820		Transfers Out to Other Funds	818,000	301,696
		TOTAL APPROPRIATIONS	17,109,586	17,956,428
		CASH RESERVE [The budgeted reserve = the expected cash balance in the fund at fiscal yer-end to meet expenditures made during the months of July through November of the subsequent fiscal year.] State Law - If fund is budgeted to receive tax revenue in the fiscal year, the fund's budgeted cash reserve; *cannot exceed 1/3 of budgeted appropriations *cannot be a negative amount	3,838,512	4,038,512
		TOTAL REQUIREMENTS [274 = 272 + 273]	20,948,098	21,994,940

Balanced Budget = Total Requirements equals Total Resources

Total Requirements line 388	21,994,940
Total Resources line 61	21,994,940
Difference [must be -0-]	0

Interlocal Agreement between
Missoula County and the Missoula Rural Fire District
For Collection and Allocation of Missoula Rural Fire Impact Fees

This Interlocal Agreement (Agreement) is made and entered into between Missoula County ("County") and the Missoula Rural Fire District (MRFD), both political subdivisions of the State of Montana. The purpose of this agreement is to define roles and responsibilities of the County and MRFD in the collection, administration and distribution of revenues related to Missoula Rural Fire Impact Fees.

Whereas, Montana state law authorizes the collection of impact fees, after completion of an impact fee Study and adoption of a resolution by the local governing body; and

Whereas, Missoula County is responsible for the overall impact fee program administration below; and

Whereas, Missoula Rural Fire District (MRFD) impact fees are directly related to facilities and apparatus necessary to provide Missoula Rural Fire District services as provided for in the Missoula Rural Fire District-Missoula County Impact Fee Study and Report dated June 4, 2026. This report includes definitions of MRFD Impact Fee, the service area and the cost allocation methodology used to support the MRFD impact fee and recognizes the appropriate offsets as needed to support each fee. The report calls for these fees to be collected within the Missoula Rural Fire District through an Intergovernmental Agreement; and

Now therefore be it resolved, Missoula County and the Missoula Rural Fire District have agreed to the aspects of impact fee program administration as outlined below.

1. Duration. The duration or term of this Agreement shall be indefinite unless terminated pursuant to section 6 of this Agreement.
2. Organization. Composition and Nature of Any Separate Legal Entity Created by the Contract: The parties agree that a separate legal entity is not created by this Agreement. This Agreement does not void or supersede any other existing agreements involving the parties. Both the MRFD and County are independent units of local government with separate governing bodies.
3. Purpose of Interlocal Contract. The purpose of this Agreement is to clearly define roles and responsibilities of the MRFD and County related to the collection, administration and distribution of revenues from MRFD Impact Fees collected by the County.
4. Manner of Cooperative Undertakings and Establishment of Budget. The parties agree to the following financial considerations:
    a. MRFD is responsible for all MRFD expenses unless otherwise provided for in this Agreement or by operation of law.
    b. The County is responsible for all County expenses unless otherwise provided for in this Agreement or by operation of law.
    c. The County will create all needed accounts to track impact fees based on the impact fees adopted by the governing body.
    d. Revenue collected by the County on behalf of the MRFD will be dispersed to MRFD upon review of requests for funding allowed for MRFD under the impact fee program.
    e. MRFD will create all necessary accounts to track the expenditure of impact fees.

f. The County is responsible for compliance with the applicable provisions in Title 7, Chapter 6, Part 16, Montana Code Annotated in adopting and expending impact fees; including, among other things, preparation of the service area reports; consideration of acceptance of the dedication of land or public facilities; the creation of an impact fee advisory committee; etc.

