Hebgen Basin Fire District
Board Meeting Minutes
January 9, 2025

Meeting was called to order at 6:00 pm
Board Members Present: Kyle Goltz, John Costello, Mike Gavagan, Travis Mann, Skip Morris
Also in Attendance: Shane Grube, Lindsey Charlton, Jeremy Gallagher, Ray Ball, Bo Lubke, Bob Kinney
Recorder of Minutes: Lindsey Charlton

Public Comment: Chief introduces Bo Lubke to the board members and congratulated him on his promotion from EMT to Paramedic. Chairman Goltz thanked Ray, Arnie and nick for doing walk through inspections and catching things that need to be address that could be safety issues.

Approval of Minutes for December 12, 2025: John Costello motioned to approve minutes as presented. Mike Gavagan seconded. All in Favor. Motion Passed.

Approval of Claims and Deposits: Mike Gavagan motioned to approve claims as presented. Skip Morris seconded, All in Favor. Motion passed.

Chief report: See attached
Chief also takes a moment to read an email from a patient that was severely injured in a snowmobile crash on Christmas Eve. He wanted to say thank you to the staff and say they were terrific.

New Business:
Public Information Campaign
Chief requests approval to send out a mailer to the residents in the Rural Resort Tax Resort Area and is asking for permission to spend up to $5000.00 on bulk mailers. Mike suggests hiring someone to structure the mailing and timeline. Chief states that the district needs to educate the public the importance of pulling the burden off tax payers and having business carry the weight by taxing tourists. Mike Gavagan motions to allow chief to spend up to $5000.00 on mailings pertaining to the Rural Resort Tax District. Skip Morris seconds. All in Favor. Motion Passed.
Bob Kinney speaks as a representative of the hospital district board and reports that 25% of the people were concerned they were going to see a hike in taxes. Bob states that his board will be able to help to with the public information campaign. Chief reports that the way this is structure the funding will be able to benefit the Fire District, Hospital District, Mental Health services, and to be a tool to help our community. This will be on the back of tourists not the tax payers. The businesses outside of town are not paying into the resort tax and its time they help with the expenses that come with tourist visitation.

Next meeting: 02/13/25 at 6pm
Adjourned: 6:28

Hebgen Basin Fire District
Board Meeting Minutes
February 13, 2025

Meeting was called to order at 6:00 pm
Board Members Present: Kyle Goltz, John Costello, Travis Mann, Skip Morris
Also in Attendance: Shane Grube, Lindsey Charlton, Bo Lubke, Nick, Kunz Arnie Christenson, Ron Lubke, Kayla Wilson, Payton Appell, Jeremy Gallagher
Recorder of Minutes: Lindsey Charlton

Public Comment: Kayla Wilson states the union is hosting a fundraiser at Yellowstone Brewing Company and Invites the board to attend.

Approval of January 09, 2025 Minutes: Skip Morris motioned to approve minutes as presented. John Costello Seconded. All in Favor. Motion passed.
Approval of Claims and Deposits: John Costello motioned to approve claims and deposits as presented. Skip Morris Seconded. All in Favor. Motion passed.
Chief report: See attached

Swearing in of Firefighter/Paramedic Robert (Bo) Lubke
Shane gave a speech about the history, importance, and moral obligation of working in the Fire & EMS industry along with welcoming Bo to our team. Kyle Goltz swears in Bo as a Fire Fighter and paramedic.

New Business:
Approval Payton Holtom as Firefighter/Paramedic
Chief asks for board approval to hire Payton Holtom as full time Fire Fighter/ Paramedic. John Costello motioned to approve hiring Payton Holtom as full time Fire Fighter/ Paramedic. Travis Mann Seconded. All in Favor. Motion passed.

