

PUBLIC MEETING
MISSOULA RURAL FIRE DISTRICT
BOARD OF TRUSTEES

AGENDA

BOARD OF TRUSTEES

DATE: Tuesday, September 12th, 2023
TIME: 4:00 P.M.
PLACE: Station #1, 2521 South Avenue West, Missoula

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

READING OF MINUTES

PUBLIC COMMENT

CLAIMS

August Claims \$236,135.72

COMMUNICATIONS

TRUSTEE REPORTS

STAFF REPORTS

OLD BUSINESS

NEW BUSINESS

1. Evaluation Committee recommendation and Board of Trustees contract award for the Station 6 Roof Replacement.
2. Fiscal Year 2024 4th Quarter Budget vs Actual report
3. Resolution 2023-11 Sale Surplus Equipment
4. General release of liability for donation of hose to Florence Rural Fire District
5. Approval of Administrative Employee Employment Contracts
6. Public Hearing and Decision Resolution 2023-12 FY 24 Capital Improvement Plan
7. Public Hearing and Decision Resolution 2023-13 Final FY24 Budget and Max Mills

ADJOURNMENT

Missoula Rural Fire District
Board of Trustees
Missoula, Montana 59804

August 8th, 2023

The Missoula Rural Fire District (MRFD) Board of Trustees (BOT) met in regular session at the Station 1 Headquarters meeting room and via a "Zoom" video conference on **Tuesday, August 8th, 2023.**

CALL TO ORDER: Chairman Murphy called the meeting to order at 16:07 hours.

PLEDGE OF ALLEGIANCE

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

READING OF THE MINUTES: Trustee Merritt moved to accept the minutes as written. Vice Chairman Hanson seconded the motion. The motion was voted on and passed.

PUBLIC COMMENT: A member of the public was present but didn't have any comments.

CLAIMS: Chairman Murphy asked about the claim for Grow Your Captains. Chief Newman explained it was for the leadership training with James Rowan. Trustee Merritt moved to accept the claims as submitted. Vice Chairman Hanson seconded the motion. The motion was voted on and passed.

COMMUNICATIONS: Raquel Wilkinson conveyed that the communications consisted of a few thank you letters, a letter of approval for two annexations, a flyer for the Montana Fire Trustee's Conference, an updated organizational chart, two DFM Reports, an IT Report, a Volunteer's Association Report, a Public Relations Outreach Breakdown, a June Calls for Service Report, and a July Calls for Service Report.

TRUSTEE REPORTS: Vice Chairman Hanson acknowledged the significant amount of cooperation during the Lolo fire. Chief Newman mentioned that it was a collaborative effort between various organizations such as the Forest Service, Department of Natural Resources and Conservation, Florence Rural Fire District, East Missoula Rural Fire Department, Missoula Fire Department, and MRFD. There were over 50 firefighters and numerous engines. They lost multiple sheds, barns, camping trailers, and vehicles. There was also one home destroyed, three minor injuries to the public, and one to a firefighter, but there was no loss of life.

STAFF REPORTS:

Volunteer's Association: Craig Martynn introduced himself as the new Vice President of the Volunteer's Association. The newly elected board also includes Braeden Williams as President, Meagan Bunnell as Secretary, and Bo Lubke as Treasurer. The individuals will serve for one year with the possibility of extending for a second year. They are working under newly established bylaws developed by the previous board. These bylaws grant them more flexibility in their decision-making. Earlier this year, they held a picnic at Highlander Brewery with a good turnout. Volunteers in good standing received a \$200 boot stipend. Craig reported that the Volunteer's Association had not filed taxes in a couple of years and is currently working to correct the issue. The Volunteer's Association aims to support its members by offering another stipend and encouraging them to undergo CPAT annually. Additionally, the association is exploring fundraising ideas to generate funds beyond the annual allowance given by the District. All funds the Volunteer's Association raises are reinvested in supporting and enhancing its membership.

Finance and Human Resources (HR): Melissa Schnee reported that the front office did an excellent job processing payroll and claims in her absence. MRFD is balanced with Missoula County through July. Melissa has also been working on the budget and compiling agency comparison numbers for negotiations.

Assistant Chief of Operations: Chief Finlay devoted a fair amount of time to work as we continue to meet the newly proposed timeframes. MRFD responded to a significant, wind-driven grass fire in the Lolo area. An Active Attack Integrated Response and National Fire Incident Reporting System report will be produced, detailing the monetary loss of all burned structures, vehicles, and trailers. During the Lolo fire, many things were saved thanks to the efforts of crews and outside responding agencies. Their actions lessened the damage caused by the fire and helped protect against loss of life. However, there was one minor injury sustained by a firefighter during the incident.

Deputy Fire Marshal (DFM):DFM Giardino shared that he focused a significant amount of time on the completed investigation of the Lolo fire. He also completed a walk-through of the new Lolo school.

Fire Chief: Chief Newman stated that it's been a busy budget season, but they are close to finalizing the FY24 budget. As part of the leadership training, James Rowan from Grow Your Captains has conducted well-received BC/Chief's meetings and shift workshops. There were a few important meetings that took place recently, including the Safety Committee and the Missoula County Fire Protection Association. Additionally, the Chief has been busy with accreditation work, and they recently held the Assistant Resource Manager Assessment. In the coming month, the Chief, along with Chief Finlay and Accreditation Manager Cory Horsens, will travel to Snohomish, Washington, to explore Auto Vehicle Locating as a potential dispatch process for the Missoula Valley. So, instead of having station location specific, it's pulling the GPS location of the units. Chairman Murphy inquired if this would eliminate the necessity for a call for service for move-ups. Chief Newman responded that it would not, as a move-up is considered a National Fire Incident Reporting System response, but they would still be dispatched from the location they were moved up to. Chairman Murphy stated that the Grow Your Captains leadership training was valuable and aligned with MRFD's recent emphasis on fresh perspectives and impartial opinions.

OLD BUSINESS:

NEW BUSINESS:

1. **Opening of Responses to Requests for Proposals for Station 6 Roof Replacement and Selection of Evaluation Committee:** Chief Newman stated they received two bids for the roof replacement. Chairman Murphy said he had a note recommending Chief Finlay, Chief Newman, and the architect for the Evaluation Committee. Two bids came in for the station 6 roof replacement: Tricon Commercial Construction, \$234,656.80, located in Kalispell, and Sirius Construction and Development, \$114,064, located in Missoula. Eric Burns was present to represent Sirius Construction and Development. Trustee Merritt motioned to select Chief Finlay, Chief Newman, and the architect for the Evaluation Committee. Vice Chairman Hanson seconded the motion. The motion was voted on and passed.
2. **Medical Director Dr. Jon Gildea FY24 Contract:** MRFD would like to renew Dr. Jon Gildea's contract for Medical Director. Trustee Merritt made a motion to accept the contract for Medical Director. Vice Chairman Hanson seconded the motion. The motion was voted on and passed.

EXECUTIVE MEETING: Chairman Murphy determined the next matter to be a matter of individual privacy, and the individual's privacy considerably outweighs the public's right to know. He closed the meeting to the public to hold an executive session.

Chairman Murphy closed the executive session and opened the public meeting.

ADJOURNMENT: Trustee Merritt made a motion to adjourn. Vice Chairman Hanson seconded the motion. Chairman Murphy adjourned the meeting at 17:56 hours.

Respectfully submitted,



Jenn Culp, Administrative Assistant
Missoula Rural Fire District

John (Ben) Murphy, Chairman

Date

Dick Mangan, Secretary

Date

Missoula Rural Fire District
Board of Trustees
Missoula, Montana 59804

August 23rd, 2023

The Missoula Rural Fire District (MRFD) Board of Trustees (BOT) met in special session at the Station 1 Headquarters meeting room and via a "Zoom" video conference on **Wednesday, August 23rd, 2023.**

CALL TO ORDER: Chairman Murphy called the meeting to order at 17:00 hours.

PLEDGE OF ALLEGIANCE

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

PUBLIC COMMENT: A member of the public was present but didn't have anything to comment.

NEW BUSINESS:

1. **Discussion and Decision on Additional Firefighters and Deputy Chief Positions:** Chief Newman explained that one of MRFD's shifts has been short a firefighter since creating the Accreditation Manager position. They have been able to maintain operational staffing but at a significant increase in overtime. The administration has been overwhelmed with additional responsibilities, and they have realized that the workload is too much for just two administrative Chiefs. After conducting thorough budget reviews, the ideal timing to add two new positions would be during FY24, given the increase in revenue. Chief Newman asked for the BOT's approval on moving forward with the additional firefighter and Deputy Chief positions. Chief Newman stated that hiring an additional firefighter would cost approximately \$108,000, including benefits, in response to Trustee Corti's inquiry about the financial impact. During the meeting, Trustee Corti inquired about the potential savings in overtime for MRFD. Chief Newman responded that it would not eliminate overtime, but it would help. Chief Finlay stated that having the same number of staff on each shift is beneficial. They have observed the advantages of having full staffing on two shifts compared to the current understaffed shift. According to Chief Newman, there are two shifts with 16 staff members and another with 15. Having a shift of 16 provides the benefit of having a higher than minimum staffing number per day more frequently than the shift with 15. Trustee Merritt asked if this would move MRFD closer to accreditation goals. Chief Newman explained that increasing staffing numbers per call for each type of emergency response will positively impact accreditation. For instance, a medical aid call may require three people, while a structure fire may need 16. As these numbers increase, we expect to see benefits on the accreditation side. Whenever staffing improves, it increases the chance of MRFD's ISO rating going up. During the meeting, Trustee Corti inquired about the mills for the upcoming year. In response, Melissa Schnee clarified that the number of non-voted mills will automatically decrease with the increase in mill value. However, the number of voted mills will remain unchanged. Trustee Corti asked if the Deputy Chief position would come out of that increase. Chief Newman confirmed that it would. Vice-Chairman Hanson made a motion to approve the two additional positions. Trustee Merritt seconded the motion. The motion was voted on and passed.

EXECUTIVE MEETING: Chairman Murphy determined the next matter to be a matter of individual privacy, and the individual's privacy considerably outweighs the public's right to know. He closed the meeting to the public to hold an executive session.

Chairman Murphy closed the executive session and opened the public meeting.

ADJOURNMENT: Trustee Merritt made a motion to adjourn. Vice-Chairman Hanson seconded the motion. Chairman Murphy adjourned the meeting at 18:23 hours.

Respectfully submitted,



Jenn Culp, Administrative Assistant
Missoula Rural Fire District

John (Ben) Murphy, Chairman

Date

Dick Mangan, Secretary

Date

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 1 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44222	81526S	1661 ALEC BRAY	27.50						
1	082923AB01 08/29/23	BRAY AUGUST GYM REIMBURSEM	27.50			1000 50 420460	132		101000
		Total for Vendor:	27.50						
44202	81498S	1830 ALLEN SAGER	1,062.00						
1	082323AS01 08/23/23	SAGER WL CA PER DIEM	1,062.00			1000 50 420460	379		101000
		Total for Vendor:	1,062.00						
44224	81540S	1788 AMAZON CAPITAL SERVICES	311.35						
1	-JPXC-3W3G 08/03/23	COMPUTER SUPPLIES	50.74			1000 10 420510	268		101000
2	-JPXC-RXLV 08/02/23	STA 1	25.58			1000 50 420460	361		101000
3	-N34H-3DK4 08/14/23	STA 1	82.99			1000 50 420460	361		101000
4	-VXC1-DCG9 08/15/23	STA 1	78.23			1000 50 420460	361		101000
5	-J4YM-PQM9 08/17/23	OFFICE SUPPLIES	29.94			1000 10 420510	210		101000
6	-HN43-TXK9 08/17/23	OFFICE SUPPLIES	25.79			1000 10 420510	210		101000
7	-TGYC-N764 08/25/23	STA 2	54.41			1000 50 420460	362		101000
8	-XYXH-HX6M 08/29/23	361	-36.33			1000 20 420440	272		101000
		Total for Vendor:	311.35						
44195	81499S	1889 ANDREW THOMPSON	20.00						
1	081723AI01 08/17/23	THOMPSON FINGERPRINTING	20.00			1000 60 420462	391		101000
		Total for Vendor:	20.00						
44192	81500S	715 ANDY BROWN	43.97						
2	081623AB01 08/16/23	STA 5	43.97			1000 50 420460	365		101000
		Total for Vendor:	43.97						
44178	81486S	819 BLACKFOOT COMMUNICATIONS	486.11						
1	0801236467 08/01/23	STA 2	486.11			1000 10 420510	345		101000
		Total for Vendor:	486.11						
44246	81541S	685 BLUE RIBBON AUTO BODY	2,610.00						
1	44061 07/12/23	NEW DFM I & II	2,610.00			1000 20 420440	945		101000
		Total for Vendor:	2,610.00						

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 2 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #	Vendor #/Name/ Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44183	81487S	1800 BRAEDEN WILLIAMS	5,000.00						
1	080623BW01	08/06/23 WILLIAMS PARAMEDIC	5,000.00			1000 60 420462	380		101000
		Total for Vendor:	5,000.00						
44214	81527S	1480 BRIAN LAFOREST	245.51						
1	082323BL01	08/23/23 LAFOREST MILAGE	158.51			1000 20 420440	379		101000
2	082823BL01	08/28/23 LAFOREST ASE RESERT EXAM	87.00			1000 20 420440	380		101000
		Total for Vendor:	245.51						
44179	81488S	1424 CHARTER	540.00						
1	7511080123	08/01/23 STA 1	540.00			1000 10 420510	345		101000
44194	81501S	1424 CHARTER	11.59						
1	0811236052	08/11/23 STA 1	11.59			1000 10 420510	345		101000
44213	81528S	1424 CHARTER	478.78						
1	1719082023	08/20/23 STA 4	250.94			1000 10 420510	345		101000
2	470108223	08/22/23 STA 6	227.84			1000 10 420510	345		101000
		Total for Vendor:	1,030.37						
44215	81529S	1583 CITI CARDS	7,441.33						
1	0818239808	08/18/23 ENOM	16.16			1000 10 420510	368		101000
2	0818239808	08/18/23 INCIDENT MEAL	57.56			1000 50 420460	379		101000
3	0818239808	08/18/23 INCIDENT MEAL	84.55			1000 50 420460	379		101000
4	0818239808	08/18/23 ZOOM	16.59			1000 10 420510	368		101000
5	0818239808	08/18/23 OLD 326 AND 315	32.77			1000 20 420440	333		101000
6	0818239808	08/18/23 ZOHO	115.00			1000 10 420510	368		101000
7	0818239808	08/18/23 CA WL FUEL	66.79			1000 20 420440	231		101000
8	0818239808	08/18/23 MUIR SANTOS SAGER CA WL LO	194.21			1000 50 420460	379		101000
9	0818239808	08/18/23 MUIR CA WL LODGING	134.58			1000 50 420460	379		101000
10	0818239808	08/18/23 SANTOS SAGER CA WL LODGING	134.58			1000 50 420460	379		101000
11	0818239808	08/18/23 MUIR CA WL LODGING	178.32			1000 50 420460	379		101000
12	0818239808	08/18/23 SANTOS SAGER CA WL LODGING	178.32			1000 50 420460	379		101000
13	0818239808	08/18/23 MUIR CA WL LODGING	947.65			1000 50 420460	379		101000
14	0818239808	08/18/23 SANTOS SAGER CA WL LODGING	947.65			1000 50 420460	379		101000
15	0818239808	08/18/23 MUIR CA WL LODGING	364.00			1000 50 420460	379		101000

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 3 of 16
Report ID: AP100V

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16	0818239808 08/18/23	SANTOS SAGER CA WL LODGING	364.00			1000 50 420460	379		101000
17	0818239808 08/18/23	MUIR CA WL LODGING	1,139.46			1000 50 420460	379		101000
18	0818239808 08/18/23	SANTOS SAGER CA WL LODGING	1,139.46			1000 50 420460	379		101000
19	0818239808 08/18/23	MUIR CA WL LODGING	169.22			1000 50 420460	379		101000
20	0818239808 08/18/23	SANTOS CA WL LODGING	169.22			1000 50 420460	379		101000
21	0818239808 08/18/23	SAGER CA WL LODGING	169.22			1000 50 420460	379		101000
22	0818239808 08/18/23	HAZMAT	335.00			1000 50 420460	219		101000
23	0818239808 08/18/23	INCIDENT MEAL	31.40			1000 50 420460	379		101000
24	0818239808 08/18/23	SHOP	1.49			1000 20 420440	270		101000
25	0818239808 08/18/23	327	454.13			1000 20 420440	372		101000
		Total for Vendor:	7,441.33						
44185	81492S 1299	CITY OF MISSOULA-FINANCE	34.69						
1	0803237950 08/03/23	STA 1	34.69			1000 10 420510	341		101000
44262	81569S 1299	CITY OF MISSOULA-FINANCE	48.23						
1	0823237965 08/23/23	STA 6	20.36			1000 10 420510	341		101000
2	0824234500 08/24/23	STA 2	27.87			1000 10 420510	341		101000
		Total for Vendor:	82.92						
44216	81530S 216	CLEARWATER CREDIT UNION	9,873.22						
1	0822234600 08/22/23	BARNETT LORENSEN BLUBKE CA	204.19			1000 50 420460	379		101000
2	0822234600 08/22/23	HORSENS IMAGE TREND LODGIN	735.66			1000 50 420460	379		101000
3	0822234600 08/22/23	MEDICAL SUPPLIES	1,349.85			1000 80 420461	221		101000
4	0822234600 08/22/23	BARNETT CA WL LODGING	583.02			1000 50 420460	379		101000
5	0822234600 08/22/23	LORENSEN CA WL LODGING	583.02			1000 50 420460	379		101000
6	0822234600 08/22/23	B LUBKE CA WL LODGING	583.02			1000 50 420460	379		101000
7	0822234600 08/22/23	HORSENS FIRE STATS FLIGHT	-36.96			1000 50 420460	379		101000
8	0822234600 08/22/23	HORSENS FIRE STATS FLIGHT	30.00			1000 50 420460	379		101000
9	0822234600 08/22/23	MUIR PALS INST MANUAL	135.92			1000 50 420460	380		101000
10	0822234600 08/22/23	HORSENS FIRE STATS FLIGHT	63.00			1000 50 420460	379		101000
11	0822234600 08/22/23	HORSENS FIRE STATS FLIGHT	69.00			1000 50 420460	379		101000
12	0822234600 08/22/23	HORSENS FIRE STATS FLIGHT	26.00			1000 50 420460	379		101000
13	0822234600 08/22/23	HORSENS FIRE STATS FLIGHT	63.00			1000 50 420460	379		101000
14	0822234600 08/22/23	BARNETT CA WL LODGING	816.76			1000 50 420460	379		101000
15	0822234600 08/22/23	LORENSEN BLUBKE CA WL LODG	816.76			1000 50 420460	379		101000
16	0822234600 08/22/23	REHAB	11.94			1000 50 420460	220		101000

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 4 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
17	0822234600 08/22/23	FEEES	4.83			1000 10 420510	356		101000
18	0822234600 08/22/23	BARNETT CA WL LODGING	110.74			1000 50 420460	379		101000
19	0822234600 08/22/23	LORENSEN CA WL LODGING	110.74			1000 50 420460	379		101000
20	0822234600 08/22/23	B LUBKE CA WL LODGING	110.74			1000 50 420460	379		101000
21	0822234600 08/22/23	INCIDENT MEAL	58.80			1000 50 420460	379		101000
22	0822234600 08/22/23	HORSENS FLIGHT SNOHOMISH	20.00			1000 50 420460	379		101000
23	0822234600 08/22/23	FINLAY NEWMAN FLIGHT SNOHO	40.00			1000 10 420510	379		101000
24	0822234600 08/22/23	HORSENS FLIGHT SNOHOMISH	318.00			1000 50 420460	379		101000
25	0822234600 08/22/23	HORSENS FLIGHT SNOHOMISH	55.98			1000 50 420460	379		101000
26	0822234600 08/22/23	FINLAY FLIGHT SNOHOMISH	318.00			1000 10 420510	379		101000
27	0822234600 08/22/23	NEWMAN FLIGHT SNOHOMISH	318.00			1000 10 420510	379		101000
28	0822234600 08/22/23	FINLAY FLIGHT SNOHOMISH	55.98			1000 10 420510	379		101000
29	0822234600 08/22/23	NEWMAN FLIGHT SNOHOMISH	55.98			1000 10 420510	379		101000
30	0822234600 08/22/23	HORSENS IMAGE TREND LODGIN	826.54			1000 50 420460	379		101000
31	0822234600 08/22/23	HORSENS IMAGE TREND LODGIN	8.99			1000 50 420460	379		101000
32	0822234600 08/22/23	VFF DRIVING RECORD	7.87			1000 60 420462	391		101000
34	0822234600 08/22/23	RILEY FLIGHT NFA	348.21			1000 50 420460	379		101000
35	0822234600 08/22/23	RILEY FLIGHT NFA	30.00			1000 50 420460	379		101000
37	0822234600 08/22/23	RILEY FLIGHT NFA	443.20			1000 50 420460	379		101000
38	0822234600 08/22/23	R&D	387.02			1000 30 420430	292		101000
39	0822234600 08/22/23	HOUPPERT5 CAR SEAT TECH	55.00			1000 50 420460	380		101000
40	0822234600 08/22/23	ACTIVE SHOOTER	217.42			1000 80 420461	220		101000
41	0822234600 08/22/23	HORSENS FIRE STATS FLIGHT	-63.00			1000 50 420460	379		101000
		Total for Vendor:	9,873.22						
44196	81502S 1311	CODY REED	944.00						
1	082123CR01 08/21/23	REED WL GRAVEL PIT PER DIE	944.00			1000 50 420460	379		101000
		Total for Vendor:	944.00						
44209	81531S 1297	COOPER BERRY	77.60						
1	082523CB01 08/25/23	STA 2	77.60			1000 50 420460	362		101000
		Total for Vendor:	77.60						
44186	81493S 1502	CORY HORSENS	612.56						
1	071423CH01 08/14/23	HORSENSB FIRE STATS PD/CAR	612.56			1000 50 420460	379		101000

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 5 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44218	81532S	1502 CORY HORSENS	98.92						
1	082823CH01	08/28/23 HORSENS IMAGE TREND PARKIN	68.00			1000 50 420460	379		101000
2	082823CH02	08/28/23 HORSENS IMAGE TREND FUEL	30.92			1000 50 420460	379		101000
		Total for Vendor:	711.48						
44250	-99883C	76 CULLIGAN WATER CONDITIONING	102.25						
1	0825237138	08/25/23 ALL STATIONS	102.25			1000 10 420510	341		101000
		Total for Vendor:	102.25						
44225	81542S	1163 DIRECT AUTOMOTIVE DISTRIBUTING	60.72						
1	07HB9147	08/16/23 LUBE	60.72			1000 20 420440	232		101000
		Total for Vendor:	60.72						
44257	-99882C	1865 GECKO DESIGNS, LLC	350.00						
1	27057	08/31/23 STA 1	350.00			1000 50 420460	361		101000
		Total for Vendor:	350.00						
44235	81543S	1423 GOMER'S US DIESEL PARTS	1,864.37						
1	01JI004265	08/02/23 331	336.72			1000 20 420440	372		101000
2	01JI004280	08/08/23 334	1,192.70			1000 20 420440	372		101000
3	01NV27758	08/14/23 334	334.95			1000 20 420440	272		101000
		Total for Vendor:	1,864.37						
44251	81544S	1286 HILLYARD - MT dba HOUSE OF CLEAN	876.57						
1	602208489	08/14/23 STA 2	144.03			1000 50 420460	362		101000
2	605214684	08/18/23 STA 2	80.10			1000 50 420460	362		101000
3	605214685	08/18/23 STA 4	142.19			1000 50 420460	364		101000
4	605221662	08/25/23 STA 4	50.21			1000 50 420460	364		101000
5	605226219	08/30/23 STA 5	212.32			1000 50 420460	365		101000
6	605201244	08/08/23 STA 6	199.38			1000 50 420460	366		101000
7	60508490	08/14/23 STA 6	48.34			1000 50 420460	366		101000
		Total for Vendor:	876.57						

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 6 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	FO #	Fund Org Acct	Object	Proj	Cash Account
44188	81494S	1351 JON MUIR	118.00						
1	081423JM01 08/14/23	MUIR PER DIEM PALS	118.00			1000 50 420460	379		101000
44200	81503S	1351 JON MUIR	1,062.00						
1	082323JM01 08/23/23	MUIR WL CA PER DIEM	1,062.00			1000 50 420460	379		101000
		Total for Vendor:	1,180.00						
44255	81545S	1638 KARL TYLER'S EXPRESS LUBE	132.58						
1	99167-S 08/02/23	VAN	44.19			1000 20 420440	372		101000
2	99458-S 08/11/23	310	88.39			1000 20 420440	372		101000
		Total for Vendor:	132.58						
44180	-99892C	420 KELLEY CONNECT	506.88						
1	34577400 07/31/23	COPIER MAINT	506.88			1000 10 420510	356		101000
		Total for Vendor:	506.88						
44177	81489S	689 KEN MORRIS	59.00						
1	081023KM01 08/10/23	MORRIS SCHMAG PER DIEM	59.00			1000 50 420460	379		101000
		Total for Vendor:	59.00						
44189	81495S	862 KORY N. BURGESS	59.00						
1	081423KB01 08/14/23	STA 5	59.00			1000 50 420460	365		101000
		Total for Vendor:	59.00						
44203	81504S	1822 KRISTEN HIBALA	282.00						
1	082023KH01 08/20/23	HIBALA FLIGHT MEDICAL COUR	282.00			1000 60 420462	380		101000
		Total for Vendor:	282.00						
44226	81546S	202 LEGACY GLASS, LLC	340.00						
1	77736 08/24/23	311	340.00			1000 20 420440	372		101000
		Total for Vendor:	340.00						
44259	-99881C	1282 LIFE-ASSIST, INC	2,015.40						
1	1351566 08/08/23	MEDICAL SUPPLIES	320.04			1000 80 420461	222		101000
2	1351863 08/08/23	MEDICAL SUPPLIES	114.60			1000 80 420461	222		101000
3	1353361 08/14/23	MEDICAL SUPPLIES	1,580.76			1000 80 420461	222		101000
		Total for Vendor:	2,015.40						

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 7 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44201	81505S	1852 MATT SANTOS	1,062.00						
1	082323MS01	08/23/23 SANTOS WL CA PER DIEM	1,062.00			1000 50 420460	379		101000
44219	81533S	1852 MATT SANTOS	328.00						
1	082823MS01	08/28/23 SANTOS PARAMEDIC PARKING P	139.00			1000 50 420460	380		101000
2	082823MS02	08/28/23 SANTOS PARAMEDIC ONLINE TE	189.00			1000 50 420460	380		101000
		Total for Vendor:	1,390.00						
44168	81477S	1398 MAX KOTTWITZ	59.68						
1	080123MK01	08/01/23 INCIDENT MEAL	59.68		0	1000 50 420460	379		101000
		Total for Vendor:	59.68						
44260	81547S	1708 METRO EXPRESS CAR WASH-MISSOULA	21.00						
1	4149270974	08/02/23 302	7.00			1000 20 420440	372		101000
2	6291280932	08/16/23 302	7.00			1000 20 420440	372		101000
3	3422601969	08/31/23 302	7.00			1000 20 420440	372		101000
		Total for Vendor:	21.00						
44184	81496S	1360 MICKELSON PLUMBING & HEATING	282.05						
1	12840	08/09/23 STA 4	282.05			1000 50 420460	364		101000
		Total for Vendor:	282.05						
44232	81548S	208 MISSOULA COUNTY MEDICAL BENEFITS	92,673.00						
1	0000011241	08/22/23 ADMIN	9,552.80			1000 10 420510	143		101000
2	0000011241	08/22/23 RM	2,024.10			1000 20 420440	143		101000
3	0000011241	08/22/23 TO/RVC	4,048.20			1000 30 420430	143		101000
4	0000011241	08/22/23 FP	3,371.10			1000 40 420410	143		101000
5	0000011241	08/22/23 SUP	73,676.80			1000 50 420460	143		101000
		Total for Vendor:	92,673.00						
44175	81478S	228 MISSOULA COUNTY TREASURER	369.76						
1	156	08/07/23 JULY TELE SERVICE	369.76			1000 10 420510	345		101000

