

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**November 08, 2022**

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Meeting was called to order at 6:02 pm

**Board Members Present:** Kyle Goltz, Mike Gavagan, John Costello, Skip Morris, Ken Davis,

**Also in Attendance:** Lindsey Charlton, Shane Grube , Carrie Egging , Jeremy Gallagher , Cassandra Mitchel, Dan Stanley, Braya Hutton , Jeff Pedersen, Jeff McBirnie, Gay McBirnie, Kenny Jones, Kayla Wilson, Brock Kelley, Brock Wilson, Payton Holtom, Jason Revisky , Scott Secor, Jason Howell

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** none

**Approval of Minutes for October 11, 2022 Regular Board Meeting** Ken Davis motioned to approve minutes as presented. Skip Morris Seconded. All in Favor. Motion Passed.

**Approval of Minutes for October 19, 2022 Work Session** Skip Morris motioned to approve minutes as presented. Ken Davis Seconded. All in favor. Motion passed.

**Approval Claims/Deposits**

Skip Morris motioned to pay claims as presented. John Costello Seconded. All in Favor. Motion Passed.

**Chief's Report**

See Attached.

**Old Business**

**117 Out of District Mutual Aid Request** (Tabled August 9<sup>th</sup> 2022)

Board reviewed and agreed to the following changes:

In the header the links to the codes referenced were added.

Line 3 updated code to correct code MCA 10-3-1102.

John Costello motioned to approve policy 117 Out of District Mutual Aid Request with updates. Skip Morris Seconded. All in Favor. Motion Passed.

**New Business**

**Resolution Refusing to Transport SAR Patients**

Chief has made several attempts to secure funding from Gallatin County and several times requested a portion of PILT funding be allocated to the District for calls on Forest Service lands. The County has entered into agreements with Madison County, Big Sky, Three Forks and Town of West Yellowstone where the County is paid for LEO services. Chief has asked for the same for the District for SAR calls and the County refuses to pay for services provided. Chief read Resolution 202211-1 out loud to the board and asks for discussion.

Ken Davis states that in order to facilitate a discussion a motion must be made to adopt, deny or table. Ken Davis motioned to not adopt Resolution NO#202211-1 as presented. Mike Gavagan Seconded.

Mike Gavagan states that as SAR coordinator having the District go on SAR calls has been very substantial. The Taxpayers in this community are paying for the Fire and Ems services and SAR calls can take an ambulance out of the area for up to 4 hours. The cost of these calls is a large financial burden to the District and something needs to be negotiated.

Ken Davis adds the Town has been trying to get PILT funding from the County for over 50 years and it has never been provided. If the Board passes this Resolution it's not going to be Shane that gets a black eye, it will be the Board of Trustees. It's the Board that is denying transport to someone injured on the forest and I cannot abide by this. This is a great place to start a discussion but not the tool to make the repair. Scott Secor comments that the largest user of Forest Service land is SAR and now the District is asking for SAR to take money out of their operations to pay for services in West Yellowstone. The Sheriff cannot do anything regarding PILT funding allocations. John Costello asks if the District goes to meet with the commissioners, will the Sherriff go in support of the funding request. Scott states that they are not disagreeing with the ask, just the tactic Shane is using. Jeff McBirnie adds that the perception of the public is that the District doesn't want to service you if you go out into the forest and get injured. If a tourists gets injured and makes it out of forest and there is no ambulance to transport, the District is opening the Town and SAR for lawsuits while making the Town look bad. Jeff Suggest that the District get together with Pat Flowers, the Town Council and Jane Gillett to have more voices be heard. Jason Revisky comments that there is not a code in MCA that states the Sheriff's office must provide ambulance services .GCSAR has been told that if a patient was brought to the station from a SAR call they would not be transported. They have spent the last two days trying to find anyone with an ambulance to provide transport for SAR patients in West Yellowstone. This District is an established Fire and Ems Service and a Political Governing body that follows MCA. Chief Responds that the District does not have to assume the responsibility or financial burden for calls outside our District. Ken Davis call for Question, motion on the floor is to not approve the Resolution 202211-1. Motion passed 4 in favor 1 against. Kyle Goltz was against and wanted to table.

Ken Davis states that by not adopting resolution the District will continue to haul patients and help the injured on Forest Service Lands. Ken Davis request that the Board and Chief need to get together and have meeting with Sherriff Springer. Ken Davis motioned to have Chief, Board members and members of SAR to have a meeting with Sheriff Springer. Kyle seconds. All in favor. Motion Passed.

### **Community Land Trust Direction**

Chief has requested Board approval to work with Headwaters to create a hybrid model and outline a Community Land Trust for the District. Mike Gavagan motioned to task Chief with setting a meeting with Mike Brown at Headwaters. Skip Morris Seconded. All in Favor. Motion Passed.

### **Review and Approval of District Personnel Policies**

#### **100.00 Personnel Policies**

John Costello motioned to approve Policy 100.00 Personnel Policies as written. Skip Morris Seconded. All in Favor. Motion Passed.

#### **200.00 Salary Administration**

Board agrees to Change the "E" in the word Exempt to lower case "e" on line three. John Costello motions to approve Policy 200.00 Salary Administration with one amendment. Skip Morris Seconded. All in Favor. Motion Passed.

#### **201.00 Rate of Pay**

Mike Gavagan motioned to approve Policy 201.00 Rate of Pay as written. Ken Davis Seconded. All in Favor. Motion Passed.

#### **202.00 Pay Increases**

John Costello motioned to approve Policy 202.00 Pay Increases as written. Mike Gavagan Seconded. All in Favor. Motion Passed.

### **203.00 Anniversary Date**

Chief request board to update policy to reflect hire date as anniversary date. Board agrees to strike out line 5, second sentence through remainder of paragraph and change Anniversary date to hire date.  
Ken Davis motions to approve policy 203.00 Anniversary Date with revisions. John Costello Seconded. All in Favor. Motion Passed.

### **204.00 Training Assignment**

Ken Davis asks for clarification of this policy stating that if we advertise a position then hire the applicant but they don't meet the requirements, it seems we should not be hiring to begin with. Chief responds that some people are missing credentials and we give them time to complete training and gain needed experience.  
John Costello motioned to approve Policy 204.00 Training Assignment. Skip Morris Seconded. All in Favor. Motion Passed.

### **205.00 Vacant**

Mike Gavagan motioned to approve Policy 205.00 Vacant as presented. John Costello Seconded. All in Favor. Motion passed.

### **206.00 Transfers**

Board agrees this is not designed for our organization since we do not have Training Chief, EMS Chief or transfer options to transfer positons at this time. John Costello motioned to approve Policy 206.00 Transfer as written. Skip Morris Seconded All in Favor. Motion Passed.

### **207.00 Promotion**

Ken Davis motioned to approve Policy 207.00 Promotion as written. John Costello Seconds. All in Favor. Motion Passed.

### **208.00 Demotion**

Ken Davis motioned to approve Policy 208.00 Demotion as written. John Costello Seconded. All in Favor. Motion Passed.

### **209.00 Reclassification**

Skip Morris motioned to approve Policy 209.00 Reclassification as written. John Costello Seconded. All in Favor.

Kyle Goltz thanks the staff for decorating the ambulance on Halloween and Mike Gavagan thanks the staff for the coat drive.

**Meeting adjourned:** 7:49 PM

**Next Meeting:** 12/13 at 6:00 PM