County Wide EMS District
Chief handed out a draft framework document from the county for a proposed EMS District. Chief explains, that the District has to decide if we want to be part of a county wide EMS District.
The county has concerns over providing EMS coverage if AMR closes up and leaves the area. Billings Fire is looking at starting EMS services and Central Valley and Highlight have already done this. If the District joined this, the county would have a centralized EMS building and would own all of the ambulances so we would not have the expense of updating or purchasing new ambulances. The county would have to increase taxes to property owners of the District that would have to be voted on and they do not consume the bulk of our services. According to the EMS study the County thinks we are a 1.5 call per day department .They based their matrix off the EMS study data and if this goes through and we are out along with Big Sky they will draw an EMS district map and only tax that area. The county would use a third party to bill all services.
Shane recommends to the board that we do not join the EMS District because it moves the financial burden to the tax payer and not the tourist, the main burned on our EMS services. If it does end up moving forward we could try to annex into it at a later date. Skip Morris Motioned that the District does not join the County EMS District. John Costello Seconds. All in Favor .Motion Passed.

Next meeting: 03/13/25 at 6pm
Adjourned: 6:54

Hebgen Basin Fire District
Board Meeting Minutes
March 13, 2025

Meeting was called to order at 6:00 pm

Board Members Present: Kyle Goltz, John Costello, Skip Morris, Mike Gavagan, Travis Mann

Also in Attendance: Shane Grube, Lindsey Charlton, Kayla Wilson, Peyton Appell, Payton Holtom
Recorder of Minutes: Lindsey Charlton

Public Comment: None

Approval of February 13, 2025 Minutes: John Costello motioned to approve Minutes as presented. Skip Morris Seconded. All in Favor. Motion Passed.
Approval of Claims: Skip Morris motioned to approve claims as presented. Mike Gavagan Seconded. All in favor. Motion passed.

Chief report: See attached

New Business:
Surplus 1995 KME Ladder Truck
Chief is requesting board approval to surplus the 1995 KME Ladder Truck. Chief recommends donating the truck to another district since we received it at no cost and reports Ennis is currently interested.
Mike Gavagan motioned to pay it forward and surplus the ladder to Ennis or to the next best suiter. Travis Mann Seconds. All in favor. Motion passed.

Next meeting: 04/10/25 at 6pm
Adjourned: 6:31

Hebgen Basin Fire District
Board Meeting Minutes
April 10, 2025

Meeting was called to order at 6:05 pm
Board Members Present: Kyle Goltz, John Costello, Skip Morris, Mike Gavagan,
Also in Attendance: Shane Grube, Lindsey Charlton, Ray Ball , Arnie Christensen, Sam Febres , Darrell Mraz, Laura Febres
Recorder of Minutes: Lindsey Charlton
Public Comment: None

Approval of March 13, 2025 Minutes: Mike Gavagan motioned to approve minutes as presented. Skip Morris Seconded. All in Favor. Motion Passed.
Approval of Claims and Deposits: Skip Morris motioned to approve claims and deposit as presented. John Costello seconded. All in Favor. Motion passed.

Chief report: See attached.

Hiring of Sam Febres
Chief Grube requests board approval to hire Sam Febres for the Assistant Chief position. The first round of interviews had 4 candidates and the two that advanced to the next round were Sam Febres and Arnie Christensen. Sam was the final choice and has accepted the conditional offer. Once Sam completes Fire Inspector 1 course he will get full salary of $102,000 annually. Chief would like to see the District have the capacity to hire another staff member and an additional Assistant Chief by next year. Mike Gavagan motioned to approve hiring Sam Febres. Skip Morris Seconded. All in Favor. Motion passed.

YNP Contract
Chief Grube request board approval to sign the Yellowstone National park contract once it is received. Chief reports the contract will be the same as the one that is ending, only it will be for 5 years instead of 1 year. Mike Gavagan motioned to approve Chief to move forward and sign the parks 5 year contract. John Costello seconded. All in favor. Motion Passed.