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 8 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44223	81549S	228 MISSOULA COUNTY TREASURER	360.00						
1	104 07/27/23 PAPER		360.00			1000 10 420510	210		101000
		Total for Vendor:	729.76						
44254	81550S	211 MISSOULA COUNTY WORKERS COMP	930.84						
1	083123VFF1 08/31/23 VFF/RFF AUG HOURS		930.84			1000 60 420462	146		101000
		Total for Vendor:	930.84						
44173	81479S	230 MISSOULA ELECTRIC COOPERATIVE	505.55						
1	0804233950 08/04/23 STA 2		19.50			1000 10 420510	341		101000
2	0804233950 08/04/23 STA 6		245.61			1000 10 420510	341		101000
3	0804233950 08/04/23 STA 2		240.44			1000 10 420510	341		101000
		Total for Vendor:	505.55						
44243	81551S	235 MISSOULA MOTOR PARTS	393.99						
1	945503 08/02/23 SHOP		27.03			1000 20 420440	270		101000
2	730921 08/11/23 363		31.54			1000 20 420440	272		101000
3	732893 08/16/23 332		104.90			1000 20 420440	272		101000
4	733050 08/16/23 325		5.95			1000 20 420440	272		101000
5	948930 08/16/23 311		47.31			1000 20 420440	272		101000
6	735104 08/22/23 WHITE FUSION		22.92			1000 20 420440	272		101000
7	735239 08/22/23 321		9.66			1000 20 420440	272		101000
8	950122 08/22/23 STA 1		35.94			1000 20 420440	270		101000
9	951300 08/26/23 FLEET		11.43			1000 20 420440	270		101000
10	738094 08/29/23 SHOP		90.00			1000 20 420440	270		101000
11	739123 08/31/23 322		7.31			1000 20 420440	272		101000
		Total for Vendor:	393.99						
44256	81552S	1285 MOUNTAIN INK & TONER	91.48						
1	160859 08/30/23 PRINTER INK		91.48			1000 10 420510	210		101000
		Total for Vendor:	91.48						
44220	81534S	614 MRFD VOLUNTEER ASSOCIATION	2,250.00						
1	082923VFF 08/29/23 VFF CELL PHONE REIMBURSEMEN		2,250.00			1000 60 420462	134		101000
		Total for Vendor:	2,250.00						

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 9 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44176	-99893C	259 MSUES FIRE TRAINING SCHOOL	95.00						
1	23-216 08/03/23	BUNNELL D/O WL	95.00			1000 60 420462	380		101000
44181	-99891C	259 MSUES FIRE TRAINING SCHOOL	380.00						
1	26-215 08/02/23	ROSSIER AERIAL	95.00			1000 50 420460	380		101000
2	26-215 08/02/23	ROSSIER MOBILE WATER SUPPLY	95.00			1000 50 420460	380		101000
3	26-215 08/02/23	ROSSIER PUMPER	95.00			1000 50 420460	380		101000
4	26-215 08/02/23	ROSSER WL	95.00			1000 50 420460	380		101000
44221	-99889C	259 MSUES FIRE TRAINING SCHOOL	475.00						
1	26-217 08/28/23	J NOBLE D/O AERIAL	95.00			1000 50 420460	380		101000
2	26-218 08/29/23	SANTOS D/O AERIAL APPARATUS	95.00			1000 50 420460	380		101000
3	26-218 08/29/23	SANTOS D/O MOBILE WATER SUPPLY	95.00			1000 50 420460	380		101000
4	26-218 08/29/23	SANTOS D/O PUMPER APPARATUS	95.00			1000 50 420460	380		101000
5	26-218 08/29/23	SANTOS D/O WL APPARATUS	95.00			1000 50 420460	380		101000
		Total for Vendor:	950.00						
44247	81553S	205 MT ACE HARDWARE	94.93						
1	237554423 08/04/23	FUEL MITIGATION	53.99			1000 100 420441	220		101000
2	237566892 08/13/23	COMPUTER SUPPLIES	7.99			1000 10 420510	268		101000
3	237574027 08/18/23	EXTRICATION	8.99			1000 50 420460	202		101000
4	237574028 08/18/23	STA 1	8.97			1000 50 420460	361		101000
5	237583149 08/25/23	STA 2	14.99			1000 50 420460	362		101000
		Total for Vendor:	94.93						
44248	-99884C	1542 MT COFFEE EXPRESS	243.00						
1	800472 08/01/23	STA 1 WATER	90.00			1000 10 420510	341		101000
2	3616 08/09/23	STA 1	51.00			1000 10 420510	210		101000
3	3733 08/30/23	STA 1	102.00			1000 10 420510	210		101000
		Total for Vendor:	243.00						
44197	81506S	445 MT CRIMINAL RECORDS	25.00						
1	082123AT01 08/21/23	THOMPSON FINGERPRINTING	25.00			1000 60 420462	391		101000

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 10 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44240	81538S	445 MT CRIMINAL RECORDS	25.00						
1	083123MM01	08/31/23 MEATOVICH FINGERPRINTING	25.00			1000 60 420462	391		101000
		Total for Vendor:	50.00						
44242	81554S	295 NORCO	253.13						
1	38443173	08/14/23 MEDICAL OXYGEN	151.45			1000 80 420461	222		101000
2	38591856	08/31/23 CYLINDER RENTAL	101.68			1000 80 420461	356		101000
		Total for Vendor:	253.13						
44169	81490S	547 NORTHWESTERN ENERGY	652.55						
1	08012394-6	08/01/23 STA 5	629.59			1000 10 420510	341		101000
2	08012357-3	08/01/23 OLD STA 5	22.96			1000 10 420510	341		101000
44198	81507S	547 NORTHWESTERN ENERGY	1,015.32						
1	08162315-4	08/16/23 STA 6	54.74			1000 10 420510	341		101000
2	08152358-3	08/15/23 STA 4	960.58			1000 10 420510	341		101000
44212	81535S	547 NORTHWESTERN ENERGY	1,102.20						
1	08212385-4	08/21/23 STA 2	33.06			1000 10 420510	341		101000
2	08172341-3	08/17/23 STA 1	981.44			1000 10 420510	341		101000
3	08172325-3	08/17/23 STA 1	87.70			1000 10 420510	341		101000
		Total for Vendor:	2,770.07						
44167	81480S	1744 PAT LORENSEN	885.00						
1	080123PL01	08/01/23 LORENSEN CA WL PER DIEM	885.00			1000 50 420460	379		101000
		Total for Vendor:	885.00						
44182	81491S	1701 PHILLIP MEDIATE	87.50						
1	081023PM01	08/10/23 MEDIATE ANNUAL PHYSICAL	87.50			1000 10 420510	356		101000
		Total for Vendor:	87.50						
44228	-99888C	1725 PIERCE LEASING	590.00						
1	0056817	08/15/23 OFFICE TRAILER 8/15/23-9/11/2	590.00			1000 10 420510	530		101000
		Total for Vendor:	590.00						

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 11 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44172	81481S	855 PITNEY BOWES	150.00						
1	0806232579	08/06/23 POSTAGE	150.00			1000 10 420510	311		101000
		Total for Vendor:	150.00						
44229	-99887C	988 PLATT	96.26						
1	4106757	08/17/23 318	32.09			1000 20 420440	272		101000
2	4106757	08/17/23 SPARE	64.17			1000 20 420440	270		101000
		Total for Vendor:	96.26						
44244	81555S	756 POMP'S TIRE SERVICE, INC	353.10						
1	1850019583	08/25/23 325	353.10			1000 20 420440	233		101000
		Total for Vendor:	353.10						
44165	81482S	1751 QUINTON BARNEIT	885.00						
1	080923QB01	08/09/23 BARNEIT CA WL PER DIEM	885.00			1000 50 420460	379		101000
		Total for Vendor:	885.00						
44261	81570S	31 REPUBLIC SERVICES #889	1,051.36						
1	-003418323	08/31/23 ALL STATIONS	1,051.36			1000 10 420510	342		101000
		Total for Vendor:	1,051.36						
44166	81483S	1811 ROBERT LUBKE	885.00						
1	080923RL01	08/09/23 B. LUBKE CA WL PER DIEM	885.00			1000 50 420460	379		101000
		Total for Vendor:	885.00						
44258	81556S	204 RON LUBKE	27.50						
1	083123RL01	08/31/23 R LUBKE AUG GYM REIMBURSEM	27.50			1000 50 420460	132		101000
		Total for Vendor:	27.50						
44231	81557S	1746 SAVMOR DRUG #1, INC	2,280.00						
1	646157-00	08/14/23 MEDICAL SUPPLIES	2,280.00			1000 80 420461	222		101000
		Total for Vendor:	2,280.00						

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 12 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44230	81558S	1471 SAW SHOP	379.00						
1	4752 08/23/23	CHAINSAW	379.00			1000 50 420460	206		101000
		Total for Vendor:	379.00						
44263	81571S	360 SHIPPING DEPOT	5.23						
1	5341 08/19/23	TASK BOOK	5.23			1000 10 420510	311		101000
		Total for Vendor:	5.23						
44264	81572S	1419 SOLESTONE REIMBURSEMENT SERVICES	2,819.64						
1	8302023 08/30/23	VFF PPE	1,678.56			1000 60 420462	391		101000
2	08142023 08/30/23	MEDICAL SUPPLIES	1,141.08			1000 80 420461	222		101000
		Total for Vendor:	2,819.64						
44174	81484S	369 STAPLES	30.73						
1	8103 07/11/23	OFFICE SUPPLIES	25.99			1000 10 420510	210		101000
2	9982450140 07/24/23	OFFICE SUPPLIES	4.74			1000 10 420510	210		101000
44238	81559S	369 STAPLES	536.20						
1	3544549486 08/06/23	OFFICE SUPPLIES	12.59			1000 10 420510	210		101000
2	3544549487 08/06/23	OFFICE SUPPLIES	395.28			1000 10 420510	210		101000
3	3545467131 08/20/23	OFFICE SUPPLIES	29.98			1000 10 420510	210		101000
4	3545467132 08/20/23	OFFICE SUPPLIES	60.81			1000 10 420510	210		101000
5	3546134237 08/27/23	TRAINING SUPPLIES	24.00			1000 30 420430	220		101000
6	3546134237 08/27/23	OFFICE SUPPLIES	13.54			1000 10 420510	210		101000
		Total for Vendor:	566.93						
44249	81560S	531 STATE OF MONTANA	4,300.00						
1	80046 08/30/23	2007 CHEVY COLORADO	4,300.00			1000 20 420440	945		101000
		Total for Vendor:	4,300.00						
44187	81497S	1732 TAYLOR BLAKELY	158.00						
1	081423TB01 08/14/23	BLAKELY PALS PER DIEM	118.00			1000 50 420460	379		101000
2	081623TB01 08/16/23	BLAKELY PALS ONLINE REGIST	40.00			1000 50 420460	379		101000
		Total for Vendor:	158.00						

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 13 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44237	81561S	1707 TEAR IT UP LLC	50.20						
1	64084 08/23/23	SHREDDING SERVICES	50.20			1000 10 420510	356		101000
		Total for Vendor:	50.20						
44171	81485S	1783 TRAIL WEST BANK	50,962.27						
1	080923TRAI 08/09/23	PRINCIPAL 0391	17,760.40			1000 10 420510	610		101000
2	080923TRAI 08/09/23	INTEREST 0391	1,491.87			1000 10 420510	620		101000
3	080923TRAI 08/09/23	INTEREST 0392	3,450.00			1000 10 420510	620		101000
4	080923TRAI 08/09/23	INTEREST 0393	3,750.00			1000 10 420510	620		101000
5	080923TRAI 08/09/23	INTEREST 0394	4,860.00			1000 10 420510	620		101000
6	080923TRAI 08/09/23	INTEREST 0395	5,220.00			1000 10 420510	620		101000
7	080923TRAI 08/09/23	INTEREST 0396	6,510.00			1000 10 420510	620		101000
8	080923TRAI 08/09/23	INTEREST 0397	7,920.00			1000 10 420510	620		101000
		Total for Vendor:	50,962.27						
44239	-99885C	463 TRI ARC, INC.	34.96						
1	R26482 08/31/23	CYLINDER RENTAL	34.96			1000 20 420440	370		101000
		Total for Vendor:	34.96						
44236	81562S	981 TRUCKPRO, LLC	12.62						
1	311-000648 08/14/23	305	4.21			1000 20 420440	272		101000
2	311-000648 08/14/23	357	8.41			1000 20 420440	272		101000
		Total for Vendor:	12.62						
44205	81508S	1881 TRUGREEN	131.00						
1	484338 08/05/23	STA 4	131.00			1000 50 420460	364		101000
		Total for Vendor:	131.00						
44204	81509S	1759 TYLER LOTERBAUER	149.70						
1	082123TL01 08/21/22	TRAINING SUPPLIES	149.70			1000 30 420430	220		101000
44210	81536S	1759 TYLER LOTERBAUER	49.98						
1	082423TL01 08/24/23	TRAINING SUPPLIES	49.98			1000 30 420430	220		101000
		Total for Vendor:	199.68						

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Claim Details
For the Accounting Period: 8/23

Page: 14 of 16
Report ID: AP100V

* ... Over spent expenditure

Claim/ Line #	Check Invoice #/Inv Date/Description	Vendor #/Name/ Invoice #/Inv Date/Description	Document \$/ Line \$	Disc \$	PO #	Fund Org Acct	Object	Proj	Cash Account
44207	81510S	696 UNIVERSITY OF MONTANA	4,581.20						
1	82423CM 08/24/23	C.Maxon 790839870 Fall 2023	4,581.20			1000 50 420460	380		101000
44208	81512S	696 UNIVERSITY OF MONTANA	4,183.20						
1	082823MS01 08/28/23	SANTOS FALL SEMESTER 79089	4,183.20			1000 50 420460	380		101000
44241	81539S	696 UNIVERSITY OF MONTANA	4,183.20						
1	083123 08/31/23	FULBRIGHT FALL SEM 790721162	4,183.20			1000 50 420460	380		101000
		Total for Vendor:	12,947.60						
44234	81566S	1628 UNIVISION	3,146.00						
1	250891 08/01/23	VELOCITY HOURS	1,617.00			1000 10 420510	368		101000
2	250733 08/01/23	MICROSOFT 365	1,529.00			1000 10 420510	368		101000
		Total for Vendor:	3,146.00						
44199	-99890C	408 VERIZON WIRELESS	1,091.84						
1	9941832155 08/11/23	WIRELESS	1,091.84			1000 10 420510	345		101000
		Total for Vendor:	1,091.84						
44233	-99886C	1861 WESTERN STATES FIRE PROTECTION	295.00						
1	WSF543691 08/18/23	STA 4 SPRINKLER SERVICE	295.00			1000 50 420460	364		101000
		Total for Vendor:	295.00						
44245	81567S	1724 WEX BANK	10,003.92						
1	91605591 08/31/23	FUEL	10,003.92			1000 20 420440	231		101000
		Total for Vendor:	10,003.92						
44211	81537S	1818 ZANON FULBRIGHT	229.00						
1	082523ZF01 08/25/23	FULBRIGHT PARAMEDIC PLANNE	90.00			1000 50 420460	380		101000
2	082823ZF01 08/28/23	FULBRIGHT PARAMEDIC PARKIN	139.00			1000 50 420460	380		101000
44253	81568S	1818 ZANON FULBRIGHT	27.50						
1	082331ZF01 08/31/23	FULBRIGHT AUG GYM REIMBURS	27.50			1000 50 420460	132		101000
		Total for Vendor:	256.50						
		# of Claims	92	Total:		236,135.72	# of Vendors	64	
		Total Electronic Claims				6,275.59			
		Total Non-Electronic Claims				229860.13			

09/07/23
15:40:28

MISSOULA RURAL FIRE DISTRICT
Fund Summary for Claims
For the Accounting Period: 8/23

Page: 16 of 16
Report ID: AP110

Fund/Account	Amount
1000 GENERAL FUND	
101000 CASH ON DEPOSIT - COUNTY TREASURER	\$236,135.72
Total:	\$236,135.72

Claims reviewed and approved for payment at the Regular scheduled Missoula Rural Fire District Board of Trustee Meeting held Tuesday, September 12th, 2023, at 4:00 PM.


_____ Melissa Schnee, Finance/HR Director

_____ Ben Murphy, Chairman

_____ Dick Mangan, Secretary

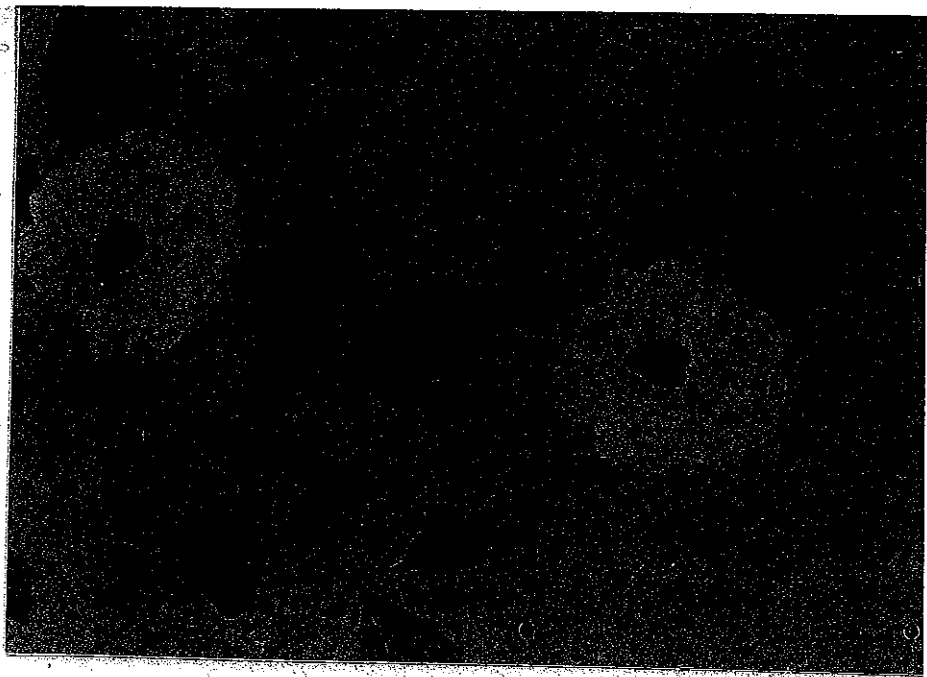


Dear Firefighters,


Thank you for turning your lights on for me while I was walking/riding my bike on cements. I love fire trucks and to go in them. I'm 3, maybe I'll be a firefighter someday.

Thank you,

Pete Moore Oberweiser



Our names are Stella and
Sawyer and we made cookies
to thank the first responders
for community service to earn
our black belts in taekwondo.



THANKS



**TYLER R. GERNANT
CLERK & TREASURER
200 WEST BROADWAY
MISSOULA MT 59802-4292
(406) 258-4752**

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

August 10, 2023

To Whom It May Concern;

The Missoula County Commissioners have approved a request to annex the property located at 22050 Highway 12 W Lolo, Montana, 59847, into the Missoula Rural Fire District. Please let me know if I may be of additional assistance.

Sincerely,

A handwritten signature in cursive script that reads "Lisa Frost".

Lisa Frost
Missoula County Clerk & Recorder
recording@missoulacounty.us
(406) 258-4752

RESOLUTION NO. 2023-062

ANNEXATION TO THE MISSOULA RURAL FIRE DISTRICT
A PARCEL OF LAND LOCATED IN MISSOULA COUNTY

22050 Hwy 12
Lolo MT 59847

WHEREAS, petitions have been received by the Clerk and Recorder's Office to annex Missoula Rural Fire District areas of land described as follows:

Tract A of COS 26 located in Section 36 Township 12N Range 22W Missoula County Montana

WHEREAS, said petitions for annexation to the Missoula Rural Fire District, as presented in the Clerk and Recorder's Office, have been checked and verified; and

WHEREAS, said petitions contain the signatures of more than 40% of the owners of real property within the area to be annexed and representing 40% or more of the tax value of the property within the in the area to be annexed; and

WHEREAS, a public hearing on this matter was held at 2:00 p.m. in Courthouse Annex Room 151, Missoula County Courthouse Annex, Missoula, Montana, on August 10, 2023, before the Board of County Commissioners of Missoula County, Montana; legal publication and notice requirements having been met in accordance with MCA 7-33-2125; and

WHEREAS, no one appeared to protest the annexation of the above-described parcel of land nor were any written protests received; and

WHEREAS, the Missoula Rural Fire District supports the annexation; and

WHEREAS, the Missoula Board of County Commissioners did approve said annexation as requested;

NOW, THEREFORE, BE IT RESOLVED that the parcels of land above referenced be included within said Missoula Rural Fire District, and is to be assessed for said annexation a fire district levy along with other property already a part of said Missoula Rural Fire District.

DATED THIS 10th DAY OF AUGUST 2023

ATTEST:

BOARD OF COUNTY COMMISSIONERS
MISSOULA COUNTY



Tyler Gernant, Clerk and Recorder



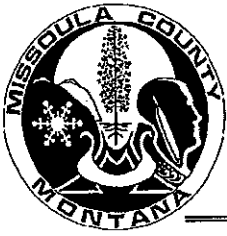
Josh Slotnick, Chair



David Strohmaier Commissioner



Juanita Vero, Commissioner



**TYLER R. GERNANT
CLERK & TREASURER
200 WEST BROADWAY
MISSOULA MT 59802-4292
(406) 258-4752**

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

August 4, 2023

To Whom It May Concern,

Please find enclosed Notice of Public Hearing, Petition for Annexation, Missoula Rural Fire District approval letter, and supporting documentation regarding the request for annexation of the parcel of land located at 11884 Bench Rd Missoula, MT 59808, into the Missoula Rural Fire District.

You may contact me at (406) 258-4752 with any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Karen Baldrige".

Karen Baldrige
Deputy Clerk & Recorder
Missoula County
recording@missoulacounty.us
(406) 258-4752

RESOLUTION NO. 2023-056

**ANNEXATION TO THE MISSOULA RURAL FIRE DISTRICT
A PARCEL OF LAND LOCATED IN MISSOULA COUNTY**

WHEREAS, a petition has been received by the Clerk and Recorder's Office to annex to the Missoula Rural Fire District areas of land described as follows:

Parcel 10A of COS 3714, located in W1/2 SE1/4 of Section 04 T13N R20W, Missoula County,
Montana

Parcel #479469, located at 4195 Snowdrift Ln Missoula, MT 59808

WHEREAS, said petition for annexation to the Missoula Rural Fire District, as presented to and filed in the Clerk and Recorder's Office, has been checked and verified; and

WHEREAS, said petition contains the signatures of more than 40% of the owners of the real property within the area to be annexed and representing 40% or more of the taxable value of the property within the in the area to be annexed; and

WHEREAS, a public hearing on this matter was held at 2:00 p.m. in Courthouse Annex Room 151, Missoula County Courthouse Annex, Missoula, Montana, on July 27, 2023, before the Board of County Commissioners of Missoula County, Montana; legal publication and notice requirements having been met in accordance with MCA 7-33-2125; and

WHEREAS, no one appeared to protest the annexation of the above-described parcel of land nor were any written protests received; and

WHEREAS, the Missoula Rural Fire District supports the annexation; and

WHEREAS, the Missoula Board of County Commissioners did approve said annexation as requested;

NOW, THEREFORE, BE IT RESOLVED that the parcel of land above referenced be included within said Missoula Rural Fire District, and is to be assessed for said annexation a fire district levy along with other property already a part of said Missoula Rural Fire District.


DATED THIS 27TH DAY OF JULY, 2023

ATTEST:


Tyler R. Gemant, Clerk & Treasurer



BOARD OF COUNTY COMMISSIONERS
MISSOULA COUNTY, MONTANA


13P515L89FA2244FA408545E80D56F reddy:06
Josh Slotnick, Chair


ABACE081F2825A3408567F7EB888C312 reddy:06
David Strohmaier, Commissioner


8E45D06DC04E9C28205190C204A57692 reddy:06
Juanita Vero, Commissioner

INCIDENT PERSONNEL PERFORMANCE RATING

INSTRUCTIONS: The immediate job supervisor will prepare this form for each subordinate. It will be delivered to the planning section before the rater leaves the fire. Rating will be reviewed with employee who will sign at the bottom.

THIS RATING TO BE USED ONLY FOR DETERMINING AN INDIVIDUAL'S PERFORMANCE

1. Name Kirk Paulsen		2. Fire Name and Number 2023 SWLO Prepo (MT-SWS-200014) / River Road East (MT-LNF-200730)	
3. Home Unit (address) Missoula Rural Fire District		4. Location of Fire (address) MT DNRC Southwest Land Office	
5. Fire Position ITC4(t)	6. Date of Assignment From: 08/12/23 To: 08/22/23	7. Acres Burned 16,000	8. Fuel Type(s) 3, 10, 11

9. Evaluation

Enter X under appropriate rating number and under proper heading for each category listed. Definition for each rating number follows:

- 0 - Deficient. Does not meet minimum requirements of the individual statement.
DEFICIENCIES MUST BE IDENTIFIED IN REMARKS.
- 1 - Needs to improve. Meets some or most of the requirements of the individual element.
IDENTIFY IMPROVEMENT NEEDED IN REMARKS.
- 2 - Satisfactory. Employee meets all requirements of the individual element.
- 3 - Superior. Employee consistently exceeds the performance requirements.

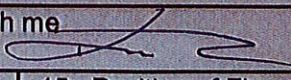
I/A Staging

Rating Factors	Hot Line				Mop-Up				Camp				Other (Specify)			
	0	1	2	3	0	1	2	3	0	1	2	3	0	1	2	3
Knowledge of the job			✓				✓					✓				
Ability to obtain performance			✓				✓									
Attitude				✓				✓				✓				
Decisions under stress			✓													
Initiative				✓				✓				✓				
Consideration for personnel welfare				✓				✓				✓				
Obtain necessary equipment and supplies				✓				✓				✓				
Physical ability for the job			✓				✓									
Safety				✓				✓				✓				
Other (specify) Training												✓				

10. Remarks

The SWLO taskforce was an adhoc group several of which were fairly inexperienced. You did a great job encouraging / developing training activities while in staging. These activities also helped build cohesion. You were also concerned about mitigating the excessive heat. It was awesome to see the taskforce remaining active and engaged while in staging. When the taskforce was dispatched to I/A the River Road East it was very clear the training, mentoring, discussions, etc paid dividends.