5. Management and Administration. The parties are responsible for the following management and administrative activities:
    a. The County of Missoula will be responsible for collecting impact fees on behalf of MRFD at the same time as the County collects their impact fees.
    b. MRFD shall provide requests for MRFD impact fee allocations to Missoula County for use for authorized expenses during the fiscal year budgeting process.
    c. MRFD is responsible for reporting expenditures of MRFD impact fee revenues to Missoula County in compliance with the impact fee study and program administration.
6. Termination. This agreement may be terminated by either party unilaterally by giving notice of termination in writing at least ninety (90) days prior to the date of the intended termination. If for any reason the MRFD Impact Fees are terminated, this agreement will automatically be terminated. In the event this agreement is terminated any remaining revenues will be dispersed as specified in this agreement.
7. Retirement Systems Reporting. Each party is respectively responsible for any report or payments of retirement system contributions for its employees.
8. Indemnification. The MRFD shall defend, indemnify, and hold harmless the County, its employees and agents, from all claims, liabilities, causes of action of judgments, including costs and attorney fees, asserted by or awarded to third parties as a result of any negligent action or omission or willful misconduct of the MRFD, its employees or agents in performance of work or services under this Agreement. The County shall defend, indemnify, and hold harmless the MRFD, its employees and agents, from all claims, liabilities, causes of action of judgments, including costs and attorney fees, asserted by or awarded to third parties as a result of any negligent action or omission or willful misconduct of the County, its employees or agents in performance of work or services under this Agreement. The County agrees to specifically defend, indemnify, and hold harmless the MRFD, its employees and agents, from all claims, liabilities, causes of action of judgments, including costs and attorney fees, arising from any claims that the Missoula County Impact fees violate applicable state law related to impact fees, or that a refund or credit is due under the impact fee law.
9. Filling of Interlocal Agreement. The County shall file this agreement with the Missoula County Clerk and Recorder and with the Secretary of State.
10. Authorization to Appropriate Funds. In accordance with Montana Code Annotated Section 7-11-108 the MRFD and County may appropriate funds for the purpose of performance of this Agreement and provide such personnel or services therefore as may be within its legal power to furnish.

Signed this _______ day of September, 2026

MISSOULA RURAL FIRE DISTRICT
BY:

____
Kirk Paulson
Interim Missoula Rural Fire Chief

____
(name)
Chair, Missoula Rural Fire District Board of Trustees

MISSOULA COUNTY

ATTEST:

____
Tyler Gernant
Missoula County Clerk and Recorder

BY:

____
Josh Slotnick
Chair, Board of County Commissioners

____
Dave Strohmaier, Commissioner

____
Juanita Vero, Commissioner

RESOLUTION NO. 2026-104

A RESOLUTION TO ADOPT IMPACT FEES FOR MISSOULA RURAL FIRE DISTRICT IN MISSOULA COUNTY

WHEREAS, §7-6-1602, M.C.A., allows that local governments may consider the adoption of impact fees based on the completion of a service area report that:

(a) describes the existing conditions of the facility;
(b) establishes level-of-service standards;
(c) forecasts future additional needs for service for a defined period of time;
(d) identifies capital improvements necessary to meet future needs for service;
(e) identifies those capital improvements needed for continued operation and maintenance of the facility;
(f) makes a determine as to whether one service area or more than one service area is necessary to establish a correlation between impact fees and benefits;
(g) makes a determination as to whether one service area or more than one service area for transportation facilities is needed to establish a correlation between impact fees and benefits;
(h) establishes the methodology and time period over which the governmental entity will assign the proportionate share of capital costs for expansion of the facility to provide service to new development within each service area;
(i) establishes the methodology that the governmental entity will use to exclude operations and maintenance costs and correction of existing deficiencies from the impact fee;
(j) establishes the amount of the impact fee that will be imposed for each unit of increased service demand; and
(k) has a component of the budget of the governmental entity that;
    i. schedules construction of public facility capital improvements to serve projected growth;
    ii. projects costs of the capital improvements;
    iii. allocates collected impact fees for construction of the capital improvements; and
    iv. covers at least a 5-year period and is reviewed and updated at least every 5 years; and

WHEREAS, Missoula Rural Fire District contracted with Tischler Bise to complete an impact fee study for the district in compliance with §7-6-1602, M.C.A., using generally accepted financial principles, that proposes impact fees intended to establish cost-based proportional impact fees related to fire protection; and

WHEREAS, Missoula County conducted community outreach regarding potential adoption of impact fees for Missoula Rural Fire District, including posting and emailing information about the study on Missoula County Voice, publication of notice about the Impact Fee Advisory Committee meeting and the Board of County Commissioners' public hearing in the in the *Missoulian* on July 3 and 11, 2026, and mass email to agencies, engineering and surveying firms and the county's general planning projects email list of approximately 650 addresses; and