Hiring of interns and volunteer position
Chief Grube requests board approval to hire 2 interns this year once we have the park contract signed. The District normally has 3 positions open but since we hired Peyton Holtom back we only have 2. If the park contract is signed by May 1, we can hire and start interns by May 15th. Skip Morris motioned to approve the hiring of two interns providing the District has signed park contract. John Costello seconds. All in favor. Motion passed.

Excess of vacation leave
Chief Grube requests an exception to the vacation payout policy for the excess vacation payout due to him not being to take vacation since last June. Chief requests 100% payout rather than 50%. Since June, Chief has taken 8 days off work and 4 of those days were spent looking at new ladder trucks. Mike Gavagan motions to approve Chiefs excess vacation payout to be at 100%, Skip Morris seconds. All in favor. Motion passed.

Next meeting: 05/8/25 at 6pm
Adjourned: 6:41

Hebgen Basin Fire District
Board Meeting Minutes
May 8, 2025

Meeting was called to order at 6:01 pm
Board Members Present: Kyle Goltz, John Costello, Travis Mann, Mike Gavagan,
Also in Attendance: Shane Grube, Lindsey Charlton, Sam Febres, Jeff McBirnie, Kayla Wilson, Bo Lubke
Recorder of Minutes: Lindsey Charlton

Public Comment: Kayla Wilson thanked Chief for working with staff through labor management meetings and said the meetings have been going great.

Approval of April 10, 2025 Minutes: Mike Gavagan motioned to approve minutes as presented. John Costello seconded. All in Favor. Motion passed.
Approval of Claims and Deposits: John Costello motioned to approve claims. Mike Gavagan Seconded. All in Favor. Motion passed.

Chief report: see attached

New Business:
2024-2025 Budget
Chief shared the preliminary budget with board and reviewed various line items. The District's Budget is very conservative due to the new legislature since we do not know exactly how new bills that have passed will affect us. It looks like we will be Rolling 1.8 Million this year but this is the first year we have not put any extra funding into capital improvements. This is just the first draft preliminary budget and the board will be talking more in depth at future meetings.

Administrative Assistant wage Comparison
Chief presents a wage comparison to board for administrative assistant position and passed out a handout with spread sheet that reflects other similar positions in town. Shane requests board to approve matching the Town Salary for Executive Assistant position by giving Lindsey a $3.50 raise. Mike Gavagan Motioned to approve moving Lindsey to an hourly wage of $32.99. Travis Mann Seconded. All in favor. Motion passed. Kyle Goltz request that Chief do a salary comparison for Chiefs before budget is finalized.

509.00 Electronic Communication policy
509.04 Social Media
Chief brought policy to board back in November and was notified by Union staff that they wanted to discuss this policy in a Labor Management Meeting (LMM). This policy has now been agreed on in the LMM and is being presented for approval. One edit was requested on page 77-Retaliation is Prohibited section, line 2 correct spacing. Mike Gavagan motions to adopt policy 509.00 Electronic Communication Policy and 509.04 social media policy with spacing correction. John Costello Seconded. All in favor. Motion Passed.
Kayla Wilson commented that this is something we worked on in the LMM and the Union is please with it.

Next meeting: 06/12/25 at 6pm
Adjourned: 7:01

Hebgen Basin Fire District
Board Meeting Minutes
June 12, 2025

Meeting was called to order at 6:01 pm
Board Members Present: Kyle Goltz, John Costello, Mike Gavagan, Skip Morris
Also in Attendance: Shane Grube, Lindsey Charlton, Sam Febres, Nick Kunz
Recorder of Minutes: Lindsey Charlton
Public Comment: None

Election of Officers: Lindsey Swears in John Costello and Mike Gavagan to Board Seats. Skip Morris motioned to keep officers as already established. John Costello Seconds. All in Favor. Motion Passed.
Officers are as follows: Kyle Goltz as Chairman, Mike Gavagan as Vice Chair, John Costello as Secretary.

