

Hebgen Basin Fire District  
Meeting Minutes  
August 13, 2019

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Meeting was called to order at 1801 hrs.

**Board Members Present:** Ken Davis, Gay McBirnie, Kyle Goltz, John Costello, Mike Gavagan

**Also in Attendance:** Chief Grube, AC Jessop, Lindsey Charlton, Jeremy Gallagher, Hunter Weltherelt, Will Polansky, Brad Wittrock

**Recorder of Minutes:** Lindsey Charlton

**Public Comment for Items Not on Agenda:** Chief introduced Brad Wittrock to Board. No other public comment.

**Approval of Minutes for July 9, 2019 Regular Board Meeting:** Mike Gavagan motions to approve minutes as written. Gay McBirnie seconds. All in Favor. Motion passed.

**Approve Claims/Deposits:**

Chief reviews various claims explaining expenditures. Ken Davis motions to approve claims as presented. Gay McBirnie seconds. All in favor. Motion passed.

**Chief's Report:** See attached.

**Old Business:**

**Approval 2019-20 Budget**

Chief reports that districts taxable value increased compared to 2018 numbers, causing decrease in mill value to 49.74. Budget has been adjusted to reflect decrease and salaries line item along with for pay per call for volunteer line items have been increased. Mike Gavagan states that mill levy should be adopted before budget is approved. Chief adds that if board does not like where budget is currently at, the mill balance will need to be adjusted. Chief recommends for board to approve max mills due to conflict the District is in with Park Service and PILT funding distribution. Kyle Goltz states that the current radio situation and the Districts need for a new engine need to be considered. Board moves to vote on adopting Mill Levy (see below).

Ken Davis asks Chief why is there \$10,000 in operations budget. Chief responds that last year the District had a hazmat situation causing unexpected expenses, so it is important to have additional funds available. Kyle Goltz ask board if there are any further questions for Chief and is looking for motion to approve or disapprove budget. John Costello make motion to approve budget. Mike Gavagan Seconds. Motion passed 4-1, (Ken Davis Nay).

**Adopt Mill Levy for Fiscal 2020**

Mike Gavagan makes motion to adopt max mill levy for 2020. Gay McBirnie seconds. Motion passed 4-1, (Ken Davis Nay).

**Pay per call Policy**

Chief presented policy to board last month and has not received any feedback. Re-presenting policy and looking for board approval to implement and offer to volunteers. Kyle Goltz states that he looked it over after last meeting and thinks it is a good policy for volunteers. He proceeds to ask board and present crew members if there are any issues out there that would prevent it from being adopted. Chief responds that the only

concern we had was pertaining to Workers Comp policy cost increasing if they become paid volunteer. Montana State Fund confirmed that they will remain volunteers if their income remains under 20% of salaried. Mike Gavagan revisits that the board asked last meeting if union staff would look over the policy and provide feedback. Jeremy Gallagher responds that it looks great in the local's opinion and is a great incentive to try to bring in more volunteers. Ken Davis makes motion to adopt paid per call policy for volunteer staff. Gay Mcbirnie seconds. All in favor. Motion passed.

**New Business:**

**Pay raises for Non-Union Staff**

Chief is asking board to approve the same pay increases for non-union staff that the union staff received in July. This includes adopting a longevity scale into a policy for non-union members and provide 3% increase and 2.4% cola increase. Kyle Goltz asks chief if this hourly rate is based on 2080-hour work year, like the unions scale. Chief responds that it will be the same scale and that James is at year 6 completed, Chief is at year 7 and Lindsey does not qualify as she has only been here for 1 year. Kyle Goltz states that it is good for non-union staff to have the same benefits of union staff to provide incentive for staff to stay. John Costello makes motion to approve 5.4 % salary increase and longevity. Kyle asks about the timeline for longevity to start. Chief points out that he made an error on the chart presented and staff must complete two full years of employment and longevity begins year 3. Kyle Goltz states the motion on table is to approve nonunion pay raise in the amount of 5.4% salary increase and longevity. Mike Gavagan seconds. Motion passed 4-1(Ken Davis Nay)

**Meeting adjourned: 18:55 pm**

**Next meeting: September 10th at 6:00 pm**