WHEREAS, the Missoula Rural Fire District Board of Trustees considered the impact fee study at their regularly scheduled meeting on June 9, 2026, and unanimously recommended the Missoula County Board of County Commissioners adopt impact fees as recommended in the study; and,

WHEREAS, the Missoula County Impact Fee Advisory Committee, appointed by the Missoula

County Board of Commissioners, met on July 15, 2026, to consider the study and proposed impact fees for Missoula Rural Fire District as required under§ 7-6-1602, M.C.A.; and

WHEREAS, after reviewing the study and accepting public comment, the Impact Fee Advisory Committee unanimously recommended the Missoula County Board of Commissioners adopt impact fees as outlined in the impact fee study; and

WHEREAS, on August 13, 2026, the Missoula County Board of Commissioners held a public hearing to consider the Missoula Rural Fire District impact fee study, the recommendations of the Missoula Rural Fire District Board of Trustees and the Impact Fee Advisory Committee, and accept public comment;

NOW, THEREFORE, BE IT RESOLVED that the Missoula County Board of Commissioners hereby finds that the recommendation from the Impact Fee Advisory Committee satisfies the requirements of § 7-6-1602, M.C.A., for imposing an impact fee and directs staff to prepare an updated resolution pursuant to § 7-6-1603, M.C.A., for the collection and expenditure of impact fees incorporating information from the Missoula Rural Fire District Impact Fee Study, which is attached as Exhibit A.

ATTEST:

readysign
Tyler Gernant, Clerk and Recorder

Approved as to form:
John Hart
readysign
John Hart,
Deputy County Attorney

BOARD OF COUNTY COMMISSIONERS
MISSOULA COUNTY

readysign
Josh Slotnick, Chair

readysign
David Strohmaier, Commissioner

readysign
Juanita Vero, Commissioner

MEMORANDUM OF UNDERSTANDING

PARAMEDIC EDUCATION AND CLINICAL PROGRAM

Between
Missoula Rural Fire District
and
IAFF Local 2457

This Memorandum of Understanding ("MOU") is entered into between the Missoula Rural Fire District ("District") and IAFF Local 2457 ("Union") and is intended to establish the terms and conditions under which bargaining-unit employees may participate in a District-sponsored paramedic education program.

This MOU shall be incorporated into and made part of the collective bargaining agreement between the District and the Union. In the event of a conflict between this MOU and the collective bargaining agreement, this MOU shall control only with respect to the specific subject matter addressed herein.

1. PURPOSE

The purpose of this MOU is to establish a consistent process for bargaining-unit employees to obtain paramedic education and certification while maintaining the operational, staffing, and financial needs of the District.

The parties recognize that increasing the number of qualified paramedics within the District benefits both the District and the members of Local 2457 and supports the District's ability to provide Advanced Life Support services to the community.

2. ELIGIBILITY

Any bargaining-unit employee may apply to participate in the District-sponsored paramedic education program after the completion of their probationary year.

The District retains the exclusive right to determine the number of employees who may attend paramedic education within the confines of this MOU.

The employee must maintain all certifications and qualifications required as a condition of employment, including Montana EMT certification.

Selection and approval of employees for District-sponsored paramedic education shall be subject to the District's established application and selection process.

3. EDUCATIONAL PROGRAM

The District shall determine which program(s) will be available for employees to select.

The employee shall comply with all requirements of the educational institution, the applicable certification body, the State of Montana, and the District.

The employee shall remain responsible for successfully completing all required coursework, clinical requirements, testing, certification, and licensing requirements.

4. DISTRICT-PROVIDED COSTS

The District shall pay costs associated with the paramedic education program including tuition, books, and any required fees or expenses related to participation and attendance.

5. COMPENSATION

Participation in the paramedic education program shall not entitle an employee to additional compensation solely because they are attending paramedic school, clinicals, laboratory sessions, testing, or other educational requirements.

An employee shall receive their regular compensation only for time that occurs during the employee's regularly scheduled duty hours.

The District shall not be obligated to compensate an employee for paramedic school, clinicals, laboratory sessions, study time, testing, or other program requirements occurring outside the employee's regularly scheduled duty hours.