Approval of May 08, 2025 Minutes: Mike Gavagan Motioned to approve minutes as presented. Skip Morris Seconded. All in Favor. Motion Passed.

Approval of Claims and Deposits: Mike Gavagan Motioned to approve minutes as presented. Skip Morris Seconded. All in Favor. Motion Passed.

Chief report: See attached.

New Business:
Approve Hiring Zach Fredach and Lucas Alcocer for /Reserve/Intern Firefighter Positions
Chief requests board approval for Zach Fredach and Lucas Alcocer as Reserve/ Intern Firefighter Positions. Mike motions to hire Zach Fredach and Lucas Alcocer as Reserve/ Intern Firefighter Positions. John Costello seconded. All in favor. Motion Passed.

2025-2026 Budget
Chief reviews various line items and reports that the capital project fund had to be increased for ambulance re-chassis and replace water tender with an automatic all-wheel drive. Chief also states we have to change our medical disposal waste company so that annual cost will go up to $1900.00. Budget will be presented for approval at the June Special Board meeting.

Chiefs Wage Comparison
Chief provides board with comparison of wages for Assistant Chief and Chief position for review. Chief explains it's difficult to find comparable departments that run Fire and Ems like we have to in West Yellowstone. Chief explains that many of the districts have multiple manned stations with additional Chiefs, Battalion Chiefs, and Captains. Our District only has a Chief and assistant chief and limited staffing so they work a lot more hours than what is considered normal for these positions. Nick Kunz stated that he worked two years in Missoula and for other Districts and none of the Chief's worked as much as Chief does. Kyle Goltz adds that the District has not given a chief base raise in 6 years and it is certainly time to step it up. Mike Gavagan motioned that the District match the compensation package to Highlight Fire Chief rate of $136,000. Skip Morris Seconded. All in favor. Motion Passed.
Chief Request the board consider reviewing Assistant Chief base wage once Sam Febres is off probation period.

Draft Fiscal Year Ending June 2023 and 2024
Shane requests board approval to accept the audit, findings, and statements as presented.
Mike Gavagan motioned to accept the 2023 and 2024 year-end audit, finding and statements. Skip Morris Seconds. All in favor. Motion passed.

Special Board Meeting: 6/27/25 noon
Next meeting: 07/10/25 at 6pm
Adjourned: 7:22

Hebgen Basin Fire District
Board Meeting Minutes
June 27, 2025

Meeting was called to order at 12:05 pm

Board Members Present: Kyle Goltz, Skip Morris, Travis Mann
Also in Attendance: Shane Grube

Recorder of Minutes: Shane Grube

Public Comment: None.

Approval of Year End Claims
Skip Morris Motions to approve Year end Claims. Travis Mann Seconds. All in Favor. Motion Passed.

Adopt 2026 Preliminary Budget
Skip motioned to adopt the 2026 preliminary Budget. Travis Mann seconded. All in Favor. Motion passed.

Adjourned: 12:13

Hebgen Basin Fire District
Board Meeting Minutes
July 10, 2025

Meeting was called to order at 6:01 pm
Board Members Present: Kyle Goltz, John Costello, Mike Gavagan, Skip Morris, Travis Mann
Also in Attendance: Shane Grube, Lindsey Charlton, Ray Ball, Nick Kunz, Arnie Christensen
Recorder of Minutes: Lindsey Charlton

Public Comment: none

Approval of June 12, 2025 Minutes: Mike Gavagan motioned to approve minutes as presented. Skip Morris seconded. All in favor. Motion passed.
Approval of June 27, 2025 Minutes: Skip Morris motioned to approve minutes as presented. Travis Mann seconded. All in favor. Motion passed.
Approval of Claims and Deposits: John Costello Motioned to approve claims as presented. Travis Mann Seconded. All in favor. Motion passed.

Chief report: See attached.