You gathered incident information, briefed the taskforce and got the group moving in a timely manner. While enroute a few items developed with an engine. You handled the situation without affecting the entire taskforce. You also bumped ahead to gather situational awareness to give the taskforce as much information as possible when they arrived. You allowed the taskforce to "do their job" without micromanaging. The River Road East Fire was higher than a type 4 complexity due to fire behavior and the amount of structure protection. You managed your area as a type 4 incident without allowing fire activity in other areas affect you. Overall this was a very complex incident with a lot of moving parts. You did a great job not getting overwhelmed to make irrational decisions.

11. Employee (signature) This rating has been discussed with me 		12. Date 8/22/23	
13. Rate By (signature) Brian L Plume <small>Digitally signed by Brian L Plume Date: 2023.08.21 17:18:20 -0600</small>	14. Home Unit (address) 1 Nessmuk Lane, Wellsboro, PA 16901	15. Position of Fire SOFR / ICT3	16. Date 8/22/23

Barnett, Lorenson +
Bo Lubke

Standard
Contractor Performance Report

Highlighted blocks are required to be completed.

Evaluation Type: <u>Interim</u> <u>Final</u> (check one)			
Evaluating Organization (Fire Name): <u>Angels Nor Fir.</u>		Reporting Period: From <u>7/16/23</u> to <u>7/29/23</u>	
Contracting Office:		Contract Number: <u>MT-MSO-006</u>	Order Number (Resource Order/Incident #): <u>E79 (E7Q)</u>
Contractor Name: <u>Missoula Rural Fire District</u> <u>ENG-B-Quinnon Barnett</u>		Contractor Address: <u>2521 South Ave W.</u> <u>Missoula, MT 59804</u>	
DUNS:		City: <u>Missoula</u>	State: <u>MT</u>
Additional or Alternate Contractor Name:		Zip/Postal Code: <u>59804</u>	Country: <u>USA</u>
TIN:	Industrial Code (NAICS):	Commodity Code:	Contract Type:
Contract Award Date:		Contract Expiration Date:	Contract Value:
Requirement Description (Equipment Type): <u>Type 5 Engine</u>			

Ratings

Summarize contractor performance and check the number which corresponds to the rating for each rating category (See attached Rating Guidelines).

Quality of Product or Service (How did the Contractor perform, document any noncompliance or performance issues)

0=Unsatisfactory 1=Poor 2=Fair 3=Good 4=Excellent 5=Outstanding

Government Comments for Quality of Product or Service (2000 characters maximum):

Engine company 325 had great quality of work. willing to assist and help the task force in any way. During the Aqua Incident + winter + his crew help assist with a minor medical dehydration incident. His crew jump in and assisted with basic vitals getting the crew member basic ems help before LA county showed up. It was a pleasant hour taken on Task Force 1600.

Timeliness of Performance (Did the Contractor arrive when expected, demob timely, and perform the work in a timely manner)

0=Unsatisfactory 1=Poor 2=Fair 3=Good 4=Excellent 5=Outstanding

Government Comments for Timeliness of Performance (2000 characters maximum):

CREW was always on time + Fire Ready did not have to worry about Cal Engine 325.

Business Relations (Did the Contractor perform in a business-like manner, complete administrative requirements timely)

0=Unsatisfactory 1=Poor 2=Fair 3=Good 4=Excellent 5=Outstanding

Government Comments for Business Relations (2000 characters maximum):

crew Always had all of their CTR + shift ticket filled properly. They assisted with logistic. E-325 great crew, great module leader it was a pleasure.

Additional Info

Contractor Key Personnel

Contractor Manager/Principal Investigator (Owner's Name):

Government Comment on Contractor Manager/Principal Investigator (2000 characters maximum):

(If applicable, describe the working relationship with government representatives for this assignment)

Contractor Key Person (Equipment Operator's Name):

Government Comment on Contractor Key Person (2000 characters maximum):

(Describe the working relationship with government representatives for this assignment)

Customer Satisfaction

Is/was the contractor committed to customer satisfaction?

Yes

No (Check one)

Would you recommend the selection of this firm again?

Yes

No (Check one)

Government Comments on Customer Satisfaction (2000 characters maximum):

(If none of the above, explain below)

- Engine 325 Easy to work with. Always on time.
- During Down Time Quintan Had the crew training + teaching.
- Engine 325 Did amazing job during logistic Duties.

Admin Info

Project Officer/COTR (Individual completes the evaluation)

Name: Jorge Perez

Phone: 661 866 0139

Fax:

E-mail Address: Jorge.Perez@usda.gov

Contractor Representative

Name:

Phone:

Fax:

E-mail Address:

Alternate Contractor Representative

Name:

Phone:

Fax:

E-mail Address:

Contracting Officer:

Name:

Phone:

Fax:

E-Mail Address:

Rating Guidelines

Quality of Product or Service

Unsatisfactory	Non-conformances are jeopardizing the achievement of contract requirements, despite use of Agency resources. Recovery is not likely. If performance cannot be substantially corrected, it constitutes a significant impediment in consideration for future awards containing similar requirements.
Poor	Overall compliance requires significant Agency resources to ensure achievement of contract requirements.
Fair	Overall compliance requires minor Agency resources to ensure achievement of contract requirements.
Good	There are no, or very minimal, quality problems, and the Contractor has met the contract requirements.
Excellent	There are no quality issues, and the Contractor has substantially exceeded the contract performance requirements without commensurate additional costs to the Government.
Outstanding ✓	The contractor has demonstrated an outstanding performance level that was significantly in excess of anticipated achievements and is commendable as an example for others, so that it justifies adding a point to the score. It is expected that this rating will be used in those rare circumstances where contractor performance clearly exceeds the performance levels described as "Excellent".

0 = Unsatisfactory 1 = Poor 2 = Fair 3 = Good 4 = Excellent 5 = Outstanding

Timeliness of Performance

0 = Unsatisfactory 1 = Poor 2 = Fair 3 = Good 4 = Excellent 5 = Outstanding

Unsatisfactory	Delays are jeopardizing the achievement of contract requirements, despite use of Agency resources. Recovery is not likely. If performance cannot be substantially corrected, it constitutes a significant impediment in consideration for future awards.
Poor	Delays require significant Agency resources to ensure achievement of contract requirements.
Fair	Delays require minor Agency resources to ensure achievement of contract requirements.
Good	There are no, or minimal, delays that impact achievement of contract requirements.
Excellent	There are no delays and the contractor has exceeded the agreed upon time schedule.
Outstanding ✓	The contractor has demonstrated an outstanding performance level that justifies adding a point to the score. It is expected that this rating will be used in those rare circumstances where contractor performance clearly exceeds the performance levels described as "Excellent".

Business Relations

0 = Unsatisfactory 1 = Poor 2 = Fair 3 = Good 4 = Excellent 5 = Outstanding

Unsatisfactory	Response to inquiries and/or technical, service, administrative issues is not effective. If not substantially mitigated or corrected it should constitute a significant impediment in considerations for future awards.
Poor	Response to inquiries and/or technical, service, administrative issues is marginally effective.
Fair	Response to inquiries and/or technical, service, administrative issues is somewhat effective.
Good	Response to inquiries and/or technical, service, administrative issues is consistently effective.
Excellent	Response to inquiries and/or technical, service, administrative issues exceeds Government expectation.
Outstanding ✓	The contractor has demonstrated an outstanding performance level that justifies adding a point to the score. It is expected that this rating will be used in those rare circumstances where contractor performance clearly exceeds the performance levels described as "Excellent".

Deputy Fire Marshal Monthly Report

Peter V. Giardino

August 2023

Activities

Business Inspections (re-inspections):

- Missoula Country Club

Certificate of Occupancy Finals (Business)

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

- 22050 Highway 12 W.
- 6000 MacArthur Dr.
- 4628 Larch Ave.

Annexation

Water Supply (cisterns, hydrants, etc.)

- Inspected hydrant in Bonner being used for lawn irrigation. Issue has been resolved.
- Reviewed and approved cistern plans for 7390 Deschamps Lane
- Reviewed and approved cistern plans for 8505 Roller Caster Rd. (Copperstone Storall)

Lockboxes

- Locked key in box for Jackson Contracting.
- Checked lockbox at 984 Deer Creek Rd.

Community Risk Reduction, Fire Prevention, and Code Compliance

- Provided fire access requirements for Deer Creek Storage – Phase II
- Researched water for fire protection requirements for Westview Park.
- Researched smoke/CO detectors for hearing impaired.
- Spoke with DEQ re: water system for Westview Mobile Home Park
- Site visit with contractor at 2297 Samhadi Way.
- Provided NFPA 25 code requirements for backflow preventors.
- Fire code for new business occupancy.
- Site visit to several locations to check on existing projects.

Fire Investigations

- Triple L Lane Fire investigation report
- Hellgate Trading Post Garbage Can Fire

Classes/Training

- Completed task book for Wildland Fire Investigation (INVF)
- Target Solutions training

Plan Reviews

- 984 Deer Creek Rd. Phase II
- 4601 Buckhouse Ln.
- Langdon Ct., Lot 14 (sprinkler plan)
- 4618 Edward Ave.
- 2297 Samhadi Way (garage)

First Due:

- Pre plan for Missoula Country Club.

Assignments and Other Activities

- Photo log to document fire damage from Triple L Fire
- Streamlining permit meeting
- DRT meeting
- BOT meeting
- Technology Committee meeting
- Officer's meeting
- Meeting with MC Building Dept. re: permit approval requirements.
- DRT meeting
- Update CRR files.

Deputy Fire Marshal Monthly Report

Dodd McDermott

August 2023

Activities

Business Inspections (re-inspections):

- 6531 Highway 10 W
- 8985 Highway 200 E
- 6525 Highway 10 W
- 8985 Highway 200 E re-inspection
- 9220 Beierle Ln
- 2705 Spurgin Rd Bldg C
- 2775 Spurgin Rd Bldg E
- 3150 Maverick Ln
- 4990 Buckhouse Ln
- 5000 Blue Mountain Rd
- 2606 South Ave W
- 11885 Highway 93 S

Certificate of Occupancy Finals (Business):

- 5151 Farm Ln
- 5305 Farm Ln
- 4867 Technology Ct

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

- 2445 Pale Evening Ct R-I
- 2449 Pale Evening Ct R-I

Annexation:

-

Water Supply (cisterns, hydrants, etc.):

-

Lockboxes:

-

Community Risk Reduction, Fire Prevention, and Code Compliance:

-

Fire Investigations:



Classes/Training:

- 363 in service
- Vector solutions training
- James Rowan
- 363 Dealer review

Plan Reviews:

- 9354 Miller Creek Rd
- 1321 Humble Rd
- 6730 Kingfisher Pl
- 4756 Ambrose St
- 3098 Snowhaven Ct
- 5222 Forest Hill Ln
- 9354 Miller Creek Rd
- 2825 Saint Michael Dr
- 7945 Stegner Dr
- 1260 Lena Ln
- 11474 Allomont Dr
- 3303 Hale Ln
- 13996 Highway 12 W
- 1321 Humble Rd
- 5880 Vang Ct

First Due:

- Pre plans

Assignments and Other Activities:

- Streamlining permitting meeting
- CPT meeting
- James Rowan Training
- DRT Meeting

August 2023 IT Report

- MDT Items
 - Diagnosing 311 symptoms of “cycling” in and out of docking, losing connection to keyboard, Fire Mobile appearing locked up, completely shutting down. Trouble shooting included numerous observational ride-alongs, swapping docking cradle, changing power supply and cables, conferring with Getac, Havis, and Lind manufacturers. As of this writing these problems may be coming down to a faulty 12v power outlet on 311’s dashboard (only one of which is live when on shore power).
 - Data Usage overages
 - Increase GPS positional accuracy
 - MDT12 back in service after factory warranty repair for non-functional power button

- Reached out to other local first responding agencies to establish an IT level email distribution list to assist each other with technical problems such as the above MTD items. Well received and will be perusing.

- Still attempting to set up Twilio SMS service for Telestaff texting. Twilio claims a backlog creating delays in support.

- BC computer has problems with logging into NW Reports to update on duty BC. Resolved with Remote Desktop login

- New Firefighters setup in Active Directory, Microsoft 365, New World, etc.

- Acquire Assistant Resource Manger computer and phone

- Relocate ID printer back to Station 1 and install on new Station Meetings computer

- Continued server overhaul setup details

- Misc items as usual
 - User login problems
 - Email distribution list maintenance
 - Replace defective cell phone
 - Set up Spectrum account access for R Wilkinson and M Schnee

Joe Ford
IT Manager

Public Relations Outreach Breakdown

August 2023

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

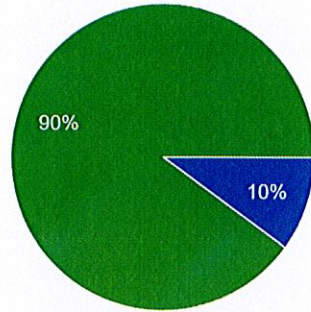
Date

10 responses

Aug 2023		1	5	7	8	10	11	12	25	30	31
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Type

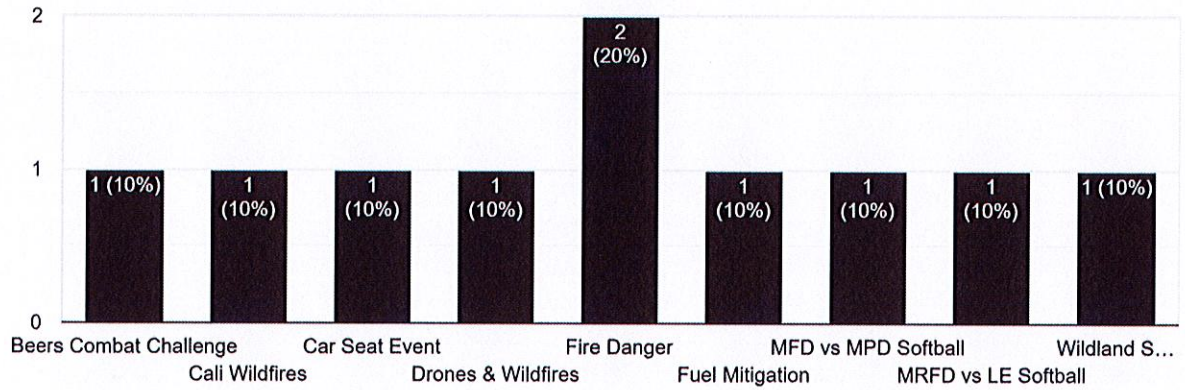
10 responses



- In-station event
- Scheduled media appearance
- Impromptu/incident media appearance
- Social Media Post

Topic Being Discussed

10 responses





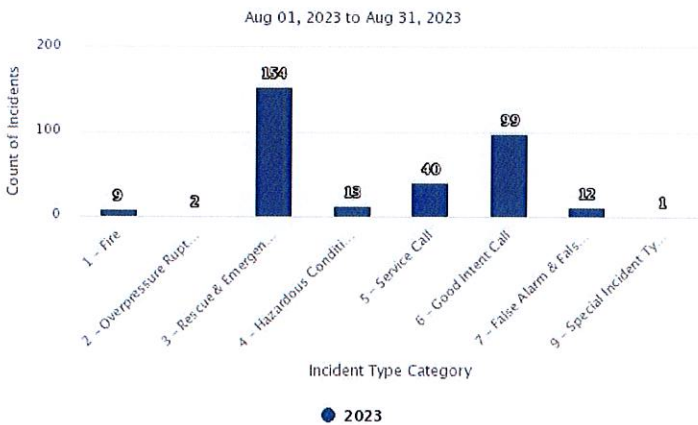
MRFD CFS Report

August 2023

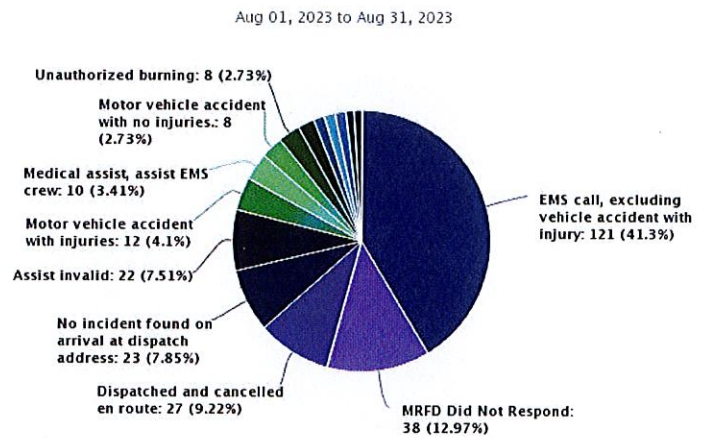
Incident Numbers

August 2023	332	August 2022	330	Percent Change	+0.61%
YTD 2023	2377	YTD 2022	2295	Percent Change	+3.57%

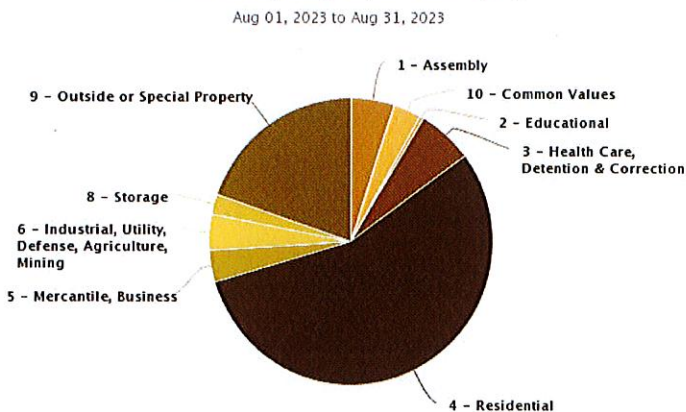
Incidents by Category and Year



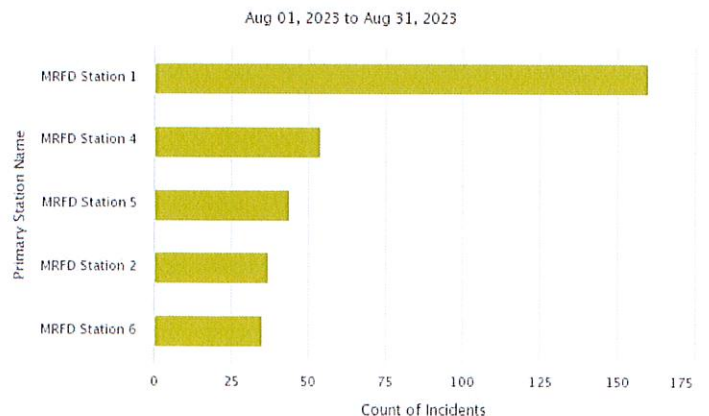
Incident Types (Top 15)



Incidents by Property Use Category



Incidents by Primary Station Name





MISSOULA RURAL

FIRE DISTRICT

4th Quarter Budget vs Actual

FY 22/23



1000 GENERAL FUND

Account	Received		Estimated Revenue	Revenue	
	Current Month	Received YTD		To Be Received	% Received
310000 TAXES					
311010 REAL PROPERTY TAXES	425,270.40	8,125,263.36	8,383,358.00	258,094.64	97 %
311021 MOBILE HOME PROPERTY TAXES	10,297.91	118,901.62	0.00	-118,901.62	** %
311022 PERSONAL PROPERTY TAXES	124,471.92	145,473.28	0.00	-145,473.28	** %
312000 PENALTY & INTEREST ON DELQ. TAXES	3,178.35	16,386.29	0.00	-16,386.29	** %
Account Group Total:	563,218.58	8,406,024.55	8,383,358.00	-22,666.55	100 %
330000 INTERGOVERNMENTAL REVENUES					
331001 HMEP GRANT	159.15	9,971.92	0.00	-9,971.92	** %
331003 FUEL MITIGATION GRANT (FEDERAL)	4,194.74	97,388.20	171,914.00	74,525.80	57 %
331004 SAFER GRANT	0.00	177,679.37	159,000.00	-18,679.37	112 %
331007 FEMA Grant	0.00	0.00	305,481.00	305,481.00	0 %
331008 CHild Passenger Safety	450.00	450.00	0.00	-450.00	** %
335230 STATE ENTITLEMENT SHARE	216,385.69	865,542.76	865,543.00	0.24	100 %
336010 WILDLAND FIRE	1,039.83	345,593.78	110,000.00	-235,593.78	314 %
336011 ALL HAZARDS	0.00	22,500.09	30,000.00	7,499.91	75 %
339000 PILT	0.00	0.00	20,000.00	20,000.00	0 %
Account Group Total:	222,229.41	1,519,126.12	1,661,938.00	142,811.88	91 %
340000 CHARGES FOR SERVICES					
342023 SUB-DIVISION REVIEW FEES	10,760.00	28,650.00	10,000.00	-18,650.00	287 %
342029 ALL HAZARD INCIDENT FEES	0.00	0.00	500.00	500.00	0 %
342030 LOCKBOX/SIGN FEES	256.00	1,451.00	4,000.00	2,549.00	36 %
342031 REPORT FEES	35.00	115.00	1,000.00	885.00	12 %
342060 FUEL MITIGATION FEES	0.00	16,800.00	12,000.00	-4,800.00	140 %
Account Group Total:	11,051.00	47,016.00	27,500.00	-19,516.00	171 %
360000 MISCELLANEOUS REVENUES					
362010 OTHER REVENUE	1,644.95	6,355.92	6,040.00	-315.92	105 %
362021 INSURANCE CLAIM	0.00	5,309.86	5,000.00	-309.86	106 %
362070 SAFE KIDS COALITION PROJECTS	41.00	146.00	0.00	-146.00	** %
365010 GIFTS/DONATIONS	250.00	775.00	1,000.00	225.00	78 %
367000 SURPLUS PROP SALE (NON-CAPT ASSESTS)	0.00	556.09	0.00	-556.09	** %
Account Group Total:	1,935.95	13,142.87	12,040.00	-1,102.87	109 %
370000 INVESTMENT AND ROYALTY EARNINGS					
371010 INTEREST EARNINGS	-11,900.25	168,604.22	4,000.00	-164,604.22	*** %
Account Group Total:	-11,900.25	168,604.22	4,000.00	-164,604.22	*** %
380000					
381000 PROCEEDS FROM LONG TERM DEBT	678,065.00	678,065.00	680,700.00	2,635.00	100 %
Account Group Total:	678,065.00	678,065.00	680,700.00	2,635.00	100 %
Fund Total:	1,464,599.69	10,831,978.76	10,769,536.00	-62,442.76	101 %

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MISSOULA RURAL FIRE DISTRICT
Statement of Revenue Budget vs Actuals
For the Accounting Period: 6 / 23

Page: 2 of 2
Report ID: B110

2399 CAPITAL IMPROVEMENTS FUND

Account	Received		Estimated Revenue	Revenue %	
	Current Month	Received YTD		To Be Received	Received
380000					
383000 Transfer In	275,000.00	275,000.00	275,000.00	0.00	100 %
Account Group Total:	275,000.00	275,000.00	275,000.00	0.00	100 %
Fund Total:	275,000.00	275,000.00	275,000.00	0.00	100 %
Grand Total:	1,739,599.69	11,106,978.76	11,044,536.00	-62,442.76	101 %

MISSOULA RURAL FIRE DISTRICT
Statement of Expenditure - Budget vs. Actual Report
For the Accounting Period: 6 / 23

1000 GENERAL FUND

Account	Object	Committed Current Month	Committed YTD	Original Appropriation	Current Appropriation	Available Appropriation	% Commit
420000 PUBLIC SAFETY							
420410 FIRE PREVENTION							
110	Full-time Salaries	21,356.52	162,673.91	197,719.00	197,719.00	35,045.09	82 %
111	Holiday Pay	390.00	3,863.77	0.00	0.00	-3,863.77	%
120	Overtime Full-time	0.00	526.89	12,279.00	12,279.00	11,752.11	4 %
132	Health Club Reimbursement	0.00	0.00	250.00	250.00	250.00	%
135	Clothing Allowances	0.00	1,300.00	1,300.00	1,300.00	0.00	100 %
141	FICA	315.33	2,441.30	2,896.00	2,896.00	454.70	84 %
142	PERS	2,903.70	22,912.52	28,393.00	28,393.00	5,480.48	81 %
143	Health/Dental/Optical	3,371.10	37,406.20	37,130.00	37,130.00	-276.20	101 %
144	Disability Coverage	17.00	168.74	337.00	337.00	168.26	50 %
145	UCC	54.36	420.85	500.00	500.00	79.15	84 %
146	Workers Compensation	885.42	6,847.84	9,566.00	9,566.00	2,718.16	72 %
147	EAP	0.00	76.32	80.00	80.00	3.68	95 %
220	Operating Supplies	0.00	8,744.59	10,000.00	10,000.00	1,255.41	87 %
221	Small Equipment	0.00	73.00	1,500.00	1,500.00	1,427.00	5 %
235	Fire Investigation	0.00	0.00	1,000.00	1,000.00	1,000.00	%
333	Subscriptions	206.00	1,274.69	2,900.00	2,900.00	1,625.31	44 %
339	Public Information	0.00	0.00	1,000.00	1,000.00	1,000.00	%
379	Food, Lodging, Travel	0.00	-189.76	1,020.00	1,020.00	1,209.76	-19 %
380	Training	175.00	2,497.70	2,392.00	2,392.00	-105.70	104 %
384	Sub-Division Review	0.00	0.00	3,000.00	3,000.00	3,000.00	%
	Account Total:	29,674.43	251,038.56	313,262.00	313,262.00	62,223.44	80 %
420430 TRAINING							
110	Full-time Salaries	19,029.07	205,930.01	273,667.00	273,667.00	67,736.99	75 %
111	Holiday Pay	656.18	9,312.99	0.00	0.00	-9,312.99	%
120	Overtime Full-time	12,442.18	48,416.03	161,847.00	161,847.00	113,430.97	30 %
130	Vacation-Sick Accrual	0.00	24,359.09	53,000.00	53,000.00	28,640.91	46 %
132	Health Club Reimbursement	0.00	0.00	250.00	250.00	250.00	%
135	Clothing Allowances	0.00	1,300.00	1,300.00	1,300.00	0.00	100 %
141	FICA	463.10	3,856.05	46,786.00	46,786.00	42,929.95	8 %
142	PERS	4,155.61	34,977.34	46,859.00	46,859.00	11,881.66	75 %
143	Health/Dental/Optical	4,048.20	51,712.30	50,142.00	50,142.00	-1,570.30	103 %
144	Disability Coverage	22.91	268.97	852.00	852.00	583.03	32 %
145	UCC	80.33	723.33	1,254.00	1,254.00	530.67	58 %
146	Workers Compensation	1,139.22	11,122.50	24,020.00	24,020.00	12,897.50	46 %
147	EAP	0.00	95.40	120.00	120.00	24.60	80 %
220	Operating Supplies	833.74	3,576.00	9,500.00	9,500.00	5,924.00	38 %
221	Small Equipment	0.00	0.00	1,100.00	1,100.00	1,100.00	%
292	Research & Development	0.00	483.92	3,150.00	3,150.00	2,666.08	15 %
333	Subscriptions	0.00	185.00	1,500.00	1,500.00	1,315.00	12 %
379	Food, Lodging, Travel	0.00	1,019.41	11,900.00	11,900.00	10,880.59	9 %
380	Training	0.00	1,019.00	6,600.00	6,600.00	5,581.00	15 %
	Account Total:	42,870.54	398,357.34	693,847.00	693,847.00	295,489.66	57 %