The District and Union recognize the significant time commitment outside of normal work hours required of employees to successfully complete a paramedic program. Therefore, both parties agree that until the employee has completed all phases of the program they will be exempt from mandatory overtime.

6. SHIFT ASSIGNMENT

An employee participating in the paramedic program shall remain assigned to their regularly assigned shift unless otherwise mutually agreed upon by the District and employee.

Participation in the paramedic program shall not, by itself, result in a permanent change to the employee's shift assignment.

The parties recognize that paramedic education and clinical requirements may occasionally conflict with an employee's regularly scheduled duty assignment.

The parties therefore agree that scheduling and coverage shall be addressed in accordance with Section 7 of this MOU.

7. DIDACTIC AND CLINICAL SCHEDULING

The employee shall provide the District with their known didactic, laboratory, clinical, internship, and testing schedule as soon as practicable.

When educational requirements occur during a regularly scheduled duty shift, the following process shall apply:

A. Coverage Without Additional Overtime

When operationally feasible, the District may provide coverage for the paramedic student while the student attends required didactic, internship, or clinical activities.

The District shall not be required to incur overtime solely for the purpose of covering an employee's absence due to paramedic education.

Coverage may be provided when sufficient qualified personnel are available without creating overtime, hardship, or reducing staffing below the minimum staffing requirements established by the collective bargaining agreement.

B. Minimum Staffing

Under no circumstances shall participation in the paramedic program require the District to operate below the minimum staffing requirements established by the collective bargaining agreement.

C. When Coverage Is Not Available

If coverage cannot be provided without creating overtime, hardship, or reducing staffing below minimum staffing, the employee shall be responsible for making arrangements to complete the educational requirement outside their regularly scheduled duty hours.

8. USE OF DISTRICT VEHICLES

When an employee is on duty and is required to travel to or from an approved paramedic class, clinical, laboratory, internship, or other required educational activity, the employee may utilize an available District vehicle for transportation when authorized by the District.

Use of a District vehicle shall be subject to availability, operational needs, applicable District policies, and authorization by the appropriate supervisor.

Employees shall not receive additional compensation for travel associated with paramedic education.

9. FAILURE TO SUCCESSFULLY COMPLETE PROGRAM

An employee who fails a required course or otherwise fails to successfully progress through the paramedic education program shall not be eligible for District funding for future paramedic schooling unless the District and Union mutually agree otherwise.

Nothing in this section prevents the District from considering an employee's individual circumstances when determining whether an exception is appropriate.

An employee who fails a course may be required to repay District-funded expenses as outlined in the "Missoula Rural Fire District Paramedic Certificate Program Agreement" (Included as an attachment to this document). .

10. WITHDRAWAL FROM PROGRAM

If an employee voluntarily withdraws from the paramedic program, the District may, based upon the circumstances surrounding the withdrawal, determine whether the employee will be permitted to re-enter the program or receive future District funding.

The parties recognize that circumstances surrounding withdrawal may vary significantly.

Examples of circumstances that may warrant individual consideration include, but are not limited to:

a. Serious illness or injury;

b. Family emergency;

c. Significant personal hardship;

d. Military obligations;

e. Changes in program availability or requirements; or

f. Other circumstances mutually recognized by the District and employee.

Any repayment obligation resulting from withdrawal shall be governed by the "Missoula Rural Fire District Paramedic Certificate Program Agreement". The decision to enforce the repayment obligation in the agreement rests solely at the discretion of the Fire District.

11. PARAMEDIC CERTIFICATION AND INCENTIVE

Upon successful completion of the paramedic program and satisfaction of all applicable Montana licensure, certification, and District requirements, the employee shall be eligible for the paramedic incentive provided by the collective bargaining agreement on the first pay period after becoming a licensed Montana Paramedic.

12. RECERTIFICATION AND CONTINUING EDUCATION

Following successful completion of the paramedic program, the District shall continue to offer required recertification and continuing education training. The District shall pay any required recertification and/or licensing fees necessary for the employee to maintain the certification.

Nothing in this section requires the District to pay for discretionary education or training that is not required to maintain the employee's paramedic certification unless otherwise approved by the District.