New Business:
2025 Union Wage Increase
Chief request board approval to give 2.9% cola raise per CBA. Mike Gavagan motioned that the district honor the CBA with cola raise of 2.9%. Skip Morris Seconded. All in Favor. Motion Passed.

Ambulance Write-offs
Chief request board approval for annual ambulance write-off and all CBO collection accounts that have been discharged. Mike Gavagan motions to approve the $287, 907.79 for write off. Travis Mann Seconded. All in favor. Motion passed.

Nexus CPA Group: Audit Engagement FY 25,26,27
Chief Grube request board approval to hire Nexus CPA group for FY 25, 26 and 27 audit. The district used Denning and Downing the last four years and the owner has retried. The main auditor we have worked with has bought the business and will now be providing the same service under the name Nexus. This company will operate the same way with one department doing the financial statements and the other doing the auditing. Mike Gavagan motions to approve Chief Grube to sign the Audit Engagement contract for FY 25, 26, and 27 with Nexus CPA Group. Travis Mann Seconded. All in favor. Motion passed.

Next Meeting: 8/21/25 at 6:00 pm.
Adjourned: 6:32

Hebgen Basin Fire District
Board Meeting Minutes
August 21, 2025

Meeting was called to order at 6:01 pm
Board Members Present: Kyle Goltz, John Costello, Mike Gavagan, Skip Morris
Also in Attendance: Shane Grube, Sam Febres, Lindsey Charlton, Ray Ball, Nick Kunz, Arnie Christensen, Kayla Wilson
Recorder of Minutes: Lindsey Charlton
Public Comment: none

Approval of July 10, 2025 Minutes: Mike Gavagan motioned to approve minutes as presented. Skip Morris seconded. All in favor. Motion passed.
Approval of Claims and Deposits: Mike Gavagan motioned to approve claims as presented. Skip Morris Seconded. All in favor. Motion passed.

Chief report: See attached.

New Business:
Adopt 2025-26 Final Budget
Since the draft budget, Chief adjusted the revenue numbers to reflect property tax income and the Town 1% increase in the numbers. Decreased the reserve by $100,000.00, adjusted the ambulance fund to cover cost of re-chassis and money from employee housing was redistributed to balance budget. Mike Gavagan motioned to approve final budget for 2025-26 year. Skip Morris Seconded. All in favor. Motion passed.

Adopt Mill Levy Resolution
Shane read resolution 2025-08-01 to the board. Mike Gavagan motioned to adopt resolution 2025-08-01 for 36.42 Mills for the 25/26 fiscal year. Skip Morris seconded. All in favor. Motion passed.

Approve Accident and Sickness Policy (VFIS)
Chief requested board approval to continue the VFIS accident and sickness policy that provides extra coverage for our staff. Skip Morris Motions to approve the accident and sickness policy. Mike Gavagan seconded. All in Favor. Motion passed.

Approve Ambulance 1313 Re-Chassis
Chief request board approval to re-chassis ambulance 1313. Braun was 17 months out on the re-chassis but now has an opening in January. This project was included in the budget for this year and the cost is $218,960.00. Mike Gavagan Motioned to approve Chief to move forward with signing the contract for re-chassising Ambulance 1313. John Costello Seconded. All in Favor. Motion passed.

Next Meeting: 9/11/2025 at 6:00 pm.
Adjourned: 6:27

Hebgen Basin Fire District
Board Meeting Minutes
September 11, 2025

Meeting was called to order at 6:01 pm
Board Members Present: Kyle Goltz, John Costello, Skip Morris, Travis Mann

Also in Attendance: Shane Grube, Sam Febres, Lindsey Charlton, Bo Lubke, Kendall Carr, Cassandra Mitchell Kayla Wilson

Recorder of Minutes: Lindsey Charlton

Public Comment: none

Approval of August 21, 2025 Minutes: John Costello motioned to approve minutes as presented. Skip Morris Seconded. All in favor. Motion passed.