1000 GENERAL FUND

Account	Object	Committed Current Month	Committed YTD	Original Appropriation	Current Appropriation	Available Appropriation	% Commit
420440 RESOURCE MANAGEMENT							
110	Full-time Salaries	9,804.99	88,076.18	91,288.00	91,288.00	3,211.82	96 %
111	Holiday Pay	338.10	3,717.27	0.00	0.00	-3,717.27	%
120	Overtime Full-time	9,292.41	28,599.04	16,092.00	16,092.00	-12,507.04	178 %
132	Health Club Reimbursement	15.00	150.00	500.00	500.00	350.00	30 %
135	Clothing Allowances	0.00	650.00	650.00	650.00	0.00	100 %
141	FICA	281.58	1,754.74	1,575.00	1,575.00	-179.74	111 %
142	PERS	1,999.68	13,819.77	13,109.00	13,109.00	-710.77	105 %
143	Health/Dental/Optical	2,024.10	22,452.20	22,285.00	22,285.00	-167.20	101 %
144	Disability Coverage	12.29	106.72	185.00	185.00	78.28	58 %
145	UCC	48.61	302.64	272.00	272.00	-30.64	111 %
146	Workers Compensation	665.21	4,540.11	5,203.00	5,203.00	662.89	87 %
147	EAP	0.00	38.16	40.00	40.00	1.84	95 %
221	Small Equipment	730.64	2,543.14	10,000.00	10,000.00	7,456.86	25 %
231	Fuel	5,575.80	74,302.63	85,000.00	85,000.00	10,697.37	87 %
232	Lubricants	977.72	4,127.13	4,500.00	4,500.00	372.87	92 %
233	Tires	0.00	11,848.31	12,230.00	12,230.00	381.69	97 %
234	Small Tools	530.72	1,890.21	1,400.00	1,400.00	-490.21	135 %
270	Maintenance-All Other	182.87	4,437.63	4,500.00	4,500.00	62.37	99 %
272	Vehicle Maintenance	2,523.79	29,239.49	30,000.00	30,000.00	760.51	97 %
333	Subscriptions	0.00	0.00	400.00	400.00	400.00	%
370	Maintenance - All other Equip.	479.96	3,280.42	3,000.00	3,000.00	-280.42	109 %
372	Vehicle Maintenance	347.69	40,368.29	45,000.00	45,000.00	4,631.71	90 %
373	Vehicle Body Repair	0.00	814.40	10,000.00	10,000.00	9,185.60	8 %
379	Food, Lodging, Travel	261.20	2,678.79	8,250.00	8,250.00	5,571.21	32 %
380	Training	0.00	829.00	3,150.00	3,150.00	2,321.00	26 %
941	Technical Equipment	0.00	5,589.58	8,000.00	8,000.00	2,410.42	70 %
945	APPARATUS REPLACEMENT	25,120.95	1,056,485.42	1,205,217.00	1,205,217.00	148,731.58	88 %
	Account Total:	61,213.31	1,402,641.27	1,581,846.00	1,581,846.00	179,204.73	89 %
420441 FUEL MITIGATION							
110	Full-time Salaries	23,755.75	64,766.25	168,360.00	168,360.00	103,593.75	38 %
120	Overtime Full-time	3,915.99	5,827.76	1,000.00	1,000.00	-4,827.76	583 %
128	Overtime Wildland	0.00	0.00	10,000.00	10,000.00	10,000.00	%
141	FICA	1,874.01	5,100.85	12,880.00	12,880.00	7,779.15	40 %
142	PERS	811.16	2,960.67	1,500.00	1,500.00	-1,460.67	197 %
144	Disability Coverage	4.24	6.14	10.00	10.00	3.86	61 %
145	UCC	69.28	178.69	253.00	253.00	74.31	71 %
146	Workers Compensation	1,073.55	2,828.22	8,216.00	8,216.00	5,387.78	34 %
220	Operating Supplies	246.48	4,163.60	5,000.00	5,000.00	836.40	83 %
221	Small Equipment	0.00	220.00	15,000.00	15,000.00	14,780.00	1 %
231	Fuel	816.81	2,536.99	5,000.00	5,000.00	2,463.01	51 %
339	Public Information	0.00	472.99	1,000.00	1,000.00	527.01	47 %
356	Contract Services	0.00	0.00	1,000.00	1,000.00	1,000.00	%
	Account Total:	32,567.27	89,062.16	229,219.00	229,219.00	140,156.84	39 %

MISSOULA RURAL FIRE DISTRICT
Statement of Expenditure - Budget vs. Actual Report
For the Accounting Period: 6 / 23

1000 GENERAL FUND

Account	Object	Committed Current Month	Committed YTD	Original Appropriation	Current Appropriation	Available Appropriation	% Commit
420460 FIRE SUPPRESSION							
110	Full-time Salaries	413,019.69	3,782,404.33	3,884,870.00	3,884,870.00	102,465.67	97 %
111	Holiday Pay	14,192.96	158,876.18	164,360.00	164,360.00	5,483.82	97 %
120	Overtime Full-time	39,806.14	405,640.28	281,940.00	281,940.00	-123,700.28	144 %
122	Overtime Regular Training	20,809.73	87,027.17	355,182.00	355,182.00	268,154.83	25 %
128	Overtime Wildland	0.00	119,883.15	130,000.00	130,000.00	10,116.85	92 %
130	Vacation-Sick Accrual	0.00	2,595.53	50,000.00	50,000.00	47,404.47	5 %
132	Health Club Reimbursement	73.75	1,664.69	3,000.00	3,000.00	1,335.31	55 %
135	Clothing Allowances	0.00	29,250.00	31,850.00	31,850.00	2,600.00	92 %
141	FICA	7,060.85	67,984.04	69,869.00	69,869.00	1,884.96	97 %
142	PERS	59,260.83	560,996.12	581,469.00	581,469.00	20,472.88	96 %
143	Health/Dental/Optical	74,912.40	821,524.60	904,437.00	904,437.00	82,912.40	91 %
144	Disability Coverage	377.06	4,644.48	8,192.00	8,192.00	3,547.52	57 %
145	UCC	1,219.58	11,462.31	12,046.00	12,046.00	583.69	95 %
146	Workers Compensation	19,093.57	179,694.79	230,810.00	230,810.00	51,115.21	78 %
147	EAP	0.00	1,812.60	1,960.00	1,960.00	147.40	92 %
202	Extrication	0.00	2,781.31	4,800.00	4,800.00	2,018.69	58 %
203	Thermal Imaging	0.00	8,651.64	10,100.00	10,100.00	1,448.36	86 %
204	SCBA	0.00	3,401.48	6,000.00	6,000.00	2,598.52	57 %
205	Fire Extiguisher	1,245.45	2,552.10	2,950.00	2,950.00	397.90	87 %
206	Saws	0.00	68.50	1,500.00	1,500.00	1,431.50	5 %
207	Ladders	0.00	0.00	4,000.00	4,000.00	4,000.00	%
219	Hazmat Supplies	0.00	1,643.80	14,500.00	14,500.00	12,856.20	11 %
220	Operating Supplies	0.00	265.64	1,100.00	1,100.00	834.36	24 %
223	Foam Concentrate	0.00	0.00	4,000.00	4,000.00	4,000.00	%
224	Turnout Clothing	0.00	114,605.45	118,430.00	118,430.00	3,824.55	97 %
225	Wildland Clothing	0.00	3,454.46	5,280.00	5,280.00	1,825.54	65 %
226	EMT Clothing	0.00	1,183.21	3,000.00	3,000.00	1,816.79	39 %
229	Wildland Supplies	130.01	12,865.71	11,735.00	11,735.00	-1,130.71	110 %
230	Uniforms	0.00	4,505.31	9,492.00	9,492.00	4,986.69	47 %
234	Small Tools	0.00	7,600.00	7,524.00	7,524.00	-76.00	101 %
236	WL Hose/Nozzle	0.00	8,077.43	8,000.00	8,000.00	-77.43	101 %
237	Sup Hoses/Nozzles	0.00	16,149.88	37,000.00	37,000.00	20,850.12	44 %
271	Radio Maintenance	0.00	3,714.63	4,000.00	4,000.00	285.37	93 %
294	Rescue Equipment	310.00	10,489.25	10,000.00	10,000.00	-489.25	105 %
301	Generators	0.00	899.29	9,100.00	9,100.00	8,200.71	10 %
302	Extrication	0.00	4,950.00	4,500.00	4,500.00	-450.00	110 %
304	SCBA	0.00	1,885.00	2,000.00	2,000.00	115.00	94 %
305	Fire Extiguisher	0.00	1,655.75	1,650.00	1,650.00	-5.75	100 %
307	Ladder Maint	0.00	2,758.35	2,800.00	2,800.00	41.65	99 %
333	Subscriptions	0.00	225.00	300.00	300.00	75.00	75 %
361	Maint. Bldgs/Grounds Station 1	186.31	13,962.82	13,500.00	13,500.00	-462.82	103 %
362	Maint. Bldgs/Grounds Station 2	503.93	7,932.14	9,000.00	9,000.00	1,067.86	88 %
364	Maint. Bldgs/Grounds Station 4	200.72	11,867.05	9,000.00	9,000.00	-2,867.05	132 %
365	Maint. Bldgs/Grounds Station 5	685.35	9,090.32	9,000.00	9,000.00	-90.32	101 %
366	Maint. Bldgs/Grounds Station 6	443.13	8,796.18	9,000.00	9,000.00	203.82	98 %
367	Station Maintenance Projects	18,690.08	57,922.58	139,988.00	139,988.00	82,065.42	41 %
369	Maint. Turnout Clothing	0.00	1,582.95	4,200.00	4,200.00	2,617.05	38 %
371	Radio Maintenance	0.00	782.66	4,000.00	4,000.00	3,217.34	20 %
375	Exhaust System Maint.	0.00	158.75	3,000.00	3,000.00	2,841.25	5 %
379	Food, Lodging, Travel	1,621.86	46,636.19	116,520.00	116,520.00	69,883.81	40 %

MISSOULA RURAL FIRE DISTRICT
Statement of Expenditure - Budget vs. Actual Report
For the Accounting Period: 6 / 23

1000 GENERAL FUND

Account	Object	Committed Current Month	Committed YTD	Original Appropriation	Current Appropriation	Available Appropriation	% Commit
380	Training	949.00	45,808.83	90,042.00	90,042.00	44,233.17	51 %
533	Equipment Rental	0.00	0.00	500.00	500.00	500.00	%
941	Technical Equipment	0.00	10,259.49	0.00	0.00	-10,259.49	%
Account Total:		674,792.40	6,664,643.42	7,401,496.00	7,401,496.00	736,852.58	90 %
420461 MEDICAL							
220	Operating Supplies	0.00	2,061.65	2,500.00	2,500.00	438.35	82 %
221	Small Equipment	0.00	4,028.93	5,000.00	5,000.00	971.07	81 %
222	Medical Supplies	2,086.61	32,977.62	32,800.00	32,800.00	-177.62	101 %
356	Contract Services	98.40	14,042.14	30,200.00	15,100.00	1,057.86	93 %
Account Total:		2,185.01	53,110.34	70,500.00	55,400.00	2,289.66	96 %
420462 VOLUNTEER OPERATIONS							
133	Volunteer Operations Budget	0.00	8,480.00	7,500.00	7,500.00	-980.00	113 %
134	Volunteer Cell Phone	0.00	1,750.00	3,250.00	3,250.00	1,500.00	54 %
146	Workers Compensation	780.06	9,641.57	15,000.00	15,000.00	5,358.43	64 %
147	EAP	0.00	791.82	1,419.00	1,419.00	627.18	56 %
291	Recruitment & Retention	698.68	4,010.64	8,500.00	8,500.00	4,489.36	47 %
380	Training	3,670.00	37,612.44	146,368.00	146,368.00	108,755.56	26 %
391	Recruitment and Retention	85.00	1,303.91	2,000.00	2,000.00	696.09	65 %
Account Total:		5,233.74	63,590.38	184,037.00	184,037.00	120,446.62	35 %
420510 ADMINISTRATION							
110	Full-time Salaries	54,872.79	501,843.47	524,639.00	524,639.00	22,795.53	96 %
111	Holiday Pay	1,750.41	19,239.88	0.00	0.00	-19,239.88	%
120	Overtime Full-time	1,043.15	1,043.15	6,092.00	6,092.00	5,048.85	17 %
132	Health Club Reimbursement	0.00	0.00	200.00	200.00	200.00	%
135	Clothing Allowances	0.00	2,500.00	2,500.00	2,500.00	0.00	100 %
136	Deferred Comp/Other Fringe	3,988.76	37,112.69	37,217.00	37,217.00	104.31	100 %
141	FICA	2,408.77	21,571.16	23,032.00	23,032.00	1,460.84	94 %
142	PERS	6,900.01	62,812.63	64,455.00	64,455.00	1,642.37	97 %
143	Health/Dental/Optical	9,552.80	104,636.20	112,631.00	112,631.00	7,994.80	93 %
144	Disability Coverage	45.04	538.93	910.00	910.00	371.07	59 %
145	UCC	144.20	1,311.86	1,338.00	1,338.00	26.14	98 %
146	Workers Compensation	1,493.83	13,916.28	16,806.00	16,806.00	2,889.72	83 %
147	EAP	0.00	200.34	240.00	240.00	39.66	83 %
210	Office Supplies	502.40	5,220.85	8,500.00	8,500.00	3,279.15	61 %
220	Operating Supplies	0.00	1,480.00	50,000.00	50,000.00	48,520.00	3 %
221	Small Equipment	2,263.75	3,022.20	4,500.00	4,500.00	1,477.80	67 %
227	Petty Cash	0.00	0.00	175.00	175.00	175.00	%
234	Small Tools	0.00	0.00	500.00	500.00	500.00	%
268	Computer Supplies	1,423.79	7,720.14	11,000.00	11,000.00	3,279.86	70 %
291	Recruitment & Retention	0.00	233.71	2,000.00	2,000.00	1,766.29	12 %
311	Postage	196.60	2,060.15	4,000.00	4,000.00	1,939.85	52 %
320	Printing	0.00	1,730.94	4,000.00	4,000.00	2,269.06	43 %
333	Subscriptions	910.00	5,139.00	8,050.00	8,050.00	2,911.00	64 %
337	Legal Advertising	120.00	240.00	2,500.00	2,500.00	2,260.00	10 %
339	Public Information	0.00	0.00	3,500.00	3,500.00	3,500.00	%
341	Electricity, Gas, Water	3,128.01	60,985.32	52,000.00	52,000.00	-8,985.32	117 %
342	Garbage Collection	974.06	11,504.68	12,000.00	12,000.00	495.32	96 %
345	Telephone	3,193.15	36,992.89	46,000.00	46,000.00	9,007.11	80 %

MISSOULA RURAL FIRE DISTRICT
Statement of Expenditure - Budget vs. Actual Report
For the Accounting Period: 6 / 23

1000 GENERAL FUND

Account	Object	Committed Current Month	Committed YTD	Original Appropriation	Current Appropriation	Available Appropriation	% Commit
352	Attorney Fees	19,832.00	19,832.00	20,000.00	20,000.00	168.00	99 %
354	Audit Fees	0.00	12,500.00	30,000.00	30,000.00	17,500.00	42 %
356	Contract Services	899.45	36,724.71	83,850.00	83,850.00	47,125.29	44 %
368	Computer Maintenance	17,886.96	132,377.66	150,412.00	150,412.00	18,034.34	88 %
379	Food, Lodging, Travel	1,313.68	12,309.74	24,450.00	24,450.00	12,140.26	50 %
380	Training	318.75	5,079.40	10,683.00	10,683.00	5,603.60	48 %
391	Recruitment and Retention	0.00	1,937.25	3,000.00	3,000.00	1,062.75	65 %
395	Election Costs	0.00	0.00	10,000.00	10,000.00	10,000.00	%
510	Insurance	0.00	57,560.00	59,000.00	59,000.00	1,440.00	98 %
530	Office Rent	590.00	7,670.00	7,670.00	7,670.00	0.00	100 %
610	Interest and Debt Redemption	0.00	666,507.01	741,508.00	741,508.00	75,000.99	90 %
620	Interest	0.00	78,635.37	78,637.00	78,637.00	1.63	100 %
920	Buildings and Improvements	6,032.75	402,757.14	521,962.00	521,962.00	119,204.86	77 %
	Account Total:	141,785.11	2,336,946.75	2,739,957.00	2,739,957.00	403,010.25	85 %
	Account Group Total:	990,321.81	11,259,390.22	13,214,164.00	13,199,064.00	1,939,673.78	85 %
520000							
521000	Transfer out						
	820 Transfer Out	275,000.00	275,000.00	275,000.00	275,000.00	0.00	100 %
	Account Total:	275,000.00	275,000.00	275,000.00	275,000.00	0.00	100 %
	Account Group Total:	275,000.00	275,000.00	275,000.00	275,000.00	0.00	100 %
	Fund Total:	1,265,321.81	11,534,390.22	13,489,164.00	13,474,064.00	1,939,673.78	86 %

08/22/23
12:26:52

MISSOULA RURAL FIRE DISTRICT
Statement of Expenditure - Budget vs. Actual Report
For the Accounting Period: 6 / 23

Page: 6 of 6
Report ID: B100

2399 CAPITAL IMPROVEMENTS FUND

Account	Object	Committed Current Month	Committed YTD	Original Appropriation	Current Appropriation	Available Appropriation	% Commit
420000	PUBLIC SAFETY						
420440	RESOURCE MANAGEMENT						
	941 Technical Equipment	0.00	0.00	100,000.00	100,000.00	100,000.00	%
	945 APPARATUS REPLACEMENT	0.00	0.00	297,000.00	297,000.00	297,000.00	%
	Account Total:	0.00	0.00	397,000.00	397,000.00	397,000.00	%
420510	ADMINISTRATION						
	920 Buildings and Improvements	0.00	0.00	350,000.00	350,000.00	350,000.00	%
	Account Total:	0.00	0.00	350,000.00	350,000.00	350,000.00	%
	Account Group Total:	0.00	0.00	747,000.00	747,000.00	747,000.00	%
	Fund Total:	0.00	0.00	747,000.00	747,000.00	747,000.00	%
	Grand Total:	1,265,321.81	0.00	11,534,390.22	14,236,164.00	14,221,064.00	2,686,673.78 81 %

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

Board of Trustees

Resolution # 2023-11
Sale Surplus Equipment

The Missoula Rural Fire District Board of Trustees met in Regular Session on Tuesday, September 12th, 2023.

Motion was made to approve the sale of the 2002 International Cab Chassis with a 500 GPM sidekick pump, no tank.

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

Ben Murphy, Chairman

Dick Mangan, Secretary

Chris Newman, Fire Chief

Cc: BOT Minutes
mhs

GENERAL RELEASE OF LIABILITY FOR DONATION OF EQUIPMENT

This General Release of Liability for Donation of Equipment (“the Agreement”) is hereby made and entered into effective on the date last signed by and between Missoula Rural Fire District, a Montana statutory rural fire district, 2521 South Avenue West, Missoula, Montana 59804 (“the District”) and Florence Rural Fire District, 234 Holloway Lane, Florence, MT 59833 a Montana fire department, (“the Recipient”).

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

Type of Equipment	Make/Model	Serial Number
20 Sections of Hose	1.75”	N/A
22 Sections of Hose	2.5”	N/A
6 Pony Sections of Hose	3”	N/A

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

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

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

The Recipient hereby irrevocably and unconditionally waives, releases, acquits, and forever discharges the District and its trustees, administration, and employees from any and all claims, liabilities, promises, actions, damages, and the like, known or unknown, that the Recipient has or ever might have against the District, its trustees, administration, and employees, which arise or may arise out of or relate to the Recipient’s acceptance, possession, and utilization of the

Equipment.

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

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

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

Missoula Rural Fire District

By: _____ Chris Newman, Chief

By: _____ Ben Murphy, Chairman of the Board

Attest By: _____ Dick Mangan, Secretary of the Board

Florence Rural Fire District

By: _____

Recipient's Authorized Representative signature

By: _____

Title: _____

Recipient's Authorized Representative Name and Title

State of Montana

County of _____

This instrument was signed before me on _____

by _____
Print name of signer(s)

Notary Signature _____

Affix seal/stamp as close to signature as possible.

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 12TH day of September 2023, by and between Missoula Rural Fire District, a Rural Fire District pursuant to § 7-33-2105, M.C.A., hereinafter called ("the District" or "the Board"), and Christopher Newman, hereinafter called "Employee", both who understand as follows:

W I T N E S S E T H:

WHEREAS, the District desires to employ the services of Employee as Fire Chief of Missoula Rural Fire District, as provided by § 7-33-2105, M.C.A.; and

WHEREAS, it also is the desire of the District, to provide certain benefits, establish certain conditions of employment, and set working conditions of Employee; and

WHEREAS, it is the desire of the District to do as follows: (1) secure and retain the services of Employee and provide inducement for him to remain in such employment, (2) make possible full work productivity by assuring Employee's morale and peace of mind with respect to future security, (3) act as a deterrent against malfeasance or dishonesty for personal gain on the part of Employee, and (4) provide a just means for terminating Employee's services at such time as he may be unable to satisfactorily discharge his duties or when the District may otherwise desire to terminate his employment; and

WHEREAS, Employee desires to accept employment as Fire Chief of Missoula Rural Fire District.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties

The District hereby agrees to employ Employee as Fire Chief to perform

the functions and duties specified in the policies, rules, regulations, and standard operating guidelines of Missoula Rural Fire District and in the laws and administrative rules of the State of Montana and to perform other lawful and proper duties and functions as the Board shall from time to time assign.

Section 2. Term

A. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Board to terminate the services of Employee at any time, subject to the provisions set forth in Section 4, paragraphs A and B, of this Agreement.

B. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of Employee to resign his position at any time, subject only to the provisions set forth in Section 4.

C. Employee agrees to remain in the exclusive employ of the District through and including June 21st, 2025 the termination date, and neither to accept other employment nor become employed by any other employer until after the termination date, unless the termination date is affected as hereinafter provided.

D. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of Employee to request from the Board a reassignment and/or transfer to a non-management District position.

The term "employed" shall not be construed to include occasional teaching, writing, consulting, limited sports coaching or military reserve service performed during Employee's time off.

E. In the event either party fails to give the other party written notice of the party's intent not to extend the employment relationship under this Agreement at least 90 days prior to the termination date, this Agreement shall be extended on the same terms and conditions as herein

provided for an additional two-year term.

Section 3. Suspension

The District may suspend Employee with or without full pay and benefits at any time during the term of this Agreement, but only under the following circumstances:

(1) A majority of the Board and Employee agree, or

(2) After a public hearing, a majority of the Board votes to suspend Employee for just cause. In this case, the Board must give Employee written notice setting forth any charges against Employee at least 10 calendar days prior to the public hearing.

Section 4. Termination and Severance Pay

A. In the event the Board terminates Employee before expiration of the term of this Agreement, the District agrees to pay Employee six months salary and benefits, plus one-month additional salary and benefits for each five years of paid service Employee has served the District. However, if the District terminates Employee for cause, it has no obligation to pay all or any portion of the severance stated above.

B. In the event the District at any time during the term of this Agreement reduces Employee's salary or other financial benefits in a greater percentage than it implements in an across-the-board reduction of the same for all its other employees, or in the event the District refuses, within 30 calendar days following receipt of written notice to comply with any other salary or benefit provision of this Agreement, or if Employee resigns following the Board's suggestion, whether formal or informal, that he resign, then, in that event, Employee may deem himself "terminated" for purposes of the above Termination and Severance Pay provision on the following respective dates: (1) the date of the first pay day following the reduction in salary or financial benefit, (2) the 31st calendar day after

written notice is given to comply with a salary or benefit provision of this Agreement, or (3) the date Employee resigns. Employee may also be terminated by the District upon a showing of cause. Employee shall have the right to a review of the termination by the Board of Trustees. Its decision, after hearing, shall be final.

C. In the event Employee voluntarily resigns his position with the District before expiration of the term of this Agreement, unless the parties otherwise agree, Employee shall give the District 90 days advance written notice.

Section 5. Compensation and Benefits

The District agrees to pay Employee an annual base salary for services rendered to the District under this Agreement (see section 19) The base salary is payable in installments at the same time as other District employees are paid. In addition, the District agrees to do as follows:

(a) Provide Employee a clothing allowance of \$650 per year.

(b) Provide Employee longevity pay calculated at the rate of one percent of the base pay of \$1,100.00 per year of service, per month.

(c) The District agrees to a twenty-four (24) month contract, June 25th 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date).

Performance Evaluation

A. The Board shall review and evaluate Employee's performance at least once annually in advance of the adoption of an annual operating budget. The review and evaluation shall be in accordance with specific criteria developed jointly by the District and Employee. The Board, in consultation with Employee, may add or delete criteria as it may from time to time determine. Further, the Board Chairman shall provide Employee with a summary written statement of the Performance Evaluation and provide an adequate opportunity for Employee to discuss his evaluation with the Board.

B. Annually, the Board and Employee shall define the goals and performance objectives which they determine necessary for proper operation of the District and attainment of the Board policy objectives. The Board and Employee shall further establish a relative priority among those various goals and objectives and shall reduce the prioritized goals and objectives to writing. The goals and objectives shall generally be attainable within both the time limitations specified and the annual operating and capital budgets and appropriations provided.

C. In effecting the provisions of this Section, the Board and Employee mutually agree to abide by the provisions of applicable law.

Section 7. Hours of Work

The District recognizes that Employee is on call 24 hours per day and seven days per week. As a salaried employee, Employee must devote a great deal of time outside normal office hours to the District's purposes. Compensatory time will accrue at a rate of time and one-half and will be allowed for time worked in excess of 40 hours per week, except when Employee is called to serve in emergencies or in response to fire or rescue missions, in which case such time will accrue at a rate of straight time compensatory time (1 hour worked = 1 hour comp), and will not count as "time worked" for the purpose of accruing additional compensatory time at a rate of time and one-half.

On any incident or project when the District direct bills and receives compensation for Employee's time from outside agencies, Employee will be allowed to collect overtime compensation at the rate of one and one-half times his regular pay

Employee may schedule time off at his convenience. Employee shall advise the Board Chairman or Office Manager of his scheduled time off.

Employee may not accumulate, at any time, more than 200 hours of compensatory time.

Employee may request a compensatory time payout of up to 80 hours of earned time annually. The Employee must make the request in writing prior to November 1st. The request must include the employee's name and number of earned hours being requested for the payout. The payout hours will be based on earned hours at the time of the payout. The payout will be paid to the employee during the first payroll in December.

Section 8. Automobile

Because of the nature of Employee's duties, he is required to have a District automobile at his disposal. The automobile is to be used for official business, except that Employee may use the vehicle for personal use incidental to official use. Examples of such use may be "picking up" groceries on the way to or from work or "dropping off" children at school. Use of this nature is considered within the scope of authority given Employee as non-substantive deviations from duty. Recognizing that abuses could easily occur; the parties hereto believe that the benefits of this provision for the District far out-weigh the potential detriment. Accordingly, the District will evaluate any citizen complaints on a case-by-case basis.

Section 9. Vacation, Sick, and Military Leave

A. Employee shall accrue and have credited to his personal account vacation and sick leave credits at the same rate as other general employees of the District.

B. Employee shall be entitled to military reserve leave time pursuant to state law and District policy.

C. An employee who terminates his 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 his 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 he terminates his 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 he has been previously compensated.