13. TERM

This MOU shall become effective upon approval and signature by the District and Local 2457.

This MOU shall remain in effect concurrent with the collective bargaining agreement unless otherwise modified or terminated by mutual agreement of the parties.

Any modification to this MOU shall be in writing and signed by authorized representatives of both parties.

14. ENTIRE AGREEMENT

This MOU represents the complete agreement between the District and the Union concerning the District-sponsored paramedic education program.

Except as specifically modified by this MOU, all provisions of the collective bargaining agreement remain unchanged and in full force and effect.

AGREED AND ACCEPTED:

MISSOULA RURAL FIRE DISTRICT

Chair, Board of Trustees
Date: ______________

Fire Chief
Date: ______________

IAFF LOCAL 2457

President [signature]
Date: 9/4/26

Union Representative
Date: ______________

MISSOULA RURAL
FIRE DISTRICT

Missoula Rural Fire District – Paramedic Certificate Program Agreement (Missoula College)

This Agreement dated ***Month Day, Year*** is made between ______________________, Missoula Rural Fire District, Employee and the Missoula Rural Fire District, Employer.

WHEREAS:

1. The Employee is employed by the Employer as a Missoula Rural Fire District Firefighter;

2. The Employee has obtained enrollment in a course of study to obtain a National Registry of Emergency Medical Technicians Paramedic License with the Missoula College Paramedic Certificate Program (Program); and

3. Both the Employee and the Employer will benefit from the additional training obtained by the Employee.

WHEREFORE, it is hereby agreed and declared that:

1. In consideration of the Employer agreeing to pay the tuition and costs of the Paramedic Certificate Program as set out in the Missoula College Paramedic Certificate Program. The Employee agrees to complete and pass the Paramedic Certificate Program and agrees to continue to work for the Employer as a Missoula Rural Fire District Firefighter for three (3) years (thirty-six [36] months) after completion of the Paramedic Certificate Program.

2. Employee agrees to reimburse Employer Missoula Rural Fire District for the tuition and cost of the Paramedic Certificate Program, as set forth in Section 3 of this Agreement, if the Employee:

   a. voluntarily withdraws from or terminates the Paramedic Certificate Program before completion without Employer's written consent; or

   b. fails to obtain Certification by June 30th, Year because of unsatisfactory performance; or

   c. resigns or otherwise terminates his or her employment with the Missoula Rural Fire District as a firefighter, either prior to completion of the subject course or within thirty-six (36) months after completion of the subject course.

3. If the Employee withdraws from or terminates the Paramedic Certificate Program before completion without Employer's written consent or fails to obtain Certification by June 30th, Year because of unsatisfactory performance or resigns his or her position as a Missoula Rural Fire District Firefighter, the Employee will reimburse the Employer, Missoula Rural Fire District, as follows:

   a. Within the first twelve (12) months after enrollment, 100 % of the tuition cost.

   b. Between twelve (12) and twenty-four (24) months after enrollment, $10,000;

   c. Between twenty-four (24) and thirty-six (36) months after enrollment, $5,000.

4. The amount due to the Employer under the terms of this Agreement is intended to recoup Employer's loss as a result of the premature termination of the Employee's employment and takes into account the derived benefit to the Employer. This Agreement is not intended to act as a penalty on the Employee upon termination of employment.

5. The Employee agrees that the amounts owed to the Employer under Section 3 of this Agreement may be recouped by the following methods:

   a. Withholding the balance from the Employee's final paycheck, unless such withholding would result in the Employee's compensation falling below the federal minimum wage rate for any given work week in the final pay period;

   b. Employee providing cash or certified check payment in satisfaction of the outstanding balance;

   c. Employee providing payments pursuant to a written payment plan; or

   d. Any mutually agreed upon combination of the above listed methods.

6. Employee acknowledges that failure to fully reimburse Employer pursuant to the provisions of this agreement may result in Employer assigning any outstanding balance for collection purposes, the Employer seeking judgement for the outstanding balance, or both.

This Agreement must be signed by both parties prior to commencement of the Program.

Signed:______________________________ Date:________________

Employee Printed Name:____

Signed:______________________________ Date:________________

MRFD Administration Printed Name:__________________________________