Approval of Claims and Deposits: John Costello motioned to approve claims as presented. Skip Morris Seconded. All in favor. Motion passed.

Chief report: See attached.

Chief reports to board that he is sending a letter to the editor of the newspaper to make the public aware the Town is refusing to meet and talk about increasing funding so the District can have the staff to provide adequate Fire and Ems services. (See attached letter). Kyle Goltz stated that the last meeting with Town was in April and there has been no movement since. Chief adds that he has made multiple attempts to meet with council members and even emailed an updated interlocal agreement for approval and Dan Walker has not reviewed yet.

Next Meeting: 10/09/2025 at 6:00 pm.
Adjourned: 6:15

Hebgen Basin Fire District
Board Meeting Minutes
November 13, 2025

Meeting was called to order at 6:00 pm
Board Members Present: Kyle Goltz, John Costello, Skip Morris, Travis Mann, Mike Gavagan
Also in Attendance: Shane Grube, Sam Febres, Lindsey Charlton, Arnie Christensen, Ray Ball,
Recorder of Minutes: Lindsey Charlton

Public Comment: Lindsey thanked Shane and board for allowing staff to go to the school to volunteer for Giselle's reading program. It is really helping the kids and means a lot.

Approval of October 10, 2025 Minutes: Mike Gavagan motioned to approve minutes as presented. Skip Morris. Seconded. All in favor. Motion passed.

Approval of Claims and Deposits: Skip Morris motioned to approve claims as presented. John Costello Seconded. All in favor. Motion passed.

Chief report: See attached.

Next Meeting: 12/11/2025 at 6:00 pm.
Adjourned: 6:21

Hebgen Basin Fire District
Board Meeting Minutes
October 09, 2025

Meeting was called to order at 6:01 pm
Board Members Present: Kyle Goltz, John Costello, Skip Morris, Travis Mann, Mike Gavagan
Also in Attendance: Shane Grube, Sam Febres, Lindsey Charlton, Payton Holtom,

Recorder of Minutes: Lindsey Charlton

Public Comment:
Kyle Goltz expresses his gratitude to the duty crew for taking care of his wife after her accident. He also extends his thanks to Shane Grube and Ryan Linhart for taking care of their horses.

Approval of September 11, 2025 Minutes: John Costello motioned to approve minutes as presented. Skip Morris Seconded. All in favor. Motion passed.

Approval of Claims and Deposits: Skip Morris motioned to approve claims as presented. John Costello Seconded. All in favor. Motion passed.

Chief report: See attached.
Chief created a fact sheet for the board based on the letter Mayor McBirnie put in the newspaper and public comments he has made. (Attached)
Chief reports that the District should have four staff members on all three shifts but we currently only have one shift with four staff members. Chief asked the Town of West Yellowstone for $100,000.00 more in funding but the actual number the District needs is $250,000.00. Chief stated he will continue to ask the Town for funding, Gallatin County for PILT funding and keep working with YNP on the contract for service.
Payton Holtom states that Chief has done a really good job with his data presenting, his letter to the public and running the ambulance side of the District efficiently.

New Business
Purchase of (5) 8000 Portable Radios
Chief requests board approval to purchase five portable radios. When the District first bought the radios EF Johnson was supposed to send us 20 new radios, and they only sent 10. The people that set up the deal for the radios, are gone and chief asked to purchase 5 more at the reduce rate of 3000.00 rather than full price at 4800.00. Skip Morris Motioned to approve purchasing (5) 8000 portable radios. Mike Gavagan Seconded. All in Favor. Motion passed.

Move Peyton Appell from EMT to Medic Pay Scale
Chief requests board approval to move Peyton Appell from EMT to the medic pay scale, with $1.00 reduction for his probationary period. He is a licensed medic with the state but needs to finish his FTO process by doing ride along' s so he can be signed off by our Medical Director. Travis Mann motioned to approve moving Peyton to the medic pay scale with the $1.00 reduction for probationary period. Mike Gavagan Seconded. All in favor. Motion passed.