Section 10. Disability, Health, and Life Insurance

A. The District agrees to provide hospitalization, surgical, and comprehensive medical insurance, dental insurance, disability insurance, and optical insurance for Employee and his dependents and to pay the premiums thereon equal to that which is provided all other District employees, or in the event no such plans exist, to provide the foregoing described insurance for Employee.

B. Employee, at the District's discretion, agrees to submit once per calendar year to a complete physical examination by a qualified physician allowed by the District, which shall pay the cost of the examination and shall receive a copy of all medical reports related to the examination.

Section 11. Retirement

The District agrees to execute all necessary agreements provided by the Firefighter's Unified Retirement System. In addition to the salary the District pays Employee, the District agrees to pay an amount equal to 14.36 percent of Employee's gross salary into FURS on Employee's behalf.

Employee's retirement will also be funded in an amount equal to 7.65 percent of Employee's total wage to be paid by the District into a qualified tax-deferred retirement program.

Section 12. Dues and Subscriptions

The District agrees to budget and pay Employee's professional dues and subscriptions necessary for his continuation and full participation in national, regional, state, and local associations and organizations as are necessary and desirable for his continued professional participation, growth, and advancement, and as are for the good of the District.

Section 13. Professional Development

A. The District agrees to budget and pay for Employee's travel and subsistence expenses for professional and official travel, meetings, and occasions adequate for Employee's professional development, as well as to allow Employee to adequately pursue necessary, official, and other functions on behalf of the District. Such functions may include but are not limited to the Annual Conference of the International Association of Fire Chiefs, the Western Fire Chiefs Conference, and such other national, regional, state, and local governmental groups and committees thereof on which Employee serves as a member. All out-of-state travel shall be subject to District approval.

B. The District also agrees to budget and pay for Employee's travel and subsistence expenses for short courses, institutes, and seminars that are necessary for his professional development and for the good of the District.

Section 14. Indemnification

The District shall defend, save harmless, and indemnify Employee against any tort, professional liability claim or demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or

omission occurring in the performance of Employee's duties as Fire Chief. The District will compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

Section 15. Bonding

The District shall bear the full cost of any fidelity or other bond required of Employee under any law or ordinance.

Section 16. Other Terms and Conditions of Employment

A. The District, in consultation with the Fire Chief, shall fix any such other terms and conditions of employment as it may determine from time to time, relating to Employee's performance, provided such terms and conditions are not inconsistent or in conflict with the provisions of this Agreement, District policies, rules, regulations, or standard operating guidelines, or any law.

B. All provisions of District polices, regulations, and rules relating to vacation and sick leave, retirement and pension system contributions, holidays, and other fringe benefits and working conditions, as those provisions now exist or hereafter may be amended, also shall apply to Employee as they would to other District employees.

Section 17. No Reduction in Benefits

The District shall not at any time during the term of this Agreement reduce the salary, compensation, or other financial benefits of Employee, except at the same percentage as it implements in an across-the-board reduction of the same for all District employees.

Section 18. Notices

Notices given pursuant to this Agreement shall be given by depositing the written notice in the custody of the United States Postal Service, Certified mail, first class postage prepaid, return receipt requested, and addressed as follows:

(a) District: MRFD Board of Trustees, Chairman
Missoula Rural Fire District
2521 South Avenue West
Missoula, MT 59804

(b) Employee: Christopher Newman
PO Box 18
Stevensville, MT 59870

Alternatively, notices required pursuant to this Agreement may be personally served upon the party by a commercial delivery service. Notice is deemed given as of the date of personal service of the written notice or as of the date of depositing such written notice with the United States Postal Service as hereinbefore described.

Section 18. General Provisions

A. This Agreement shall constitute the entire agreement between the parties.

B. This Agreement shall be binding upon and inure to the benefit of Employee's heirs at law and executors.

C. This Agreement shall become effective commencing the 25th day of June 2023.

D. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement shall be deemed severable, shall not be affected, and shall remain in full force and effect.

E. This Agreement shall be used solely for the purpose of contract between the named parties. It shall not be binding upon the District as precedent for the named Employee or others employed by the District.

Section 19. Base Wage Schedule

Effective twenty-four (24) month contract, June 25th, 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date). The annual Base Wage increase will be as follows.

FY24 June 25th, 2023 through June 22nd, 2024 \$159,860.25 (Annually)

FY25 June 23rd, 2024 through June 21st, 2025 \$164,656.06 (Annually)

IN WITNESS hereof, Missoula Rural Fire District has caused this Agreement to be signed and executed on its behalf by its Board, and the Employee has signed and executed this Agreement, both in duplicate, the day and year first written above.

Employer:

Missoula Rural Fire District
Board of Trustees

Employee:

Christopher Newman
Fire Chief



EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 12TH day of September 2023, by and between Missoula Rural Fire District, a Rural Fire District pursuant to § 7-33-2105, M.C.A., hereinafter called ("the District" or "the Board"), and Paul Finlay, hereinafter called "Employee", both of whom understand as follows:

W I T N E S S E T H:

WHEREAS, the District desires to employ the services of Employee as Assistant Fire Chief of Missoula Rural Fire District, as provided by § 7-33-2105, M.C.A.; and

WHEREAS, it is the desire of the District, to provide certain benefits, establish certain conditions of employment, and set working conditions of Employee; and

WHEREAS, it also is the desire of the District to do as follows: (1) secure and retain the services of Employee and provide inducement for him to remain in such employment, (2) make possible full work productivity by assuring Employee's morale and peace of mind with respect to future security, (3) act as a deterrent against malfeasance or dishonesty for personal gain on the part of Employee, and (4) provide a just means for terminating Employee's services at such time as he may be unable to satisfactorily discharge his duties or when the District may otherwise desire to terminate his employment; and

WHEREAS, Employee desires to accept employment as Assistant Fire Chief of Missoula Rural Fire District.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties

The District hereby agrees to employ Employee as Assistant Fire Chief

to perform the functions and duties specified in the policies, rules, regulations, and standard operating guidelines of Missoula Rural Fire District and in the laws and administrative rules of the State of Montana and to perform other lawful and proper duties and functions as the Board shall from time to time assign.

Section 2. Term

A. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Board to terminate the services of Employee at any time, subject to the provisions set forth in Section 4, paragraphs A and B, of this Agreement.

B. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of Employee to resign his position at any time, subject only to the provisions set forth in Section 4.

C. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of Employee to request from the Board a reassignment and/or transfer to a non-management District position.

D. Employee agrees to remain in the exclusive employ of the District through and including June 21st, 2025 the termination date, and neither to accept other employment nor become employed by any other employer until after the termination date, unless the termination date is affected as hereinafter provided.

The term "employed" shall not be construed to include occasional teaching, writing, consulting, or military reserve service performed during Employee's time off.

E. In the event either party fails to give the other party written notice of the party's intent not to extend the employment relationship under this Agreement at least 90 days prior to the termination date, this Agreement shall be extended on the same terms and conditions as herein

provided, for an additional two-year term.

Section 3. Suspension

The District may suspend Employee with or without full pay and benefits at any time during the term of this Agreement, but only under the following circumstances:

(1) A majority of the Board and Employee agree, or

(2) After a public hearing, a majority of the Board votes to suspend Employee for just cause. In this case, the Board must give Employee written notice setting forth any charges against Employee at least ten calendar days prior to the public hearing.

Section 4. Termination

A. In the event the District at any time during the term of this Agreement reduces Employee's salary or other financial benefits in a greater percentage than it implements in an across-the-board reduction of the same for all its other employees, or in the event the District refuses, within 30 calendar days following receipt of written notice to comply with any other salary or benefit provision of this Agreement, or if Employee resigns following the Board's suggestion, whether formal or informal, that he resign, then, in that event, Employee may, deem himself "terminated" for purposes of the above Termination provision on the following respective dates: (1) the date of the first pay day following the reduction in salary or financial benefit, (2) the 31st calendar day after written notice is given to comply with a salary or benefit provision of this Agreement, or (3) the date Employee resigns. Employee may also be terminated by the District upon a showing of cause. Employee shall have the right to a review of the termination by the Board of Trustees. Its decision, after hearing, shall be final.

B. In the event Employee voluntarily resigns his position with the

District before expiration of the term of this Agreement unless the parties otherwise agree, Employee shall give the District two weeks advance written notice.

Section 5. Compensation and Benefits

The District agrees to pay Employee an annual base salary for services rendered to the District under this Agreement. (See addendum to Administrative Employment Contract). The base salary is payable in installments at the same time as other employees are paid. In addition, the District agrees to do as follows:

(a) Provide Employee a clothing allowance of \$650 per year.

(b) Provide Employee longevity pay calculated at the rate of one percent of the base pay of \$1,100.00 per year of service per month.

(c) The District agrees to a twenty-four (24) month contract, June 25th 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date).

Performance Evaluation

A. The Fire Chief shall annually review and evaluate Employee's performance.

B. Twice annually, the Fire Chief and Employee shall define the goals and performance objectives which they determine necessary for proper operation of the District and attainment of the Board policy objectives. The District and Employee shall further establish a relative priority among those various goals and objectives and shall reduce the prioritized goals and objectives to writing. The goals and objectives shall generally be attainable within both the time limitations specified and the annual operating and capital budgets and appropriations provided.

C. In effecting the provisions of this Section, the District and Employee mutually agree to abide by the provisions of applicable law.

Section 7. Hours of Work

The District recognizes that Employee is on call 24 hours per day and seven days per week. As a salaried employee, Employee must devote a great deal of time outside normal office hours to the District's purposes. Compensatory time will accrue at a rate of time and one-half and will be allowed for time worked in excess of 40 hours per week, except when Employee is called to serve in emergencies or in response to fire or rescue missions, in which case such time will accrue at a rate of straight time compensatory time (1 hour worked = 1 hour comp), and will not count as "time worked" for the purpose of accruing additional compensatory time at a rate of time and one-half.

On any incident or project when the District direct bills and receives compensation for Employee's time from outside agencies, Employee will be allowed to collect overtime compensation at the rate of one and one-half times his regular pay.

Employee may schedule time off at his convenience. Employee shall advise the Fire Chief or Office Manager of his scheduled time off. Employee may not accumulate, at any time, more than 200 hours of compensatory time.

Employee may request a compensatory time payout of up to 80 hours of earned time annually. The Employee must make the request in writing prior to November 1st. The request must include the employee's name and number of earned hours being requested for the payout. The payout hours will be based on earned hours at the time of the payout. The payout will be paid to the employee during the first payroll in December.

Section 8. Automobile

Because of the nature of Employee's duties, he is required to have a District automobile at his disposal. The automobile is to be used for official business, except that Employee may use the vehicle for personal use incidental to official use. Examples of such use may be "picking up"

groceries on the way to or from work or "dropping off" children at school. Use of this nature is considered within the scope of authority given Employee as non-substantive deviations from duty. Recognizing that abuses could easily occur, the parties hereto believe that the benefits of this provision for the District far out-weigh the potential detriment. Accordingly, the District will evaluate any citizen complaints on a case-by-case basis.

Section 9. Vacation, Sick, and Military Leave

A. Employee shall accrue and have credited to his personal account vacation and sick leave credits at the same rate as other general employees of the District.

B. Employee shall be entitled to military reserve leave time pursuant to state law and District policy.

C. An employee who terminates his 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 his 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 he terminates his 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 he has been previously compensated.

Section 10. Disability, Health, and Life Insurance

A. The District agrees to provide hospitalization, surgical, and comprehensive medical insurance, dental insurance, disability insurance, and optical insurance for Employee and his dependents and to pay the premiums thereon equal to that which is provided all other District employees, or in the event no such plans exist, to provide the foregoing described insurance for Employee.

B. Employee, at the District's discretion, agrees to submit once per calendar year to a complete physical examination by a qualified physician allowed by the District, which shall pay the cost of the examination and shall receive a copy of all medical reports related to the examination.

Section 11. Retirement

The District agrees to execute all necessary agreements provided by the Firefighter's Unified Retirement System. In addition to the salary the District pays Employee, the District agrees to pay an amount equal to 14.36 percent of Employee's gross salary into FURS on Employee's behalf.

Employee's retirement will also be funded in an amount equal to 7.65 percent of Employee's total wage to be paid by the District into a qualified tax-deferred retirement program.

Section 12. Indemnification

The District shall defend, save harmless, and indemnify Employee against any tort, professional liability claim or demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties as Assistant Fire Chief. The District will compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

Section 13. Bonding

The District shall bear the full cost of any fidelity or other bond required of Employee under any law or ordinance.

Section 14. Other Terms and Conditions of Employment

A. The District, in consultation with the Fire Chief, shall fix any such other terms and conditions of employment as it may determine from time to time, relating to Employee's performance, provided such terms and conditions are not inconsistent or in conflict with the provisions of this Agreement, District policies, rules, regulations, or standard operating guidelines, or any law.

B. All provisions of District policies, regulations, and rules relating to vacation and sick leave, retirement and pension system contributions, holidays, and other fringe benefits and working conditions as those provisions now exist or hereafter may be amended, also shall apply to Employee as they would to other District employees.

Section 15. No Reduction in Benefits

The District shall not at any time during the term of this Agreement reduce the salary, compensation, or other financial benefits of Employee, except at the same percentage as it implements in an across-the-board reduction of the same for all District employees.

Section 16. Notices

Notices given pursuant to this Agreement shall be given by depositing the written notice in the custody of the United States Postal Service, Certified mail, first class postage prepaid, return receipt requested, and addressed as follows:

(a) District: MRFD Board of Trustees, Chairman
Missoula Rural Fire District
2521 South Avenue West
Missoula, MT 59804

(b) Employee: Paul Finlay
PO Box 345
Florence, MT 59833

Alternatively, notices required pursuant to this Agreement may be personally served upon the other party by a commercial delivery service. Notice is

deemed given as of the date of personal service of the written notice or as of the date of depositing such written notice with the United States Postal Service as hereinbefore described.

Section 17. General Provisions

A. This Agreement shall constitute the entire agreement between the parties.

B. This Agreement shall be binding upon and inure to the benefit of Employee's heirs at law and executors of Employee.

C. This Agreement shall become effective commencing the 25th day of June 2023.

D. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement shall be deemed severable, shall not be affected, and shall remain in full force and effect.

E. This Agreement shall be used solely for the purpose of contract between the named parties. It shall not be binding upon the District as precedent for the named Employee or others employed by the District.

Section 18. Base Wage Schedule

Effective twenty-four (24) month contract, June 25th, 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date). The annual Base Wage increase will be as follows.

FY24 June 25th, 2023 through June 22nd, 2024 \$148,739.84 (Annually)

FY25 June 23rd, 2024 through June 21st, 2025 \$153,202.03 (Annually)

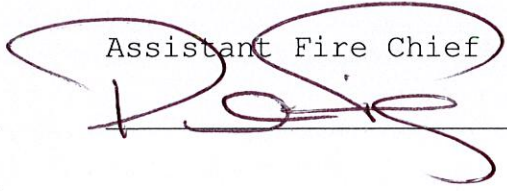
IN WITNESS hereof, Missoula Rural Fire District has caused this Agreement to be signed and executed on its behalf by its Board, and the Employee has signed and executed this Agreement, both in duplicate, the day and year first written above.

Employer:
Missoula Rural Fire District

Employee:
Paul Finlay

Board of Trustees

Assistant Fire Chief



EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 12TH day of September 2023, by and between Missoula Rural Fire District, a Rural Fire District pursuant to § 7-33-2105, M.C.A., hereinafter called ("the District" or "the Board"), and Melissa Schnee, hereinafter called "Employee", both of whom understand as follows:

W I T N E S S E T H:

WHEREAS, the District desires to employ the services of Employee as Finance/Human Resource Director of Missoula Rural Fire District; and

WHEREAS, it is the desire of the District to provide certain benefits, establish certain conditions of employment, and set working conditions of Employee; and

WHEREAS, it also is the desire of the District to do as follows: (1) secure and retain the services of Employee and provide inducement for her to remain in such employment, (2) make possible full work productivity by assuring Employee's morale and peace of mind with respect to future security, (3) act as a deterrent against malfeasance or dishonesty for personal gain on the part of Employee, and (4) provide a just means for terminating Employee's services at such time as she may be unable to satisfactorily discharge her duties or when the District may otherwise desire to terminate her employment; and

WHEREAS, Employee desires to accept employment as Finance/Human Resource Director of Missoula Rural Fire District.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties

The District hereby agrees to employ Employee as Finance/Human Resource Director to perform the functions and duties specified in the policies, rules, regulations, and standard operating guidelines of Missoula Rural Fire

District and in the laws and administrative rules of the State of Montana and to perform other lawful and proper duties and functions as the Board shall from time to time assign.

Section 2. Term

A. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Board to terminate the services of Employee at any time, subject to the provisions set forth in Section 4, paragraphs A and B, of this Agreement.

B. Employee agrees to remain in the exclusive employ of the District through and including June 21st, 2025, the termination date, and neither to accept other employment nor become employed by any other employer until after the termination date, unless the termination date is affected as hereinafter provided.

The term "employed" shall not be construed to include occasional teaching, writing, consulting, or military reserve service performed during Employee's time off.

C. In the event either party fails to give the other party written notice of the party's intent not to extend the employment relationship under this Agreement at least 90 days prior to the termination date, this Agreement shall be extended on the same terms and conditions as herein provided, for an additional two-year term.

Section 3. Suspension

The District may suspend Employee with or without full pay and benefits at any time during the term of this Agreement, but only under the following circumstances:

- (1) A majority of the Board and Employee agree, or
- (2) After a public hearing, a majority of the Board votes to suspend Employee for just cause. In this case, the Board must give Employee written notice setting forth any charges against Employee at least ten calendar days

prior to the public hearing.

Section 4. Termination

A. In the event the District at any time during the term of this Agreement reduces Employee's salary or other financial benefits in a greater percentage than it implements in an across-the-board reduction of the same for all its other employees, or in the event the District refuses, within 30 calendar days following receipt of written notice to comply with any other salary or benefit provision of this Agreement, or if Employee resigns following the boards suggestion, whether formal or informal, that she resign, then, in that event, Employee may deem herself "terminated" for purposes of the above Termination provision on the following respective dates: (1) the date of the first pay day following the reduction in salary or financial benefit, (2) the 31st calendar day after written notice is given to comply with a salary or benefit provisions of this Agreement, or (3) the date Employee resigns. Employee may also be terminated by the District upon a showing of cause. Employee shall have the right to a review of the termination by the Board of Trustees. Its decision, after hearing, shall be final.

B. In the event Employee voluntarily resigns her position with the District before expiration of the term of this Agreement unless the parties otherwise agree, Employee shall give the District two weeks advance written notice.

Section 5. Compensation and Benefits

The District agrees to pay Employee an annual base salary for services rendered to the District under this Agreement. (See Section 17. Base Wage Schedule). The base salary is payable in installments at the same time as other employees are paid. In addition, the District agrees to do as follows:

- (a) Provide Employee a clothing allowance of \$300 per year.

(b) Provide Employee longevity pay calculated at the rate of one and three fourth percent (1.75%) of the base pay of \$1,100.00 per year of service per month.

(c) The District agrees to a twenty-four (24) month contract, June 25th 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date).

Section 6. Performance Evaluation

A. The Fire Chief shall annually review and evaluate Employee's performance.

B. Twice annually, the Fire Chief and Employee shall define the goals and performance objectives which they determine necessary for proper operation of the District and attainment of the Board policy objectives. They shall further establish a relative priority among those various goals and objectives and shall reduce the prioritized goals and objectives to writing. The goals and objectives shall generally be attainable within both the time limitations specified and the annual operating and capital budgets and appropriations provided.

C. In effecting the provisions of this Section, the District and Employee mutually agree to abide by the provisions of applicable law.

Section 7. Hours of Work

Employee shall be required to work Monday through Friday of each week, normally 8:00 a.m. to 5:00 p.m., not to exceed 80 hours in a 14-day period.

Compensatory time or overtime will accrue at a rate of time and one-half and will be allowed for time worked in excess of 40 hours per week.

Employee shall notify and receive the Fire Chief's approval prior to taking any time off from work and prior to working any time in excess of 40 hours in a single work week.

Employee may request a compensatory time payout of up to 40 hours of earned time annually. The Employee must make the request in writing prior to November 1st. The request must include the employee's name and number of

earned hours being requested for the payout. The payout hours will be based on earned hours at the time of the payout. The payout will be paid to the employee during the first payroll in December.

Section 8. Vacation, Sick and Military Leave

A. Employee shall accrue and have credited to her personal account vacation and sick leave credits at the same rate as other general employees of the District.

B. Employee shall be entitled to military reserve leave time pursuant to state law and District policy.

C. An employee who terminates his 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 his 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 he terminates his 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 he has been previously compensated.

Section 9. Disability, Health, and Life Insurance

A. The District agrees to provide hospitalization, surgical, and comprehensive medical insurance, dental insurance, disability insurance, and optical insurance for Employee and her dependents and to pay the premiums thereon equal to that which is provided all other District employees, or in the event no such plans exist, to provide the foregoing described insurance

for Employee.

B. Employee, at the District's discretion, agrees to submit once per calendar year to a complete physical examination by a qualified physician allowed by the District, which shall pay the cost of the examination and which shall receive a copy of all medical reports related to the examination.

Section 10. Retirement

The District agrees to execute all necessary agreements provided by the Montana State Public Employees Retirement System. In addition to the salary the District pays Employee, the District agrees to pay the MPERA Employer Contribution Rate for PERS on Employee's behalf.

The District agrees to execute all necessary agreements provided by the Social Security Administration.

Employee's retirement will also be funded in an amount equal to 6 percent of Employee's total wage to be paid by the District into a qualified tax-deferred retirement program.

Section 11. Professional Development

A. The District agrees to budget and pay for Employee's travel and subsistence expenses for professional and official travel, meetings, and occasions adequate for Employee's professional development, as well as to allow Employee to adequately pursue necessary, official, and other functions on behalf of the District. Such functions may include but are not limited to the Annual Conference of the Society for Human Resource Management, and such other national, regional, state, and local governmental groups and committees thereof on which Employee serves as a member.

Section 12. Indemnification

The District shall defend, save harmless, and indemnify Employee against any tort, professional liability claim or demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or

omission occurring in the performance of Employee's duties as Finance/Human Resource Director. The District will compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

Section 13. Bonding

The District shall bear the full cost of any fidelity or other bond required of Employee under any law or ordinance.

Section 14. Other Terms and Conditions of Employment

A. The District, in consultation with the Fire Chief, shall fix any such other terms and conditions of employment as it may determine from time to time, relating to Employee's performance, provided such terms and conditions are not inconsistent or in conflict with the provisions of this Agreement, the District policies, rules, regulations, or any law.

B. All provisions of District policies, regulations, and rules relating to vacation and sick leave, retirement and pension system contributions, holidays, and other fringe benefits and working conditions, as those provisions now exist or hereafter may be amended, also shall apply to Employee as they would to other District employees.

Section 15. No Reduction in Benefits

The District shall not at any time during the term of this Agreement reduce the salary, compensation, or other financial benefits of Employee except at the same percentage as it implements in an across-the-board reduction of the same for all District employees.

Section 16. Notices

Notices given pursuant to this Agreement shall be given by depositing the written notice in the custody of the United States Postal Service, Certified mail, first class postage prepaid, return receipt requested, and addressed as follows:

- (a) District: MRFD Board of Trustees, Chairman
Missoula Rural Fire District
2521 South Avenue West

Missoula, MT 59804

(b) Employee: Melissa Schnee
4022 South Ave West #72
Missoula, MT 59804

Alternatively, notices required pursuant to this Agreement may be personally served upon the other party by a commercial delivery service. Notice is deemed given as of the date of personal service of the written notice or as of the date of depositing such written notice with the United States Postal Service as hereinbefore described.

Section 17. General Provisions

A. This Agreement shall constitute the entire agreement between the parties.

B. This Agreement shall be binding upon and inure to the benefit of Employee's heirs at law and executors of Employee.

C. This Agreement shall become effective commencing the 25th day of June 2023.

D. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement shall be deemed severable, shall not be affected, and shall remain in full force and effect.

E. This Agreement shall be used solely for the purpose of contract between the named parties. It shall not be binding upon the District as precedent for the named Employee or others employed by the District.

Section 18. Base Wage Schedule

Effective twenty-four (24) month contract, June 25th, 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date). The annual Base Wage increase will be as follows.

FY24 June 25th, 2023 through June 22nd, 2024 \$88,874.42 (Annually)

FY25 June 23rd, 2024 through June 21st, 2025 \$91,540.66 (Annually)

IN WITNESS hereof, Missoula Rural Fire District has caused this Agreement to be signed and executed on its behalf by its Board, and the Employee has signed and executed this Agreement, both in duplicate, the day and year first written above.

Employer:

Missoula Rural Fire District
Board of Trustees

Employee:

Melissa Schnee
Finance/Human Resource Director

Melissa Schnee

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 12TH day of September 2023, by and between Missoula Rural Fire District, a Rural Fire District pursuant to § 7-33-2105, M.C.A., hereinafter called ("the District" or "the Board"), and Raquel Hahn-Wilkinson, hereinafter called "Employee", both of whom understand as follows:

W I T N E S S E T H:

WHEREAS, the District desires to employ the services of Employee as Office Manager/Accounting Assistant of Missoula Rural Fire District; and

WHEREAS, it is the desire of the District to provide certain benefits, establish certain conditions of employment, and set working conditions of Employee; and

WHEREAS, it also is the desire of the District to do as follows: (1) secure and retain the services of Employee and provide inducement for her to remain in such employment, (2) make possible full work productivity by assuring Employee's morale and peace of mind with respect to future security, (3) act as a deterrent against malfeasance or dishonesty for personal gain on the part of Employee, and (4) provide a just means for terminating Employee's services at such time as she may be unable to satisfactorily discharge her duties or when the District may otherwise desire to terminate her employment; and

WHEREAS, Employee desires to accept employment as Office Manager/Accounting Assistant of Missoula Rural Fire District.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties

The District hereby agrees to employ Employee as Office Manager/Accounting Assistant to perform the functions and duties specified in the policies, rules, regulations, and standard operating guidelines of

Missoula Rural Fire District and in the laws and administrative rules of the State of Montana and to perform other lawful and proper duties and functions as the Board shall from time-to-time assign.

Section 2. Term

A. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Board to terminate the services of Employee at any time, subject to the provisions set forth in Section 4, paragraphs A and B, of this Agreement.

B. Employee agrees to remain in the exclusive employ of the District through and including June 21st, 2025, the termination date, and neither to accept other employment nor become employed by any other employer until after the termination date, unless the termination date is affected as hereinafter provided.

The term "employed" shall not be construed to include occasional teaching, writing, consulting, or military reserve service performed during Employee's time off.

C. In the event either party fails to give the other party written notice of the party's intent not to extend the employment relationship under this Agreement at least 90 days prior to the termination date, this Agreement shall be extended on the same terms and conditions as herein provided, for an additional two-year term.

Section 3. Suspension

The District may suspend Employee with or without full pay and benefits at any time during the term of this Agreement, but only under the following circumstances:

(1) A majority of the Board and Employee agree, or

(2) After a public hearing, a majority of the Board votes to suspend Employee for just cause. In this case, the Board must give Employee written notice setting forth any charges against Employee at least ten calendar days

prior to the public hearing.