Starlink Mini Tryout
Chief requests board approval to purchase a trial of Starlink Mini. Once the satellite phone quit working we canceled the subscription. Currently in Chiefs vehicle and two of the ambulances we are using MYFI hot spots but they only work there is cell service. Mike Gavagan motioned to approve the Starlink Mini trial. John Costello seconds. All in favor. Motion passed.

Educational Loan Assistance Jeremy Gallagher
Chief requests board approval for paying half of the cost for Jeremy Gallagher Paramedic program in the amount of $2500.00. Chief reports that Jeremy started the program in February of 2024 and he couldn't finish so they allowed him to move it to 2025. Our Education Loan Assistance policy states the District will pay half of the cost. Mike Gavagan Motioned to approve paying $2500.00 for Jeremy Gallagher medic program. Travis Mann seconds. All in Favor. Motion Passed.

Next Meeting: 11/13/2025 at 6:00 pm.
Adjourned: 6:47

Hebgen Basin Fire District
Board Meeting Minutes
December 11, 2025

Meeting was called to order at 6:00 pm
Board Members Present: Kyle Goltz, John Costello, Skip Morris, Travis Mann, Mike Gavagan
Also in Attendance: Shane Grube, Sam Febres, Lindsey Charlton, Cassandra Mitchell, Kayla Wilson, Brock Wilson, Giselle Hansen, Kenny Jones, Kevin Michaelson, Laura Febres, Kendall Carr, Kimber Carr, Caiden Carr, Mikayla Carr, Jeremy Gallagher, Ray Ball
Recorder of Minutes: Lindsey Charlton
Public Comment: Skip Morris reports that there were posts on Facebook by a member of the staff telling the public to go outside of town to Ennis for gas services. Skip states we all should be supporting the town businesses and should remember how social media posts can reflect on the District.

Approval of November 13, 2025 Minutes: Mike Gavagan motioned to approve minutes as presented. Skip Morris Seconded. All in favor. Motion passed.
Approval of Claims and Deposits: Mike Gavagan motioned to approve claims as presented. Travis Mann Seconded. All in favor. Motion passed.
Chief report: See attached report.
Chief congratulated Giselle Hansen and Matias Palma for completing their Fire Fighter 1 and Hazmat certifications.
Swearing in of Assistant Chief Sam Febres
Chief Grube reads a speech about Mario "Sam" Febres and his role as Assistant Chief along with the history of Firefighting. Kyle Goltz swears in Sam Febres as the Districts Assistant Fire Chief. Laura Febres pinned Assistant Chief Febres shield on completing the swearing in ceremony.

New Business
Work Rules / Starlink Use Policy 504.20
Chief presented the board with policy 504.20 for staff use of starlink. Mike Gavagan motioned to approve policy 504.20 Work Rules/ starlink use. Skip Morris Seconded. All in favor. Motion passed. Kayla Wilson thanks Chief for sharing with union staff and accepting their input on the policy.

Voluntary Call Back Paid Staff and Volunteer Policy 205.00
Chief presented board with a revamped policy that he would like Board Approval to reinstate. This was an old policy the District put in place but staff that signed up had issues with having plans while being on call status. Chief brought this policy back up in the Labor management meeting and the staff seemed open to trying it. Chief tried to propose having a medic that would work a daily shift to cover the two shift that only have 3 staff members over the busy days of the week. None of the medics were interested. Kenny Jones suggested having a mechanism to notify the on call person that the first crew is out of town such as having a different alert tone for paging system. Kayla Wilson states she is very happy with the results of the Labor Management meetings and this would be a great tool for the summer.

Budget Update 2025-2026
Chief Grube distributed a copy of the Districts current budget for Board review.

Next Meeting: 1/08/2025 at 6:00 pm.
Adjourned: 6:26