Section 4. Termination

A. In the event the District at any time during the term of this Agreement reduces Employee's salary or other financial benefits in a greater percentage than it implements in an across-the-board reduction of the same for all its other employees, or in the event the District refuses, within 30 calendar days following receipt of written notice to comply with any other salary or benefit provision of this Agreement, or if Employee resigns following the boards suggestion, whether formal or informal, that she resign, then, in that event, Employee may deem herself "terminated" for purposes of the above Termination provision on the following respective dates: (1) the date of the first pay day following the reduction in salary or financial benefit, (2) the 31st calendar day after written notice is given to comply with a salary or benefit provision of this Agreement, or (3) the date Employee resigns. Employee may also be terminated by the District upon a showing of cause. Employee shall have the right to a review of the termination by the Board. Its decision, after hearing, shall be final.

B. In the event Employee voluntarily resigns her position with the District before expiration of the term of this Agreement unless the parties otherwise agree, Employee shall give the District two weeks advance written notice.

Section 5. Compensation and Benefits

The District agrees to pay Employee an annual base salary for services rendered to the District under this Agreement, (see Section 17. Base Wage Schedule). The base salary is payable in installments at the same time as other employees are paid. Employee will be on probation for one year from date of hire. In addition, the District agrees to do as follows:

- (a) Provide Employee a clothing allowance of \$300 per year.
- (b) Provide Employee longevity pay calculated at the rate of one and

three fourth percent (1.75%) of the base pay of \$1,100.00 per year of service per month.

(c) The District agrees to a twenty-four (24) month contract, June 25th 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date).

Section 6. Performance Evaluation

A. Twice annually, the Fire Chief and/or the Finance/Human Resource Director shall annually review and evaluate Employee's performance, once prior to December 1 and once prior to June 1.

B. Twice annually, the Fire Chief and/or Finance/Human Resource Director and Employee shall define the goals and performance objectives which they determine necessary for proper operation of the District and attainment of the Board policy objectives. They shall further establish a relative priority among those various goals and objectives and shall reduce the prioritized goals and objectives to writing. The goals and objectives shall generally be attainable within both the time limitations specified and the annual operating and capital budgets and appropriations provided.

C. In effecting the provisions of this Section, the District and Employee mutually agree to abide by the provisions of applicable law.

Section 7. Hours of Work

Employee shall be required to work Monday through Friday of each week, normally 8:00 a.m. to 5:00 p.m., not to exceed 80 hours in a 14-day period.

Compensatory time or overtime will accrue at a rate of time and one-half and will be allowed for time worked in excess of 40 hours per week.

Employee shall notify and receive the Finance/Human Resource Director's approval prior to taking any time off from work and prior to working any time in excess of 40 hours in a single work week.

Employee may request a compensatory time payout of up to 40 hours of earned time annually. The Employee must make the request in writing prior to November 1st. The request must include the employee's name and number of

earned hours being requested for the payout. The payout hours will be based on earned hours at the time of the payout. The payout will be paid to the employee during the first payroll in December.

Section 8. Vacation, Sick and Military Leave

A. Employee shall accrue and have credited to her personal account vacation and sick leave credits at the same rate as other general employees of the District.

B. Employee shall be entitled to military reserve leave time pursuant to state law and District policy.

C. An employee who terminates his 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 his 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 he terminates his 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 he has been previously compensated.

Section 9. Disability, Health, and Life Insurance

A. The District agrees to provide hospitalization, surgical, and comprehensive medical insurance, dental insurance, disability insurance, and optical insurance for Employee and her dependents and to pay the premiums thereon equal to that which is provided all other District employees, or in the event no such plans exist, to provide the foregoing described insurance

for Employee.

B. Employee, at the District's discretion, agrees to submit once per calendar year to a complete physical examination by a qualified physician allowed by the District, which shall pay the cost of the examination and which shall receive a copy of all medical reports related to the examination.

Section 10. Retirement

The District agrees to execute all necessary agreements provided by the Montana State Public Employees Retirement System. In addition to the salary the District pays Employee, the District agrees to pay the MPERA Employer Contribution Rate for PERS on Employee's behalf.

The District agrees to execute all necessary agreements provided by the Social Security Administration.

Employee's retirement will also be funded in an amount equal to six (6) percent of Employee's total wage to be paid by the District into a qualified tax-deferred retirement program.

Section 11. Indemnification

The District shall defend, save harmless, and indemnify Employee against any tort, professional liability claim or demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties as Accounting Assistant. The District will compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

Section 12. Bonding

The District shall bear the full cost of any fidelity or other bond required of Employee under any law or ordinance.

Section 13. Other Terms and Conditions of Employment

A. The District, in consultation with the Fire Chief, shall fix any such other terms and conditions of employment as it may determine from time

to time, relating to Employee's performance, provided such terms and conditions are not inconsistent or in conflict with the provisions of this Agreement, the District, the District policies, rules, regulations, or any law.

B. All provisions of District policies, regulations, and rules relating to vacation and sick leave, retirement and pension system contributions, holidays, and other fringe benefits and working conditions, as those provisions now exist or hereafter may be amended, also shall apply to Employee as they would to other District employees.

Section 14. No Reduction in Benefits

The District shall not at any time during the term of this Agreement reduce the salary, compensation, or other financial benefits of Employee except at the same percentage as it implements in an across-the-board reduction of the same for all District employees.

Section 15. Notices

Notices given pursuant to this Agreement shall be given by depositing the written notice in the custody of the United States Postal Service, Certified mail, first class postage prepaid, return receipt requested, and addressed as follows:

(a) District: MRFD Board of Trustees, Chairman
Missoula Rural Fire District
2521 South Avenue West
Missoula, MT 59804

(b) Employee: Raquel Hahn-Wilkinson
524 Main Street, Apt A
Stevensville, MT 59870

Alternatively, notices required pursuant to this Agreement may be personally served upon the other party by a commercial delivery service. Notice is deemed given as of the date of personal service of the written notice or as of the date of depositing such written notice with the United States Postal Service as hereinbefore described.

Section 16. General Provisions

A. This Agreement shall constitute the entire agreement between the parties.

B. This Agreement shall be binding upon and inure to the benefit of Employee's heirs at law and executors of Employee.

C. This Agreement shall become effective commencing the 25th day of June 2023.

D. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement shall be deemed severable, shall not be affected, and shall remain in full force and effect.

E. This Agreement shall be used solely for the purpose of contract between the named parties. It shall not be binding upon the District as precedent for the named Employee or others employed by the District.

Section 17. Base Wage Schedule

Effective twenty-four (24) month contract, June 25th, 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date). The annual Base Wage increase will be as follows.

FY24 June 25th, 2023 through June 22nd, 2024 \$64,041.81 (Annually)

FY25 June 23rd, 2024 through June 21st, 2025 \$65,963.06 (Annually)

IN WITNESS hereof, Missoula Rural Fire District has caused this Agreement to be signed and executed on its behalf by its Board, and the Employee has signed and executed this Agreement, both in duplicate, the day and year first written above.

Employer:
Missoula Rural Fire District
Board of Trustees

Employee:
Raquel Hahn-Wilkinson
Office Manager/Accounting Assistant



EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 12TH day of September 2023, by and between Missoula Rural Fire District, a Rural Fire District pursuant to § 7-33-2105, M.C.A., hereinafter called ("the District" or "the Board"), and Jenn Culp, hereinafter called "Employee", both of whom understand as follows:

W I T N E S S E T H:

WHEREAS, the District desires to employ the services of Employee as Administrative Assistant of Missoula Rural Fire District; and

WHEREAS, it is the desire of the District to provide certain benefits, establish certain conditions of employment, and set working conditions of Employee; and

WHEREAS, it also is the desire of the District to do as follows: (1) secure and retain the services of Employee and provide inducement for her to remain in such employment, (2) make possible full work productivity by assuring Employee's morale and peace of mind with respect to future security, (3) act as a deterrent against malfeasance or dishonesty for personal gain on the part of Employee, and (4) provide a just means for terminating Employee's services at such time as she may be unable to satisfactorily discharge her duties or when the District may otherwise desire to terminate her employment; and

WHEREAS, Employee desires to accept employment as Administrative Assistant of Missoula Rural Fire District.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties

The District hereby agrees to employ Employee as Administrative Assistant to perform the functions and duties specified in the policies, rules, regulations, and standard operating guidelines of Missoula Rural Fire

District and in the laws and administrative rules of the State of Montana and to perform other lawful and proper duties and functions as the Board shall from time-to-time assign.

Section 2. Term

A. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Board to terminate the services of Employee at any time, subject to the provisions set forth in Section 4, paragraphs A and B, of this Agreement.

B. Employee agrees to remain in the exclusive employ of the District through and including June 21st, 2025, the termination date, and neither to accept other employment nor become employed by any other employer until after the termination date, unless the termination date is affected as hereinafter provided.

The term "employed" shall not be construed to include occasional teaching, writing, consulting, or military reserve service performed during Employee's time off.

C. In the event either party fails to give the other party written notice of the party's intent not to extend the employment relationship under this Agreement at least 90 days prior to the termination date, this Agreement shall be extended on the same terms and conditions as herein provided, for an additional two-year term.

Section 3. Suspension

The District may suspend Employee with or without full pay and benefits at any time during the term of this Agreement, but only under the following circumstances:

- (1) A majority of the Board and Employee agree, or
- (2) After a public hearing, a majority of the Board votes to suspend Employee for just cause. In this case, the Board must give Employee written notice setting forth any charges against Employee at least ten calendar days

prior to the public hearing.

Section 4. Termination

A. In the event the District at any time during the term of this Agreement reduces Employee's salary or other financial benefits in a greater percentage than it implements in an across-the-board reduction of the same for all its other employees, or in the event the District refuses, within 30 calendar days following receipt of written notice to comply with any other salary or benefit provision of this Agreement, or if Employee resigns following the boards suggestion, whether formal or informal, that she resign, then, in that event, Employee may deem herself "terminated" for purposes of the above Termination provision on the following respective dates: (1) the date of the first pay day following the reduction in salary or financial benefit, (2) the 31st calendar day after written notice is given to comply with a salary or benefit provision of this Agreement, or (3) the date Employee resigns. Employee may also be terminated by the District upon a showing of cause. Employee shall have the right to a review of the termination by the Board. Its decision, after hearing, shall be final.

B. In the event Employee voluntarily resigns her position with the District before expiration of the term of this Agreement unless the parties otherwise agree, Employee shall give the District two weeks advance written notice.

Section 5. Compensation and Benefits

The District agrees to pay Employee an annual base salary for services rendered to the District under this Agreement, (see Section 17. Base Wage Schedule). The base salary is payable in installments at the same time as other employees are paid. Employee will be on probation for one year from date of hire. In addition, the District agrees to do as follows:

- (a) Provide Employee a clothing allowance of \$300 per year.
- (b) Provide Employee longevity pay calculated at the rate of one and

three fourth percent (1.75%) of the base pay of \$1,100.00 per year of service per month.

(c) The District agrees to a twenty-four (24) month contract, June 25th 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date).

Section 6. Performance Evaluation

A. Twice annually, the Fire Chief and/or the Finance/Human Resource Director shall annually review and evaluate Employee's performance, once prior to December 1 and once prior to June 1.

B. Twice annually, the Fire Chief and/or Finance/Human Resource Director and Employee shall define the goals and performance objectives which they determine necessary for proper operation of the District and attainment of the Board policy objectives. They shall further establish a relative priority among those various goals and objectives and shall reduce the prioritized goals and objectives to writing. The goals and objectives shall generally be attainable within both the time limitations specified and the annual operating and capital budgets and appropriations provided.

C. In effecting the provisions of this Section, the District and Employee mutually agree to abide by the provisions of applicable law.

Section 7. Hours of Work

Employee shall be required to work Monday through Friday of each week, normally 8:00 a.m. to 5:00 p.m., not to exceed 80 hours in a 14-day period.

Compensatory time or overtime will accrue at a rate of time and one-half and will be allowed for time worked in excess of 40 hours per week.

Employee shall notify and receive the Finance/Human Resource Director's approval prior to taking any time off from work and prior to working any time in excess of 40 hours in a single work week.

Employee may request a compensatory time payout of up to 40 hours of earned time annually. The Employee must make the request in writing prior to November 1st. The request must include the employee's name and number of

earned hours being requested for the payout. The payout hours will be based on earned hours at the time of the payout. The payout will be paid to the employee during the first payroll in December.

Section 8. Vacation, Sick and Military Leave

A. Employee shall accrue and have credited to her personal account vacation and sick leave credits at the same rate as other general employees of the District.

B. Employee shall be entitled to military reserve leave time pursuant to state law and District policy.

C. An employee who terminates her 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 her 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 she terminates her 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 she has been previously compensated.

Section 9. Disability, Health, and Life Insurance

A. The District agrees to provide hospitalization, surgical, and comprehensive medical insurance, dental insurance, disability insurance, and optical insurance for Employee and her dependents and to pay the premiums thereon equal to that which is provided all other District employees, or in the event no such plans exist, to provide the foregoing described insurance

for Employee.

B. Employee, at the District's discretion, agrees to submit once per calendar year to a complete physical examination by a qualified physician allowed by the District, which shall pay the cost of the examination and which shall receive a copy of all medical reports related to the examination.

Section 10. Retirement

The District agrees to execute all necessary agreements provided by the Montana State Public Employees Retirement System. In addition to the salary the District pays Employee, the District agrees to pay the MPERA Employer Contribution Rate for PERS on Employee's behalf.

The District agrees to execute all necessary agreements provided by the Social Security Administration.

Employee's retirement will also be funded in an amount equal to six (6) percent of Employee's total wage to be paid by the District into a qualified tax-deferred retirement program.

Section 11. Indemnification

The District shall defend, save harmless, and indemnify Employee against any tort, professional liability claim or demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties as Administrative Assistant. The District will compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

Section 12. Bonding

The District shall bear the full cost of any fidelity or other bond required of Employee under any law or ordinance.

Section 13. Other Terms and Conditions of Employment

A. The District, in consultation with the Fire Chief, shall fix any such other terms and conditions of employment as it may determine from time

to time, relating to Employee's performance, provided such terms and conditions are not inconsistent or in conflict with the provisions of this Agreement, the District, the District policies, rules, regulations, or any law.

B. All provisions of District policies, regulations, and rules relating to vacation and sick leave, retirement and pension system contributions, holidays, and other fringe benefits and working conditions, as those provisions now exist or hereafter may be amended, also shall apply to Employee as they would to other District employees.

Section 14. No Reduction in Benefits

The District shall not at any time during the term of this Agreement reduce the salary, compensation, or other financial benefits of Employee except at the same percentage as it implements in an across-the-board reduction of the same for all District employees.

Section 15. Notices

Notices given pursuant to this Agreement shall be given by depositing the written notice in the custody of the United States Postal Service, Certified mail, first class postage prepaid, return receipt requested, and addressed as follows:

(a) District: MRFD Board of Trustees, Chairman
Missoula Rural Fire District
2521 South Avenue West
Missoula, MT 59804

(b) Employee: Jenn Culp
7233 Uncle Robert Lane, Apt 9
Missoula, MT 59803

Alternatively, notices required pursuant to this Agreement may be personally served upon the other party by a commercial delivery service. Notice is deemed given as of the date of personal service of the written notice or as of the date of depositing such written notice with the United States Postal Service as hereinbefore described.

Section 16. General Provisions

A. This Agreement shall constitute the entire agreement between the parties.

B. This Agreement shall be binding upon and inure to the benefit of Employee's heirs at law and executors of Employee.

C. This Agreement shall become effective commencing the 25th day of June 2023.

D. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement shall be deemed severable, shall not be affected, and shall remain in full force and effect.

E. This Agreement shall be used solely for the purpose of contract between the named parties. It shall not be binding upon the District as precedent for the named Employee or others employed by the District.

Section 17. Base Wage Schedule

Effective twenty-four (24) month contract, June 25th, 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date). The annual Base Wage increase will be as follows.

FY24 June 25th, 2023 through June 22nd, 2024 \$47,990.86 (Annually)

FY25 June 23rd, 2024 through June 21st, 2025 \$49,430.59 (Annually)

IN WITNESS hereof, Missoula Rural Fire District has caused this Agreement to be signed and executed on its behalf by its Board, and the Employee has signed and executed this Agreement, both in duplicate, the day and year first written above.

Employer:
Missoula Rural Fire District
Board of Trustees

Employee:
Jenn Culp
Administrative Assistant



EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 12TH day of September 2023, by and between Missoula Rural Fire District, a Rural Fire District pursuant to § 7-33-2105, M.C.A., hereinafter called ("the District" or "the Board"), and Joe Ford, hereinafter called "Employee", both of whom understand as follows:

W I T N E S S E T H:

WHEREAS, the District desires to employ the services of Employee as IT Manager of Missoula Rural Fire District; and

WHEREAS, it is the desire of the District to provide certain benefits, establish certain conditions of employment, and set working conditions of Employee; and

WHEREAS, it also is the desire of the District to do as follows: (1) secure and retain the services of Employee and provide inducement for him to remain in such employment, (2) make possible full work productivity by assuring Employee's morale and peace of mind with respect to future security, (3) act as a deterrent against malfeasance or dishonesty for personal gain on the part of Employee, and (4) provide a just means for terminating Employee's services at such time as he may be unable to satisfactorily discharge his duties or when the District may otherwise desire to terminate his employment; and

WHEREAS, Employee desires to accept employment as IT Manager of Missoula Rural Fire District.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties

The District hereby agrees to employ Employee as IT Manager to perform the functions and duties specified in the policies, rules, regulations, and standard operating guidelines of Missoula Rural Fire District and in the

laws and administrative rules of the State of Montana and to perform other lawful and proper duties and functions as the Board shall from time to time assign.

Section 2. Term

A. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Board to terminate the services of Employee at any time, subject to the provisions set forth in Section 4, paragraphs A and B, of this Agreement.

B. Employee agrees to remain in the exclusive employ of the District through and including June 21st, 2025, the termination date, and neither to accept other employment nor become employed by any other employer until after the termination date, unless the termination date is affected as hereinafter provided.

The term "employed" shall not be construed to include occasional teaching, writing, consulting, or military reserve service performed during Employee's time off.

C. In the event either party fails to give the other party written notice of the party's intent not to extend the employment relationship under this Agreement at least 90 days prior to the termination date, this Agreement shall be extended on the same terms and conditions as herein provided, for an additional two-year term.

Section 3. Suspension

The District may suspend Employee with or without full pay and benefits at any time during the term of this Agreement, but only under the following circumstances:

- (1) A majority of the Board and Employee agree, or
- (2) After a public hearing, a majority of the Board votes to suspend Employee for just cause. In this case, the Board must give Employee written notice setting forth any charges against Employee at least ten calendar days

prior to the public hearing.

Section 4. Termination

A. In the event the District at any time during the term of this Agreement reduces Employee's salary or other financial benefits in a greater percentage than it implements in an across-the-board reduction of the same for all its other employees, or in the event the District refuses, within 30 calendar days following receipt of written notice to comply with any other salary or benefit provision of this Agreement, or if Employee resigns following the boards suggestion, whet his formal or informal, that he resign, then, in that event, Employee may deem himself "terminated" for purposes of the above Termination provision on the following respective dates: (1) the date of the first pay day following the reduction in salary or financial benefit, (2) the 31st calendar day after written notice is given to comply with a salary or benefit provision of this Agreement, or (3) the date Employee resigns. Employee may also be terminated by the District upon a showing of cause. Employee shall have the right to a review of the termination by the Board. Its decision, after hearing, shall be final.

B. In the event Employee voluntarily resigns his position with the District before expiration of the term of this Agreement unless the parties otherwise agree, Employee shall give the District two weeks advance written notice.

Section 5. Compensation and Benefits

The District agrees to pay Employee an annual base salary for services rendered to the District under this Agreement. The base salary is payable in installments at the same time as other employees are paid. Employee will be on probation for one year from date of hire. In addition, the District agrees to do as follows:

- (a) Provide Employee a clothing allowance of \$300 per year.
- (b) Provide Employee longevity pay calculated at the rate of one and

three fourth percent (1.75%) of the base pay of \$1,100.00 per year of service per month.

(c) The District agrees to a twenty-four (24) month contract, June 25th 2023, (FY24 PPI beginning date) through June 21st, 2025 (FY25 PP26 end date).

Section 6. Performance Evaluation

A. Twice annually, the Fire Chief and/or the Fire Chief's designee shall annually review and evaluate Employee's performance, once prior to December 1 and once prior to June 1. B. Twice annually, the Fire Chief and/or Fire Chief's designee and Employee shall define the goals and performance objectives which they determine necessary for proper operation of the District and attainment of the Board policy objectives. They shall further establish a relative priority among those various goals and objectives and shall reduce the prioritized goals and objectives to writing. The goals and objectives shall generally be attainable within both the time limitations specified and the annual operating and capital budgets and appropriations provided.

C. In effecting the provisions of this Section, the District and Employee mutually agree to abide by the provisions of applicable law.

Section 7. Hours of Work

Employee shall be required to work Monday through Friday of each week, normally 8:00 a.m. to 5:00 p.m., not to exceed 80 hours in a 14-day period.

On call availability, outside of normal work hours, will be required.

Compensatory time or overtime will accrue at a rate of time and one-half and will be allowed for time worked in excess of 40 hours per week.

Employee shall notify and receive the Fire Chief's approval prior to taking any time off from work and prior to working any time in excess of 40 hours in a single work week.

Employee may request a compensatory time payout of up to 40 hours of earned time annually. The Employee must make the request in writing prior

to November 1st. The request must include the employee's name and number of earned hours being requested for the payout. The payout hours will be based on earned hours at the time of the payout. The payout will be paid to the employee during the first payroll in December.

Section 8. Vacation, Sick and Military Leave

A. Employee shall accrue and have credited to his personal account vacation and sick leave credits at the same rate as other general employees of the District.

B. Employee shall be entitled to military reserve leave time pursuant to state law and District policy.

C. An employee who terminates his 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 his 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 he terminates his 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 he has been previously compensated.

Section 9. Disability, Health, and Life Insurance

The District agrees to provide hospitalization, surgical, and comprehensive medical insurance, dental insurance, disability insurance, and optical insurance for Employee and his dependents and to pay the premiums thereon equal to that which is provided all other District employees, or in

the event no such plans exist, to provide the foregoing described insurance for Employee.

B. Employee, at the District's discretion, agrees to submit once per calendar year to a complete physical examination by a qualified physician allowed by the District, which shall pay the cost of the examination and which shall receive a copy of all medical reports related to the examination.

Section 10. Retirement

The District agrees to execute all necessary agreements provided by the Montana State Public Employees Retirement System. In addition to the salary the District pays Employee, the District agrees to pay the MPERA Employer Contribution Rate for PERS on Employee's behalf.

The District agrees to execute all necessary agreements provided by the Social Security Administration.

Employee's retirement will also be funded in an amount equal to 6 percent of Employee's total wage to be paid by the District into a qualified tax-deferred retirement program.

Section 11. Indemnification

The District shall defend, save harmless, and indemnify Employee against any tort, professional liability claim or demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties as IT Manager. The District will compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

Section 12. Bonding

The District shall bear the full cost of any fidelity or other bond required of Employee under any law or ordinance.

Section 13. Other Terms and Conditions of Employment

A. The District, in consultation with the Fire Chief, shall fix any

such other terms and conditions of employment as it may determine from time to time, relating to Employee's performance, provided such terms and conditions are not inconsistent or in conflict with the provisions of this Agreement, the District the District policies, rules, regulations, or any law.

B. All provisions of District policies, regulations, and rules relating to vacation and sick leave, retirement and pension system contributions, holidays, and other fringe benefits and working conditions, as those provisions now exist or hereafter may be amended, also shall apply to Employee as they would to other District employees.

Section 14. No Reduction in Benefits

The District shall not at any time during the term of this Agreement reduce the salary, compensation, or other financial benefits of Employee except at the same percentage as it implements in an across-the-board reduction of the same for all District employees.

Section 15. Notices

Notices given pursuant to this Agreement shall be given by depositing the written notice in the custody of the United States Postal Service, Certified mail, first class postage prepaid, return receipt requested, and addressed as follows:

(a) District: MRFD Board of Trustees, Chairman
Missoula Rural Fire District
2521 South Avenue West
Missoula, MT 59804

(b) Employee: Joe Ford
300 Mount Avenue
Missoula, MT 59801

Alternatively, notices required pursuant to this Agreement may be personally served upon the other party by a commercial delivery service. Notice is deemed given as of the date of personal service of the written notice or as of the date of depositing such written notice with the United States Postal

Service as hereinbefore described.

Section 16. General Provisions

A. This Agreement shall constitute the entire agreement between the parties.

B. This Agreement shall be binding upon and inure to the benefit of Employee's heirs at law and executors of Employee.

C. This Agreement shall become effective commencing the 25th day of June 2023.

D. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement shall be deemed severable, shall not be affected, and shall remain in full force and effect.

E. This Agreement shall be used solely for the purpose of contract between the named parties. It shall not be binding upon the District as precedent for the named Employee or this employed by the District.

Section 17. Base Wage Schedule

Effective twenty-four (24) month contract, June 25th, 2023, (FY24 PP1 beginning date) through June 21st, 2025 (FY25 PP26 end date). The annual Base Wage increase will be as follows.

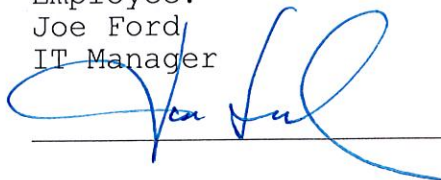
FY24 June 25th, 2023 through June 22nd, 2024 \$59,026.33 (Annually)

FY25 June 23rd, 2024 through June 21st, 2025 \$60,797.12 (Annually)

IN WITNESS hereof, Missoula Rural Fire District has caused this Agreement to be signed and executed on its behalf by its Board, and the Employee has signed and executed this Agreement, both in duplicate, the day and year first written above.

Employer:
Missoula Rural Fire District
Board of Trustees

Employee:
Joe Ford
IT Manager



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

Board of Trustees

Resolution # 2023-12

The Missoula Rural Fire District Board of Trustees met in Regular Session on Tuesday, September 12th, 2023.

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

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

John (Ben) Murphy, Chairman

Dick Mangan, Secretary

Chris Newman, Fire Chief

Cc: BOT Minutes
mhs



MISSOULA RURAL

FIRE DISTRICT

Capital Improvement Plan

FY 23/24



MISSOULA RURAL FIRE DISTRICT

Missoula Rural Fire District Capital Improvement Plan FY 24

Project Name: New MRFD Headquarters Station 1
Department: Administration
Priority: Level 1
Acquisition: FY 24/25

Description:

MRFD plans to build a new Headquarters Fire Station 1. The exact location is yet to be determined, but the desired location is in the area of South Avenue West and Tower Street. The new fire station will include accommodations for the Career Operational Staff including the Battalion Chief, Administration, Community Risk Reduction Division, Resident Firefighters, Information Technology, the Training Officer and the Resource 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 crewmembers. The new fire station will also meet ADA requirements.

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 or the IT Manager. There is also no space for the two Deputy Fire Marshal positions. There is no housing for any Resident Firefighter positions. The current facility is not ADA compliant. The training room is grossly undersized. Per the Standard of Cover study, the current station is more than a mile to the east from the optimal location to serve its first-due response area. The new Station 1 will address all of the abovementioned shortcomings. The location of the new Station 1 will enable MRFD to respond to the majority of its first-due area in under 4 minutes, helping MRFD meet the NFPA 1710 Standard and improving our emergency service delivery.

Funding Source(s):

See the Detailed Capital Improvements Plan Worksheet.

Project Name: Two (2) Water Tenders
Department: Resource Management
Priority: Level 1
Acquisition: FY 24/25

Description:

MRFD plans to purchase two (2) new Water Tenders to replace the current 347 (31 years old) and 367 (premature aftermarket tank failure).

Justification: MRFD's apparatus replacement plan calls for water tenders to be replaced every 25 years.

Funding Source(s):

See the Detailed Capital Improvements Plan Worksheet.

Project Name: SCBA's
Department: Operations
Priority: Level 2
Acquisition: FY 31/32

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

Justification: Our 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".

Funding Source(s):

See the Detailed Capital Improvements Plan Worksheet.

Missoula Rural Fire District
 Detailed Capital Improvements Plan
 For fiscal year ending: June 30, 2024

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.

NAME OF MRFD DEPARTMENT	PROJECT TITLE OR DESCRIPTION OF EQUIPMENT	ADDRESS OF PROPERTY ACQUISITION	PRIORITY DESIGNATION CODE	ANTICIPATED FISCAL YEAR OF ACQUISITION	ANTICIPATED ACQUISITION COST BY PROJECT TYPE					TOTAL COST OF PROJECT	FUNDING SOURCES				FUNDING SOURCES TOTAL
					LAND	BUILDINGS	MACHINERY & EQUIPMENT	Soft Costs	MRFD		Loans	Land or Equipment Sale	TIF		
Administration	New MRFD Headquarters-Station 1	TBD	1	FY 24/25	200,000	6,650,000		1,600,000	275,000	8,450,000	6,950,000	1,500,000			8,725,000
Administration	New/Remodel MRFD-Station 5	TBD	1	FY 24/25		4,300,000		1,000,000	125,000	5,300,000	5,175,000				5,300,000
Resource Management	Water Tender (2)	n/a	1	FY 24/25			900,000		597,000	900,000	700,000				1,297,000
Operations	SCBA (2017) 15 yrs	n/a	2	FY 31/62			700,000		75,000	700,000	625,000				700,000
Operations	Radios (2022) 15 yrs	n/a	2	FY 36/37			600,000		75,000	600,000	525,000				600,000
TOTAL:					\$ 200,000	\$ 10,950,000	\$ 2,200,000	\$ 2,600,000	\$ 1,147,000	\$ 15,950,000	\$ 13,975,000	\$ 1,500,000	\$ -	\$ -	\$ 16,022,000

TOTAL FOR ALL DEPARTMENTS	ANTICIPATED ACQUISITION COST BY PROJECT TYPE					TOTAL COST OF PROJECT	FUNDING SOURCES				FUNDING SOURCES TOTAL
	LAND	BUILDINGS	MACHINERY & EQUIPMENT	Soft Costs	MRFD		Loans	Land or Equipment Sale	TIF		
\$ 200,000	\$ 10,950,000	\$ 1,600,000	\$ 2,600,000	\$ 1,147,000	\$ 15,950,000	\$ 13,975,000	\$ 1,500,000	\$ -	\$ -	\$ 16,022,000	

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

Board of Trustees

Resolution # 2023-13 MRFD Budget for FY24

The Missoula Rural Fire District Board of Trustees met in Regular Session on Tuesday, September 12, 2023.

Motion was made to approve and adopt the MRFD Budget for FY24.

The Missoula Rural Fire District Board of Trustees requests the Missoula County Commissioners levy the following Mills for FY24:

Maximum allowable Non-Voted Mills	77.68
2014 Voted Mills	10.04
2019 Voted Mills	29.60
Permissive Medical Mills	<u>1.08</u>
Total Levied Mills for FY24	118.40

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

John (Ben) Murphy, Chairman

Dick Mangan, Secretary

Chris Newman, Fire Chief

Cc: BOT Minutes
mhs



MISSOULA RURAL

FIRE DISTRICT

DATE: September 12, 2023

TO: Missoula County Commissioners
Chief Financial Officer Andrew Czorny

FROM: Ben Murphy, Chairman of the Board of Trustees
Chris Newman, Fire Chief

RE: FY 2023-2024 Mill Levy Request

The Missoula Rural Fire District Board of Trustees is requesting the Missoula County Commissioners levy the following mills for FY 2023-2024:

Maximum allowable Non-Voted Mills	77.68
2014 Voted Mills	10.04
2019 Voted Mills	29.60
Permissive Medical Mills	<u>1.08</u>
	118.40

Please refer to the attached 2023 Certified Taxable Valuation Information, FY24 Determination of Tax Revenue and Mill Levy Limitations, and FY24 Determination of Permissive Levy for Group Benefits.

Thank you,

John (Ben) Murphy, Chairman
Missoula Rural Fire District Board of Trustees



2023 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. 2023 Total Market Value ¹	\$	5,512,036,664
2. 2023 Total Taxable Value ²	\$	81,893,547
3. 2023 Taxable Value of Newly Taxable Property.....	\$	1,452,335
4. 2023 Taxable Value less Incremental Taxable Value ³	\$	79,461,981
5. 2023 Taxable Value of Net and Gross Proceeds ⁴ (Class 1 and Class 2).....	\$	-

6. TIF Districts			
Tax Increment District Name	Current Taxable Value²	Base Taxable Value	Incremental Value
BONNER WEST LOG YAR	173,618	1,148	172,470
TECHNOLOGY	367,082	-	367,082
THE WYE	2,462,776	1,421,826	1,058,106 ^
BONNER MILL	955,584	121,676	833,908

^ Increment based on the percentage of overall increment for the TIFD

Total Incremental Value	\$	2,431,566
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Preparer Kristi Richards Date 8/4/2023

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

For Information Purposes Only

2023 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, 09/07/2023, 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 department by the second Monday in September, 09/11/2023, 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
Aggregate of all Funds
FYE June 30, 2024
Missoula Rural Fire District

Click on links below to view Instructions

- [\(1\) Instructions](#)
- [\(2\) Instructions](#)
- [\(3\) Instructions](#)
- [\(4\) Instructions](#)
- [\(5\) Instructions](#)
- [\(6\) Instructions](#)
- [\(7\) Instructions](#)
- [\(8\) Instructions](#)
- [\(9\) Instructions](#)
- [\(10\) Instructions](#)
- [\(11\) Instructions](#)
- [\(12\) Instructions](#)
- [\(13\) Instructions](#)
- [\(14\) Instructions](#)
- [\(15\) Instructions](#)
- [\(16\) Instructions](#)
- [\(17\) Instructions](#)
- [\(18\) Instructions](#)
- [\(19\) Instructions](#)
- [\(20\) Instructions](#)
- [\(21\) Instructions](#)
- [\(22\) Instructions](#)

	Reference Line		Enter amounts in yellow cells	Auto-Calculation (If completing manually enter amounts as instructed)
	(1)	Enter Ad valorem tax revenue <u>ACTUALLY assessed in the prior year</u> (from Prior Year's form Line 17)	\$ 5,913,972	\$ 5,913,972
	(2)	Add: Current year inflation adjustment @ 2.46%		\$ 145,484
	(3)	Subtract: Ad valorem tax revenue <u>ACTUALLY assessed in the prior year</u> for Class 1 and 2 property, (net and gross proceeds) (from Prior Year's form Line 20)- (enter as negative)	\$ -	\$ -
	(4)	Adjusted ad valorem tax revenue		\$ 6,059,456
	= (1) + (2) + (3)			
		ENTERING TAXABLE VALUES		
	(5)	Enter 'Total Taxable Value' - from Department of Revenue <i>Certified Taxable Valuation Information</i> form, line # 2	\$ 81,893,547	\$ 81,893,547
	(6)	Subtract: 'Total Incremental Value' of all tax increment financing districts (TIF Districts) - from Department of Revenue <i>Certified Taxable Valuation Information</i> form, line # 6 (enter as negative)	\$ (2,431,566)	\$ (2,431,566)
	(7)	Taxable value per mill (after adjustment for removal of TIF per mill incremental district value)		\$ 79,461.981
	= (5) + (6)			
	(8)	Subtract: 'Total Value of Newly Taxable Property' - from Department of Revenue <i>Certified Taxable Valuation Information</i> form, line # 3 (enter as negative)	\$ (1,452,335)	\$ (1,452,335)
	(9)	Subtract: 'Taxable Value of Net and Gross Proceeds, (Class 1 & 2 properties)' - from Department of Revenue <i>Certified Taxable Valuation Information</i> form, line # 5 (enter as negative)	\$ -	\$ -
	(10)	Adjusted Taxable value per mill		\$ 78,009.646
	= (7) + (8) + (9)			
	(11)	CURRENT YEAR calculated mill levy		77.68
	= (4) / (10)			
	(12)	CURRENT YEAR calculated ad valorem tax revenue		\$ 6,172,607
	= (7) x (11)			
		CURRENT YEAR AUTHORIZED LEVY/ASSESSMENT		
	(13)	Enter total number of carry forward mills from prior year (from Prior Year's form Line 22)	0.00	0.00
	(14)	Total current year authorized mill levy, including Prior Years' carry forward mills		77.68
	= (11) + (13)			
	(15)	Total current year authorized ad valorem tax revenue assessment		\$ 6,172,607
	= (7) x (14)			
		CURRENT YEAR ACTUALLY LEVIED/ASSESSED		
	(16)	Enter number of mills actually levied in current year (Number should equal total <u>non-voted</u> mills, which includes the number of carry forward mills, actually imposed per the final approved current year budget document. <u>Do Not</u> include voted or permissive mills imposed in the current year.)	77.68	77.68
	(17)	Total ad valorem tax revenue actually assessed in current year		\$ 6,172,607
	= (7) x (16)			
		RECAPITULATION OF ACTUAL:		
	(18)	Ad valorem tax revenue actually assessed		\$ 6,059,790
	= (10) x (16)			
	(19)	Ad valorem tax revenue actually assessed for newly taxable property		\$ 112,817
	(20)	Ad valorem tax revenue actually assessed for Class 1 & 2 properties (net-gross proceeds)		\$ -
	(21)	Total ad valorem tax revenue actually assessed in current year		\$ 6,172,607
	= (18) + (19) + (20)			
	(22)	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
	= (14) - (16)			

Determination of Permissive Levy for Group Benefits

Section 15-10-420(9), MCA

FYE June 30, 2024

Entity Name: Missoula Rural Fire District

Step A: Input in Yellow Cells		Fiscal Year	<u>Line 1</u> : BASE Year = Total <i>Actual</i> Annual Employer Contribution for Group Benefits in BASE Year	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	2024	\$1,165,026.20	\$1,645.52	59
(3)			Increase from BASE Year (Decreases will be reported as zero)	\$120.99	13

Step B:		Fiscal Year	2024
		2023	Certified Taxable Valuation
(4)	Taxable Value less Incremental Taxable Value of General Fund	\$79,461,981.00	

Step C:		(5) BASE Contribution	(6) Increase in Employer Contribution from BASE Year
Calculation of:			
(5) BASE Contribution			
(6) Increase in Employer Contribution from BASE Year		\$1,079,365.50	\$85,660.70

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)	2024	1.08	\$79,461.98	\$85,660.70

**Missoula Rural Fire District
Budget for Fiscal Year: 23/24
Total All Funds**

Voted Mill Levy Information per 15-10-425, MCA

FY Voted Mills 1st Levied	Number of Mills	Last FY Voted Mills will be levied (Sunset)
2014	10.04	perpetual
2019	29.6	perpetual

Permissive mills per 15-10-420(9), MCA

Type of Permissive Mill (i.e. Emergency, Judgment, Group Benefits, etc.)	Number of Mills
Medical Benefits	1.08

Current Year Mill levy approved by Missoula Rural Fire District Governing Board:

Taxable Valuation	Value Per Mill	Number of Mills Authorized without a vote [Per Determination of Tax Revenue & Mill Levy Limitation form]	Number of voted & permissive mills levied	Total number of mills levied	Total Authorized Tax Revenue
	79,461.98	77.68	40.72	118.40	9,408,140.32

[should agree to page 5, line 6]

* * *

Special Notes:



MISSOULA RURAL

FIRE DISTRICT

General Fund Budget

FY 23/24

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 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	6,713,496		6,030,020
		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	386,374		132,455
		Less: Outstanding warrants (checks) as of June 30th	184,256		209,848
		Cash Available as of July 1st [5 = + 1+ 2 - 3 - 4]	6,143,039	0	5,687,890

REVENUES

31xxxx TAX & ASSESSMENT					
	311010	Tax Revenue	8,383,358	8,387,877	9,408,140
	312000	Penalty & Interest on Delinquent Tax Payments	0	16,386	0
	314110	Light Vehicle Tax [Local Option Tax]	0		0
		Total Tax and Assessment Revenue	8,383,358	8,404,264	9,408,140

33xxxx INTERGOVERNMENTAL					
	331xxx	Federal Grants (specify below)			
	331001	HMEP Grant		9,972	
	331002	AHIMT Grant			
	331003	Fuel Mitigation Grant	171,914	97,388	187,950
	331004	SAFER Grant	159,000	177,679	
	331005	CARES Act			
	331006	PPE Grant			
	331007	FEMA	305,481	0	
	331008	AFG Grant		450	66,000
	333xxx	Federal Payments in Lieu of Taxes (specify below)			
	333041	Missoula Water PILT			
	334xxx	State Grants (specify below)			
	335xxx	State Shared Revenues (specify below)			
	335230	State entitlement	865,543	865,543	889,319
	336xxx	Other State Payments (specify below)			
	336010	Wildland Fire	110,000	345,594	150,000
	336011	All Hazards	30,000	22,500	30,000
	339xxx	Local Payments in Lieu of Taxes			
	339000	PILT-received from County	20,000		
		Total Intergovernmental Revenue	1,661,937	1,519,126	1,323,269

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 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	28,650	10,000
	342029	All Hazard Incident Fees	500	0	500
	342030	Lock Box/Sign Fees	4,000	1,451	4,000
	342031	Report Fees	1,000	115	1,000
	342060	Fuel Mitigation Fees	12,000	16,800	12,000
Total Charges for Services Revenue			27,500	47,016	27,500
36xxxx MISCELLANEOUS					
	362010	Other Revenues	6,040	6,356	5,000
	362021	Insurance Claims	5,000	5,310	5,000
	362070	Safe Kids Coalition Projects		146	
	365010	Contribution & Donations	1,000	775	1,000
	367000	Sale of Junk or Salvage (non capital items)		556	
Total Miscellaneous Revenue			12,040	13,143	11,000
37xxxx INVESTMENT EARNINGS					
	371010	Interest Earnings	4,000	168,604	100,000
Total Investment Earnings Revenue			4,000	168,604	100,000
TOTAL REVENUES			10,088,836	10,152,153	10,869,909
38xxxx OTHER FINANCING SOURCES					
	381000	Proceeds from Long Term Debt	680,700	678,065	0
	382000	Proceeds from Sale of Capital Assets	0		85,000
	383000	Transfers In from Other Funds			
TOTAL OTHER FINANCING SOURCES			680,700	678,065	85,000
TOTAL RESOURCES [41 = 5 + 36 + 40]			16,912,574	10,830,218	16,642,799

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 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	524,639	501,843	836,173
111		Holiday Pay	0	19,240	31,149
120		Overtime Full-time	6,092	1,043	8,276
130		Vacation-Sick Accrual	0	0	0
132		Health Club Reimbursement	200	0	200
135		Clothing allowances	2,500	2,500	3,151
136		Deferred Comp/Other [er contribution]	37,217	37,113	63,752
141		FICA [employer contribution]	23,032	21,571	30,869
142		PERS [employer contribution]	64,455	62,813	112,686
143		Health/Dental/Optical [er contribution]	112,631	104,636	138,923
144		Disability Coverage	910	539	1,505
145		UCC	1,338	1,312	2,212
146		Worker Compensation	16,806	13,916	31,957
147		EAP	240	200	280
		Total Personal Services	790,059	766,727	1,261,132

Supplies	ADMINISTRATION			
210	Office Supplies	8,500	5,221	8,000
220	Operating Supplies	50,000	1,480	6,556
221	Small Equipment	4,500	3,022	4,500
227	Petty Cash	175	0	175
234	Small Tools	500	0	500
268	Computer	11,000	7,720	37,000
291	Recruitment & Retention	2,000	234	2,000
	Total Supplies	76,675	17,677	58,731

Purchased Services	ADMINISTRATION			
311	Postage	4,000	2,060	4,000
320	Printing	4,000	1,731	4,000
333	Subscriptions	8,050	5,139	8,050
337	Legal Advertising	2,500	240	2,500
339	Public Information	3,500	0	3,500
341	Electricity, Gas, Water	52,000	60,985	65,000
342	Garbage Collection	12,000	11,505	12,000
345	Telephone	46,000	36,993	41,000
352	Attorney Fees	20,000	19,832	80,000
354	Audit Fees	30,000	12,500	45,000
356	Contract Services	83,850	36,725	137,000
357	Accreditation			14,370
368	Computer	150,412	132,378	135,184
379	Food, Lodging, Travel	24,450	12,310	43,060
380	Training	10,683	5,079	15,230
391	Recruitment & Retention	3,000	1,937	3,000
395	Election Costs	10,000	0	10,000
	Total Purchased Services	464,445	339,414	622,894

Fixed Charges	ADMINISTRATION			
510	Insurance	59,000	57,560	65,000
530	Office Rent	7,670	7,670	7,670
	Total Fixed Charges	66,670	65,230	72,670

Debt Service	ADMINISTRATION			
610	Principal Payments	741,508	666,507	117,960
620	Interest Payments & Other Charges	78,637	78,635	93,161
	Total Debt Service	820,145	745,142	211,121

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 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
Capital Outlay		ADMINISTRATION			
910		Land	0	0	0
920		Buildings and Improvement	521,962	402,757	0
943		Office Equipment	0	0	0
		Total Capital Outlay	521,962	402,757	0

10	420510	Total Administration	2,739,956	2,336,947	2,226,548
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20	420440	RESOURCE MANAGEMENT			
Personal Services					
110		Full-Time Salaries	91,288	88,076	168,835
111		Holiday Pay	0	3,717	6,921
120		Overtime Full-time	16,092	28,599	16,820
130		Vacation-Sick Accrual	0	0	0
132		Health Club Reimbursement	500	150	500
135		Clothing allowances	650	650	650
141		FICA [employer contribution]	1,575	1,755	3,112
142		PERS [employer contribution]	13,109	13,820	25,239
143		Health/Dental/Optical [er contribution]	22,285	22,452	36,412
144		Disability Coverage	185	107	356
145		UCC	272	303	523
146		Worker Compensation	5,203	4,540	10,018
147		EAP	40	38	70
		Total Personal Services	151,199	164,207	269,456

Supplies	RESOURCE MANAGEMENT			
221	Small Equipment	10,000	2,543	10,000
231	Fuel	85,000	74,303	86,100
232	Lubricants	4,500	4,127	5,000
233	Tires	12,230	11,848	15,230
234	Small Tools	1,400	1,890	1,400
270	Maintenance-All Other	4,500	4,438	4,500
272	Vehicle Maintenance	30,000	29,239	30,000
	Total Supplies	147,630	128,389	152,230

Purchased Services	RESOURCE MANAGEMENT			
333	Subscriptions	400	0	400
370	Maintenance-All Other	3,000	3,280	3,000
372	Vehicle Maintenance	45,000	40,368	45,000
373	Vehicle Body Repair	10,000	814	10,000
379	Food, Lodging, Travel	8,250	2,679	6,440
380	Training	3,150	829	1,000
	Total Purchased Services	69,800	47,971	65,840

Object Code # 9xx =	RESOURCE MANAGEMENT			
941	Technical Equipment	8,000	5,590	0
945	Apparatus Replacement	1,205,217	1,056,485	822,456
	Total Capital Outlay	1,213,217	1,062,075	822,456

20	420440	Total Resource Management	1,581,846	1,402,641	1,309,982
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Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 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	273,667	205,930	183,304
111		Holiday Pay	0	9,313	8,098
120		Overtime Full-time	161,847	48,416	166,396
130		Vacation-Sick Accrual	53,000	24,359	0
132		Health Club Reimbursement	250	0	250
135		Clothing allowances	1,300	1,300	1,300
141		FICA [employer contribution]	46,786	3,856	4,552
142		PERS [employer contribution]	46,859	34,977	27,485
143		Health/Dental/Optical [er contribution]	50,142	51,712	48,578
144		Disability Coverage	852	269	534
145		UCC	1,254	723	785
146		Worker Compensation	24,020	11,123	15,036
147		EAP	120	95	80
		Total Personal Services	660,097	392,074	456,397
	Supplies	TRAINING			
220		Operating Supplies	9,500	3,576	10,800
221		Small Equipment	1,100	0	1,100
292		Research & Development	3,150	484	3,150
		Total Supplies	13,750	4,060	15,050
	Purchased Services	TRAINING			
333		Subscriptions	1,500	185	500
379		Food, Lodging, Travel	11,900	1,019	6,070
380		Training	6,600	1,019	5,115
		Total Purchased Services	20,000	2,223	11,685
	Object Code # 9xx =	TRAINING			
920		Buildings and Improvement	0	0	0
941		Technical Equipment	0	0	0
		Total Capital Outlay	0	0	0
30	420430	Total Training	693,847	398,357	483,132
40	420410	FIRE MARSHAL			
	Personal Services				
110		Full-Time Salaries	197,719	162,674	230,959
111		Holiday Pay	0	3,864	8,720
120		Overtime Full-time	12,279	527	6,820
130		Vacation-Sick Accrual	0	0	0
132		Health Club Reimbursement	250	0	250
135		Clothing allowances	1,300	1,300	1,300
136		Deferred Comp/Other [employer contribution]	0	0	0
141		FICA [employer contribution]	2,896	2,441	3,511
142		PERS [employer contribution]	28,393	22,913	34,418
143		Health/Dental/Optical [employer contribution]	37,130	37,406	40,454
144		Disability Coverage	337	169	408
145		UCC	500	421	606
146		Worker Compensation	9,566	6,848	11,596
147		EAP	80	76	80
		Total Personal Services	290,449	238,638	339,122
	Supplies	FIRE MARSHAL			
220		Operating Supplies	10,000	8,745	10,000
221		Small Equipment	1,500	73	1,000
235		Fire Investigation	1,000	0	1,000
		Total Supplies	12,500	8,818	12,000

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 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		FIRE MARSHAL			
333		Subscriptions	2,900	1,275	2,700
339		Public Information	1,000	0	1,000
379		Food, Lodging, Travel	1,020	(190)	1,170
380		Training	2,392	2,498	350
384		Sub Division Review	3,000	0	3,000
		Total Purchased Services	10,312	3,583	8,220
40	420410	Total Fire Marshal	313,261	251,039	359,342
50		SUPPRESSION			
Personal Services					
110		Full-Time Salaries	3,884,870	3,782,404	4,166,839
111		Holiday Pay	164,360	158,876	173,116
120		Overtime Full-Time	281,940	405,640	403,640
122		Overtime Regular Training	355,182	87,027	342,768
128		Overtime Wildland/All Hazards	130,000	119,883	155,000
130		Vacation-Sick Accrual	50,000	2,596	50,000
132		Health Club Reimbursement	3,000	1,665	2,000
135		Clothing Allowances	31,850	29,250	29,900
141		FICA	69,869	67,984	72,952
142		PERS/FURS	581,469	560,996	621,782
143		Health/Dental/Optical	904,437	821,525	931,706
144		Disability Coverage	8,192	4,644	8,553
145		UCC	12,046	11,462	12,578
146		Workers Compensation	230,810	179,695	240,994
147		EAP	1,960	1,813	1,970
		Total Personal Services	6,709,986	6,235,460	7,213,798
Supplies		SUPPRESSION			
202		Extrication	4,800	2,781	5,300
203		Thermal Imaging	10,100	8,652	11,100
204		SCBA	6,000	3,401	6,000
205		Fire Extinguisher	2,950	2,552	2,500
206		Saws	1,500	69	1,500
207		Ladders	4,000	0	4,000
208		Passport Supplies			500
211		Health and Wellness Supplies			1,000
212		Car Seat Supplies			500
213		Confined Space			2,000
219		Hazmat	14,500	1,644	14,500
220		Operating Supplies	1,100	266	1,000
223		Foam Concentrate	4,000	0	4,000
224		Turnout Clothing	118,430	114,605	58,000
225		Wildland Clothing	5,280	3,454	10,280
226		EMT Clothing	3,000	1,183	3,000
229		Wildland Supplies	11,735	12,866	5,800
230		Uniforms	9,492	4,505	4,920
234		Small Tools	7,524	7,600	0
236		WL Hoses/Nozzles	8,000	8,077	7,800
237		Sup Hoses/Nozzles	37,000	16,150	47,308
271		Radio Maintenance	4,000	3,715	4,000
294		Rescue Equipment	10,000	10,489	10,000
		Total Supplies	263,411	202,010	205,008

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 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		SUPPRESSION			
301		Generators	9,100	899	9,100
302		Extrication	4,500	4,950	5,500
304		SCBA	2,000	1,885	2,500
305		Fire Extinguisher	1,650	1,656	1,650
307		Ladders	2,800	2,758	2,800
309		PIO			2,000
333		Subscriptions	300	225	300
361		Maint. Bldgs/Grounds Station 1	13,500	13,963	13,900
362		Maint. Bldgs/Grounds Station 2	9,000	7,932	9,000
364		Maint. Bldgs/Grounds Station 4	9,000	11,867	13,000
365		Maint. Bldgs/Grounds Station 5	9,000	9,090	9,000
366		Maint. Bldgs/Grounds Station 6	9,000	8,796	9,000
367		Sta Maint	139,988	57,923	173,000
369		Maint. Turnout Clothing	4,200	1,583	3,700
371		Radio Maintenance	4,000	783	4,000
375		Exhaust System Maint.	3,000	159	3,000
379		Food, Lodging, Travel	116,520	46,636	81,300
380		Training	90,042	45,809	88,809
		Total Purchased Services	427,600	216,914	431,559
Fixed Charges		SUPPRESSION			
533		Equipment Rental	500	0	500
		Total Fixed Charges	500	0	500
Capital Outlay		SUPPRESSION			
941		Technical Equipment	0	10,259	70,670
		Total Capital Outlay	0	10,259	70,670
50	420460	Total Suppression	7,401,497	6,664,643	7,921,535
60	420462	VOLUNTEER OPERATIONS			
Personal Services					
133		Volunteer Operations	7,500	8,480	3,000
134		Volunteer Gas	3,250	1,750	2,250
146		Workers Compensation	15,000	9,642	15,000
147		EAP	1,419	792	1,419
		Total Personal Services	27,169	20,663	21,669
Supplies		VOLUNTEER OPERATIONS			
291		Recruitment & Retention	8,500	4,011	8,500
		Total Supplies	8,500	4,011	8,500
Purchased Services		VOLUNTEER OPERATIONS			
380		Training	146,368	37,612	146,558
391		Recruitment & Retention	2,000	1,304	2,000
		Total Purchased Services	148,368	38,916	148,558
60	420462	Total Volunteer Operations	184,037	63,590	178,727
80	420461	MEDICAL			
Supplies					
220		Operating Supplies-Active Shooter	2,500	2,062	2,500
221		Small Equipment	5,000	4,029	12,700
222		Operating Supplies-Medical	32,800	32,978	39,222
		Total Supplies	40,300	39,068	54,422
Purchased Services		MEDICAL			
356		Contract Services	15,100	14,042	20,000
		Total Purchased Services	15,100	14,042	20,000

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 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
Capital Outlay		MEDICAL			
941		Technical Equipment	0	0	0
		Total Capital Outlay	0	0	0
80	420461	Total Medical	55,400	53,110	74,422
100 420441		FUEL MITIGATION			
Personal Services					
110		FM Wages	168,360	64,766	191,160
120		FM Overtime	1,000	5,828	5,000
141		FICA	12,880	5,101	14,624
142		PERS/FURS	1,500	2,961	3,000
144		Disability Coverage	10	6	10
145		UCC	253	179	478
146		Workers Compensation	8,216	2,828	9,329
		Total Personal Services	192,218	81,669	223,600
Supplies		FUEL MITIGATION			
220		Operating Supplies	5,000	4,164	5,000
221		Small Equipment	15,000	220	15,000
231		Fuel	5,000	2,537	5,000
		Total Supplies	25,000	6,921	25,000
Purchased Services		FUEL MITIGATION			
339		Public Information	1,000	473	1,000
356		Contract Services	1,000	0	1,000
		Total Purchased Services	2,000	473	2,000
100	420441	Total Fuel Mitigation	219,218	89,062	250,600
10 521000		ADMINISTRATION			
Object Code # 8xx =					
820		Transfers Out to Other Funds	275,000	275,000	400,000
TOTAL APPROPRIATIONS			13,464,062	11,534,390	13,204,287
CASH RESERVE					
[The budgeted reserve = the expected cash balance in the fund at fiscal year-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			3,238,512		3,438,512
TOTAL REQUIREMENTS					
[274 = 272 + 273]			16,702,574		16,642,799

16,642,799
16,642,799
0



MISSOULA RURAL

FIRE DISTRICT

Capital Improvement Fund Budget

FY 23/24

Missoula Rural Fire District
Budget for Fiscal Year: 23/24
Fund Name: Capital Improvements Fund
Fund #: 4000

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	472,000	472,000	747,000
		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]	472,000	472,000	747,000
	38xxxx	OTHER FINANCING SOURCES			
	381000	Proceeds from Long Term Debt			
	382000	Proceeds from Sale of Capital Assets			
	383000	Transfers In from Other Funds	275,000	275,000	400,000
		TOTAL OTHER FINANCING SOURCES	275,000	275,000	400,000
		TOTAL RESOURCES [10 = 5 + 9]	747,000	747,000	1,147,000

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 Fund Name: Capital Improvements Fund
 Fund #: 4000

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	350,000		400,000
	943	Office Equipment			
	999				
		Total Capital Outlay	350,000		400,000
10	420510	Total Administration	350,000		400,000
20	420440	RESOURCE MANAGEMENT			
Capital Outlay		RESOURCE MANAGEMENT			
	941	Technical Equipment	100,000		150,000
	945	Apparatus Replacement	297,000		597,000
		Total Capital Outlay	397,000		747,000
20	420440	Total Resource Management	397,000		747,000
TOTAL APPROPRIATIONS			747,000		1,147,000
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]			747,000		1,147,000

Balanced Budget = Total Requirements equals Total Resources
 Total Requirements line 388
 Total Resources line 61
 Difference [must be -0-]

1,147,000
1,147,000
0



MISSOULA RURAL

FIRE DISTRICT

Total Funds Budget

FY 23/24

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 Total All Funds

TOTAL RESOURCES
 = Cash Available + Revenues + Other Financing Sources

Org #	Account #		PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT	Budget \$ Increase (Decrease)	Budget % Increase (Decrease)
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CASH AVAILABLE

101000	Cash Balance in County fund as of June 30th	7,185,496	472,000	6,777,020		
	Cash Balance all accounts held outside the County as of June 30th	173	0	173		
	Less: accounts payable + accrued payables as of June 30th	386,374	0	132,455		
	Less: Outstanding warrants (checks) as of June 30th	184,256	0	209,848		
	Cash Available as of July 1st [5 = + 1+ 2 - 3 - 4]	6,615,039	472,000	6,434,890		

REVENUES

31xxxx TAX & ASSESSMENT

311010	Tax Revenue	8,336,098	8,387,877	9,408,140	1,072,042	13%
312000	Penalty & Interest on Delinquent Tax Payments	0	16,386	0	0	0%
314110	Light Vehicle Tax [Local Option Tax]	0	0	0	0	0%
	Total Tax and Assessment Revenue	8,336,098	8,404,264	9,408,140	1,072,042	13%

33xxxx INTERGOVERNMENTAL

331xxx	Federal Grants (specify below)					
331001	HMEP Grant	0	9,972	0	0	0%
331002	AHIMT Grant	0	0	0	0	0%
331003	Fuel Mitigation Grant	172,040	97,388	187,950	15,910	9%
331004	SAFER Grant	159,000	177,679	0	(159,000)	-100%
331005	CARES Act	0	0	0	0	0%
331006	PPE Grant	0	0	0	0	0%
331007	FEMA	305,481	450	0	(305,481)	-100%
331008	AFG Grant		0	66,000	66,000	0%
332xxx	Federal Shared Revenues (specify below)					
		0	0	0	0	0%
334xxx	State Grants (specify below)					
		0	0	0	0	0%
335xxx	State Shared Revenues (specify below)					
335230	State entitlement	865,543	865,543	889,319	23,776	3%
336xxx	Other State Payments (specify below)					
336010	Wildland	110,000	345,594	150,000	40,000	36%
336011	All Hazards	30,000	22,500	30,000	0	0%
339xxx	Local Payments in Lieu of Taxes					
339000	PILT-received from County	20,000	0	0	(20,000)	-100%
	Total Intergovernmental Revenue	1,662,064	1,519,126	1,323,269	(338,795)	-20%

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 Total All Funds

TOTAL RESOURCES
 = Cash Available + Revenues + Other Financing Sources

Org #	Account #		PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT	Budget \$ Increase (Decrease)	Budget % Increase (Decrease)
34xxxx CHARGES FOR SERVICES							
	342023	Sub-Division Review Fees	10,000	28,650	10,000	0	0%
	342029	All Hazard Incident Fees	500	0	500	0	0%
	342030	Lock Box/Sign Fees	4,000	1,451	4,000	0	0%
	342031	Report Fees	1,000	115	1,000	0	0%
	342060	Fuel Mitigation Fees	12,000	16,800	12,000	0	0%
		Total Charges for Services Revenue	27,500	47,016	27,500	0	0%
36xxxx MISCELLANEOUS							
	362010	Other Revenues	6,040	6,356	5,000	(1,040)	-17%
	362021	Insurance Claims	5,000	5,310	5,000	0	0%
	362070	Safe Kids Coalition Projects	0	146	0	0	0%
	365010	Contribution & Donations	1,000	775	1,000	0	0%
	367000	Sale of Junk or Salvage (non capital items)	0	556	0	0	0%
		Total Miscellaneous Revenue	12,040	13,143	11,000	(1,040)	-9%
37xxxx INVESTMENT EARNINGS							
	371010	Interest Earnings	4,000	168,604	100,000	96,000	2400%
		Total Investment Earnings Revenue	4,000	183,078	100,000	96,000	2400%
		TOTAL REVENUES	10,041,702	10,152,153	10,869,909	828,208	8%
38xxxx OHER FINANCING SOURCES							
	381000	Proceeds from Long Term Debt	680,700	678,065	0	(680,700)	-100%
	382000	Proceeds from Sale of Capital Assets	0	0	85,000	85,000	0%
	383000	Transfers In from Other Funds	275,000	275,000	400,000	125,000	45%
		TOTAL OTHER FINANCING SOURCES	955,700	953,065	485,000	(470,700)	-49%
		TOTAL RESOURCES [41 = 5 + 36 + 40]	17,612,440	11,577,218	17,789,799	177,359	1%

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 Total All Funds

TOTAL REQUIREMENTS
 = APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT	Budget \$ Increase (Decrease)	Budget % Increase (Decrease)
10	410510	ADMINISTRATION					
	Personal Services						
110		Full-Time Salaries	503,581	501,843	836,173	332,593	66%
111		Holiday Pay	22,246	19,240	31,149	8,902	40%
120		Overtime Full-time	6,092	1,043	8,276	2,184	36%
130		Vacation-Sick Accrual	0	0	0	0	0%
132		Health Club Reimbursement	200	0	200	0	0%
135		Clothing allowances	2,500	2,500	3,151	651	26%
136		Deferred Comp/Other [er contribution]	37,238	37,113	63,752	26,514	71%
141		FICA [employer contribution]	23,108	21,571	30,869	7,761	34%
142		PERS/FURS	64,578	62,813	112,686	48,107	74%
143		Health/Dental/Optical	105,190	104,636	138,923	33,733	32%
144		Disability Coverage	912	539	1,505	593	65%
145		UCC	1,341	1,312	2,212	871	65%
146		Worker Compensation	16,828	13,916	31,957	15,129	90%
147		EAP	240	200	280	40	17%
		Total Personal Services	784,055	766,727	1,261,132	477,077	61%
	Supplies	ADMINISTRATION					
210		Office Supplies	8,500	5,221	8,000	(500)	-6%
220		Operating Supplies	50,000	1,480	6,556	(43,444)	-87%
221		Small Equipment	4,500	3,022	4,500	0	0%
227		Petty Cash	175	0	175	0	0%
234		Small Tools	500	0	500	0	0%
268		Computer Maintenance	11,000	7,720	37,000	26,000	236%
291		Recruitment & Retention	2,000	234	2,000	0	0%
		Total Supplies	76,675	17,677	58,731	(17,944)	-23%
	Purchased Services	ADMINISTRATION					
311		Postage	4,000	2,060	4,000	0	0%
320		Printing	4,000	1,731	4,000	0	0%
333		Subscriptions	8,050	5,139	8,050	0	0%
337		Legal Advertising	2,500	240	2,500	0	0%
339		Public Information	3,500	0	3,500	0	0%
341		Electricity, Gas, Water	52,000	60,985	65,000	13,000	25%
342		Garbage Collection	12,000	11,505	12,000	0	0%
345		Telephone	46,000	36,993	41,000	(5,000)	-11%
352		Attorney Fees	20,000	19,832	80,000	60,000	300%
354		Audit Fees	30,000	12,500	45,000	15,000	50%
356		Contract Services	83,850	36,725	137,000	53,150	63%
357		Accreditation	0	0	14,370	14,370	0%
368		Computer Maintenance	150,412	132,378	135,184	(15,228)	-10%
379		Food, Lodging, Travel	24,450	12,310	43,060	18,610	76%
380		Training	10,683	5,079	15,230	4,547	43%
391		Recruitment & Retention	3,000	1,937	3,000	0	0%
395		Election Costs	10,000	0	10,000	0	0%
		Total Purchased Services	464,445	339,414	622,894	158,449	34%
	Fixed Charges	ADMINISTRATION					
510		Insurance	59,000	57,560	65,000	6,000	10%
530		Office Rent	7,670	7,670	7,670	0	0%
		Total Fixed Charges	66,670	65,230	72,670	6,000	9%
	Debt Service	ADMINISTRATION					
610		Principal Payments	741,508	666,507	117,960	(623,548)	-84%
620/630		Interest Payments & Other Charges	78,637	78,635	93,161	14,524	18%
		Total Debt Service	820,145	745,142	211,121	(609,024)	-74%

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 Total All Funds

TOTAL REQUIREMENTS
 = APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT	Budget \$ Increase (Decrease)	Budget % Increase (Decrease)
Capital Outlay		ADMINISTRATION					
910		Land	0	0	0	0	0%
920		Buildings and Improvement	871,962	402,757	400,000	(471,962)	-54%
943		Office Equipment	0	0	0	0	0%
		Total Capital Outlay	871,962	402,757	400,000	(471,962)	-54%
10	410510	Total Administration	3,083,952	2,336,947	2,626,548	(457,404)	-15%
20	420440	RESOURCE MANAGEMENT					
Personal Services							
110		Full-Time Salaries	85,650	88,076	168,835	83,185	97%
111		Holiday Pay		3,717	6,921	6,921	0%
120		Overtime Full-time	16,266	28,599	16,820	554	3%
132		Health Club Reimbursement		150	0	0	0%
130		Vacation-Sick Accrual	0	0	500	500	0%
135		Clothing allowances	650	650	650	0	0%
141		FICA [employer contribution]	1,374	1,755	3,112	1,739	127%
142		PERS/FURS	12,299	13,820	25,239	12,939	105%
143		Health/Dental/Optical	21,396	22,452	36,412	15,016	70%
144		Disability Coverage	161	107	356	195	121%
145		UCC	237	303	523	286	121%
146		Worker Compensation	4,537	4,540	10,018	5,481	121%
147		EAP	40	38	70	30	75%
		Total Personal Services	142,610	164,207	269,456	126,845	89%
Supplies		RESOURCE MANAGEMENT					
221		Small Equipment	11,500	2,543	10,000	(1,500)	-13%
231		Fuel	55,000	74,303	86,100	31,100	57%
232		Lubricants	4,500	4,127	5,000	500	11%
233		Tires	22,930	11,848	15,230	(7,700)	-34%
234		Small Tools	1,400	1,890	1,400	0	0%
270		Maintenance-All Other	6,395	4,438	4,500	(1,895)	-30%
272		Vehicle Maintenance	51,394	29,239	30,000	(21,394)	-42%
		Total Supplies	185,829	128,389	152,230	(33,599)	-18%
Purchased Services		RESOURCE MANAGEMENT					
333		Subscriptions	200	0	400	200	100%
370		Maintenance-All Other	9,000	3,280	3,000	(6,000)	-67%
372		Vehicle Maintenance	45,000	40,368	45,000	0	0%
373		Vehicle Body Repair	10,000	814	10,000	0	0%
379		Food, Lodging, Travel	3,440	2,679	6,440	3,000	87%
380		Training	1,240	829	1,000	(240)	-19%
		Total Purchased Services	90,390	47,971	65,840	(24,550)	-27%
Capital Outlay		RESOURCE MANAGEMENT					
941		Technical Equipment	308,100	5,590	150,000	(158,100)	-51%
945		Apparatus Replacement	770,000	1,056,485	1,419,456	649,456	84%
		Total Capital Outlay	1,078,100	1,062,075	1,569,456	491,356	46%
20	420440	Total Resource Management	1,496,929	1,402,641	2,056,982	560,052	37%

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 Total All Funds

TOTAL REQUIREMENTS
 = APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT	Budget \$ Increase (Decrease)	Budget % Increase (Decrease)
30	420430	TRAINING					
	Personal Services						
110		Full-Time Salaries	106,382	205,930	183,304	76,922	72%
111		Holiday Pay		9,313	8,098	8,098	0%
120		Overtime Full-time	124,359	48,416	166,396	42,037	34%
130		Vacation-Sick Accrual	0	24,359	0	0	0%
132		Health Club Reimbursement		0	250	250	0%
135		Clothing allowances	650	1,300	1,300	650	100%
141		FICA [employer contribution]	2,087	3,856	4,552	2,464	118%
142		PERS/FURS	15,276	34,977	27,485	12,209	80%
143		Health/Dental/Optical	21,396	51,712	48,578	27,182	127%
144		Disability Coverage	257	269	534	276	107%
145		UCC	378	723	785	406	107%
146		Worker Compensation	7,251	11,123	15,036	7,785	107%
147		EAP	40	95	80	40	100%
		Total Personal Services	278,078	392,074	456,397	178,319	64%
	Supplies	TRAINING					
220		Operating Supplies	7,300	3,576	10,800	3,500	48%
221		Small Equipment	2,600	0	1,100	(1,500)	-58%
292		Research & Development	0	484	3,150	3,150	0%
		Total Supplies	9,900	4,060	15,050	5,150	52%
	Purchased Services	TRAINING					
333		Subscriptions	7,930	185	500	(7,430)	-94%
379		Food, Lodging, Travel	3,500	1,019	6,070	2,570	73%
380		Training	2,000	1,019	5,115	3,115	156%
		Total Purchased Services	22,580	2,223	11,685	(10,895)	-48%
	Capital Outlay	TRAINING					
920		Buildings and Improvement	0	0	0	0	0%
941		Techniacal Equipment	0	0	0	0	0%
		Total Capital Outlay	0	0	0	0	0%
30	420430	Total Training	310,558	398,357	483,132	172,574	56%
40	420410	FIRE MARSHAL					
	Personal Services						
110		Full-Time Salaries	312,246	162,674	230,959	(81,287)	-26%
111		Holiday Pay		3,864	8,720	8,720	0%
120		Overtime Full-time	10,068	527	6,820	(3,248)	-32%
130		Vacation-Sick Accrual	152,800	0	0	(152,800)	-100%
132		Health Club Reimbursement		0	250	250	0%
135		Clothing allowances	1,950	1,300	1,300	(650)	-33%
136		Deferred Comp/Other [er contribution]	18,305	0	0	(18,305)	-100%
141		FICA [employer contribution]	4,688	2,441	3,511	(1,178)	-25%
142		PERS/FURS	37,458	22,913	34,418	(3,040)	-8%
143		Health/Dental/Optical	51,105	37,406	40,454	(10,651)	-21%
144		Disability Coverage	531	169	408	(123)	-23%
145		UCC	789	421	606	(183)	-23%
146		Worker Compensation	15,107	6,848	11,596	(3,511)	-23%
147		EAP	120	76	80	(40)	-33%
		Total Personal Services	605,167	238,638	339,122	(266,045)	-44%

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 Total All Funds

TOTAL REQUIREMENTS
 = APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT	Budget \$ Increase (Decrease)	Budget % Increase (Decrease)
Supplies		FIRE MARSHAL					
220		Operating Supplies	10,000	8,745	10,000	0	0%
221		Small Equipment	1,500	73	1,000	(500)	-33%
235		Fire Investigation	1,000	0	1,000	0	0%
		Total Supplies	12,500	8,818	12,000	(500)	-4%
Purchased Services		FIRE MARSHAL					
333		Subscriptions	5,700	1,275	2,700	(3,000)	-53%
339		Public Information	1,000	0	1,000	0	0%
379		Food, Lodging, Travel	8,370	(190)	1,170	(7,200)	-86%
380		Training	3,710	2,498	350	(3,360)	-91%
384		Sub Division Review	3,000	0	3,000	0	0%
		Total Purchased Services	22,780	3,583	8,220	(14,560)	-64%
40	420410	Total Fire Marshal	640,447	251,039	359,342	(281,105)	-44%
50	420460	SUPPRESSION					
Personal Services							
110		Full-Time Salaries	3,780,673	3,782,404	4,166,839	386,166	10%
111		Holiday Pay	193,995	158,876	173,116	(20,879)	-11%
120		Overtime Full-Time	254,000	405,640	403,640	149,640	59%
122		Overtime Regular Training	368,352	87,027	342,768	(25,584)	-7%
128		Overtime Wildland	100,000	119,883	155,000	55,000	55%
130		Vacation-Sick Accrual	0	2,596	50,000	50,000	0%
132		Health Club Reimbursement	4,000	1,665	2,000	(2,000)	-50%
135		Clothing Allowances	31,200	29,250	29,900	(1,300)	-4%
141		FICA	63,972	67,984	72,952	8,980	14%
142		PERS/FURS	570,762	560,996	621,782	51,019	9%
143		Health/Dental/Optical	864,274	821,525	931,706	67,431	8%
144		Disability Coverage	7,500	4,644	8,553	1,053	14%
145		UCC	11,030	11,462	12,578	1,548	14%
146		Workers Compensation	211,329	179,695	240,994	29,664	14%
147		EAP	1,920	1,813	1,970	50	3%
		Total Personal Services	6,463,008	6,235,460	7,213,798	750,789	12%
Supplies		SUPPRESSION					
202		Extrication	4,800	2,781	5,300	500	10%
203		Thermal Imaging	9,100	8,652	11,100	2,000	22%
204		SCBA	4,000	3,401	6,000	2,000	50%
205		Fire Extinguisher	3,210	2,552	2,500	(710)	-22%
206		Saws	3,600	69	1,500	(2,100)	-58%
207		Ladders	0	0	4,000	4,000	0%
208		Passport Supplies	0	0	500	500	0%
211		Health and Wellness Supplies	0	0	1,000	1,000	0%
212		Car Seat Supplies	0	0	500	500	0%
213		Confined Space	0	0	2,000	2,000	0%
219		Hazmat	14,500	1,644	14,500	0	0%
220		Operating Supplies	5,460	266	1,000	20	0%
223		Foam Concentrate	4,000	0	4,000	0	0%
224		Turnout Clothing	94,905	114,605	58,000	(36,905)	-39%
225		Wildland Clothing	4,800	3,454	10,280	5,480	114%
226		EMT Clothing	3,000	1,183	3,000	0	0%
229		Wildland Supplies	5,265	12,866	5,800	535	10%
230		Uniforms	4,900	4,505	4,920	20	0%
234		Small Tools	2,500	7,600	0	(2,500)	-100%
236		Hoses/Nozzles	24,000	8,077	7,800	(16,200)	-68%
237		Sup Hoses/Nozzles	0	16,150	47,308	47,308	0%
271		Radio Supplies	0	3,715	4,000	4,000	0%
294		Rescue Equipment	0	10,489	10,000	10,000	0%
		Total Supplies	148,830	202,010	205,008	56,178	38%

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 Total All Funds

TOTAL REQUIREMENTS
 = APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT	Budget \$ Increase (Decrease)	Budget % Increase (Decrease)
Purchased Services		SUPPRESSION					
301		Generators	7,100	899	9,100	2,000	28%
302		Extrication	4,200	4,950	5,500	1,300	31%
304		SCBA	9,000	1,885	2,500	(6,500)	-72%
305		Fire Extinguisher	1,210	1,656	1,650	440	36%
307		Ladders	0	2,758	2,800	2,800	0%
309		PIO	0	0	2,000	2,000	0%
333		Subscriptions	300	225	300	0	0%
361		Maint. Bldgs/Grounds Station 1	12,200	13,963	13,900	1,700	14%
362		Maint. Bldgs/Grounds Station 2	8,500	7,932	9,000	500	6%
364		Maint. Bldgs/Grounds Station 4	8,500	11,867	13,000	4,500	53%
365		Maint. Bldgs/Grounds Station 5	8,500	9,090	9,000	500	6%
366		Maint. Bldgs/Grounds Station 6	8,500	8,796	9,000	500	6%
367		Sta Maint	63,000	57,923	173,000	110,000	175%
369		Maint. Turnout Clothing	4,000	1,583	3,700	(300)	-8%
371		Radio Maintenance	0	783	4,000	4,000	0%
375		Exhaust System Maint.	37,500	159	3,000	(34,500)	-92%
379		Food, Lodging, Travel	102,425	46,636	81,300	(21,125)	-21%
380		Training	110,437	45,809	88,809	(21,628)	-20%
		Total Purchased Services	363,962	216,914	431,559	67,597	19%
Fixed Charges		SUPPRESSION					
533		Equipment Rental	500	0	500	0	0%
		Total Fixed Charges	500	0	500	0	0%
Capital Outlay		SUPPRESSION					
941		Technical Equipment	23,355	10,259	70,670	47,315	203%
		Total Capital Outlay	23,355	10,259	70,670	47,315	203%
50	420460	Total Suppression	6,999,655	6,664,643	7,921,535	921,879	13%
60	420490	VOLUNTEER OPERATIONS					
Personal Services							
133		Volunteer Operations	7,000	8,480	3,000	(4,000)	-57%
134		Volunteer Gas	3,000	1,750	2,250	(750)	-25%
146		Workers Compensation	15,000	9,642	15,000	0	0%
147		EAP	1,419	792	1,419	0	0%
		Total Personal Services	26,419	20,663	21,669	(4,750)	-18%
Supplies		VOLUNTEER OPERATIONS					
			0	4,011	8,500	8,500	0%
		Total Supplies	0	4,011	8,500	8,500	0%
Purchased Services		VOLUNTEER OPERATIONS					
380		Training	26,000	37,612	146,558	120,558	464%
391		Recruitment & Retention	138,750	1,304	2,000	(136,750)	-99%
		Total Purchased Services	164,750	38,916	148,558	(16,192)	-10%
60	420490	Total Volunteer Operations	191,169	63,590	178,727	(12,442)	-7%
80	420480	MEDICAL					
Supplies							
220		Operating Supplies-Active Shooter	2,000	2,062	2,500	500	25%
221		Small Equipment	0	4,029	12,700	12,700	0%
222		Operating Supplies	28,000	32,978	39,222	11,222	40%
		Total Supplies	30,000	39,068	54,422	24,422	81%
Purchased Services		MEDICAL					
356		Contract Services	15,000	14,042	20,000	5,000	33%
		Total Purchased Services	15,000	14,042	20,000	5,000	33%

Missoula Rural Fire District
 Budget for Fiscal Year: 23/24
 Total All Funds

TOTAL REQUIREMENTS
 = APPROPRIATIONS + CASH RESERVE

Org #	Account #	APPROPRIATIONS	PRIOR YEAR BUDGETED AMOUNT	PRIOR YEAR ACTUAL AMOUNT	CURRENT YEAR BUDGETED AMOUNT	Budget \$ Increase (Decrease)	Budget % Increase (Decrease)
Capital Outlay		MEDICAL					
941		Technical Equipment	0	0	0	0	0%
		Total Capital Outlay	0	0	0	0	0%
80	420480	Total Medical	45,000	53,110	74,422	29,422	65%
100	420470	FUEL MITIGATION					
Personal Services							
110		FM Wages	140,760	64,766	191,160	50,400	36%
120		FM Overtime	1,000	5,828	5,000	4,000	400%
141		FICA	10,768	5,101	14,624	3,856	36%
142		PERS/FURS		2,961	3,000	3,000	0%
144		Disability Coverage		6	10	10	0%
145		UCC	211	179	478	267	126%
146		Workers Compensation	6,869	2,828	9,329	2,460	36%
		Total Personal Services	169,608	81,669	223,600	53,992	32%
Supplies		FUEL MITIGATION					
220		Operating Supplies	2,700	4,164	5,000	2,300	85%
221		Small Equipment	3,300	220	15,000	11,700	355%
231		Fuel	3,000	2,537	5,000	2,000	67%
		Total Supplies	9,000	6,921	25,000	16,000	178%
Purchased Services		FUEL MITIGATION					
339		Public Information	1,000	473	1,000	0	0%
356		Contract Services	1,000	0	1,000	0	0%
		Total Purchased Services	2,000	473	2,000	0	0%
100	420470	Total Fuel Mitigation	180,608	89,062	250,600	69,992	39%
10	521000	ADMINISTRATION					
Other Financing Uses							
820		Transfers Out to Other Funds	772,000	275,000	400,000	(372,000)	-48%
		TOTAL APPROPRIATIONS	14,755,307	11,534,390	14,351,287	(404,020)	-3%
		CASH RESERVE [The budgeted reserve = the expected cash balance in the fund at fiscal year-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	3,238,512	3,238,512	3,438,512	200,000	6%
		TOTAL REQUIREMENTS [274 = 272 + 273]	17,993,819	14,772,902	17,789,799	(204,020)	-1%

Balanced Budget = Total Requirements equals Total Resources
 Total Requirements line 388
 Total Resources line 61
 Difference [must be -0-]

17,789,799
17,789,799
0