

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**January 11, 2024**

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Meeting was called to order at 6:01 pm

**Board Members Present:** Kyle Goltz, Skip Morris, John Costello, Mike Gavagan, Brock Kelley

**Also in Attendance:** Shane Grube, Lindsey Charlton,

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** None

**Approval of Minutes for December 14 2023 Regular Board meeting:** 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 claim and deposits as presented. Brock Kelley Seconded. All in Favor. Motion Passed.

**Chief report:** See attached

**Summer 2024 Intern Hiring**

Chief request Board approval to post summer intern positions. Currently the District is over budget on payroll so funding will need to be moved around. Brock Kelley motioned to approve Chief to post the open intern positions and to hire a total of 3 interns for the 2024 summer. Mike Gavagan Seconded. All in favor. Motion Passed.

**Appoint Board CBA Committee**

Board discusses appointing members for CBA Committee. Skip Morris volunteers to be on the CBA Committee. Kyle volunteers to be on the CBA Committee. Brock motioned to approve both Skip and Kyle to CBA Committee. Mike Gavagan Seconded. All in favor. Motion passed.

Next meeting: 02/8/24 at 6pm

Adjourned: 6:45

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**February 08, 2024**

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Meeting was called to order at 6:00 pm

**Board Members Present:** Kyle Goltz, Skip Morris, John Costello, Mike Gavagan, Brock Kelley

**Also in Attendance:** Shane Grube, Lindsey Charlton, Carrie Egging, Cassandra Mitchell, Jeremy Gallagher, Braya Hutton

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** None

**Approval of Minutes for January 11, 2024 Regular Board meeting:** Brock Kelley 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. Brock Kelley seconded. All in favor. Motion Passed.

**Chief report:** See attached

**ISO Response Recommendation**

Chief reports that the District score went down and will result in a higher ISO rating. The bulk of the drop is water related and we cannot get those points back but we can make changes to other categories to improve score. Chief requests Board approval to regress from 4 to 5 and have a rerate done once we make the necessary changes to qualify for a 4 rating. Mike Gavagan motioned for the District to accept the ISO 5 rating and start working on necessary changes to get the District back to ISO 4. Brock Kelley seconded. All in favor. Motion Passed.

**Current Fire District Status**

Chief gave a presentation to board that he presented to the town council about our call data from 2018-2023. The Presentation contained call volume, type of call, multiple calls, multiple apparatus responding, in town, out of town, YNP calls, mutual aid requests, revenue stats, write-offs, ambo revenue we take assignment on, and patient demographics. Chief also included the taxable values for the District and surrounding areas and ISO rating criteria. Chief has proposed securing grant funding but one of the requirements is after 3 years, the District has to have a steady funding source. Chief is hoping the Town will agree to additional funding.

Next meeting: 03/14/24 at 6pm

Adjourned: 7:00

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**March 14, 2024**

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Meeting was called to order at 6:00 pm

**Board Members Present:** Kyle Goltz, John Costello, Mike Gavagan, Brock Kelley

**Also in Attendance:** Shane Grube, Lindsey Charlton, Carrie Egging, and Kayla Wilson

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** John Costello said it was great to see the hydrants being cleared out and to pass it on the duty crew.

**Approval of Minutes for February 08, 2024 Regular Board meeting:** Brock Kelley motioned to approve minutes as presented. Mike Gavagan Seconded. All in Favor. Motion passed.

**Approval of Claims and Deposits:** John Costello motioned to approve claims as presented. Brock Kelley Seconded. All in Favor. Motioned Passed.

**Chief report:** See attached

Next meeting: 04/11/24 at 6pm

Adjourned: 6:25

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**April 11, 2024**

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Meeting was called to order at 6:00 pm

**Board Members Present:** Kyle Goltz, John Costello, Brock Kelley, Skip Morris

**Also in Attendance:** Shane Grube, Lindsey Charlton, Carrie Egging,

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** Kyle wished Mike Gavagan the best in his recovery.

**Approval of Minutes for March 14, 2024 Regular Board meeting:** Brock Kelley motioned to approve minutes as presented. John Costello Seconded. All in Favor. Motion Passed.

**Approval of Claims and Deposits:**

Skip Morris motioned to approve claims and deposits as presented. Brock Kelley seconded. All in Favor. Motion Passed.

**Chief report:** See attached

**New business**

**Gallatin CO. Ems study**

Chief presents the Gallatin County EMS Study Critical findings report to the board. The call volume portion is slightly skewed due to Big Sky not removing their fire calls from their data collected. Staffing to demand model, expectation is 10 minutes for urban and 20 minutes for rural. Staffing to demand model is showing we need additional staffing to meet the recommended benchmark. Financial review shows that there are different models for getting staffing up to needed levels verse using a private company such as AMR. This report shows that a district would need 9.5 units to meet demand county wide. This report shows the funding that would be needed to compensate EMS providers if AMR left the County. The report shows options to move forward: Allow local municipalities to set expectations and funding, establish and Ems authority, develop joint power authority, or establish a county-wide single provider system. To generate the countywide district they would need to levy 10mills and we don't have as high of taxable value to support our demand.

**Approve Hiring Nick Kunz into our Open EMT/Fire Fighter Position**

Chief request Board Approval to hire Nick Kunz into the open EMT-Fire Fighter Position pending the outcome of his background check and physical. Chief plans on allowing Nick to start employment on April 22, 2024 and live at Station 3 until he finds year round housing. Brock Kelley motioned to approve hiring of Nick Kunz into the open Firefighter/EMT position. Skip Morris Seconded. All in Favor. Motion Passed.

**Approve Hiring of Chase Moore into our Open Intern/Volunteer Position**

Chief requested Board approval to rehire Chase Moore for open intern/volunteer position. Chase worked for the District last year. Brock Kelley motioned to approve rehiring Chase Moore for the summer intern Position. Skip Morris Seconded. All in Favor. Motion Passed.

**Other open intern/Volunteer Position**

Chief reports we still have one Intern/Volunteer position open and would like to wait on filling this position until we have signed contract with YNP. The District contract this year is extended for the same rate and will be close to \$180,000.00 and we will add charges for second ambulance calls going forward.

Brock Kelley Motioned for Chief to wait to fill Intern/Volunteer position until park contract is signed. Skip Morris Seconded. All in Favor. Motion Passed.

**Excess Vacation Leave Position**

Chief Reports that he has 11.3 excess vacation hours and request board approval to payout. John Costello motioned to approve excess vacation hours for payout. Brock Kelley Seconded. All in Favor. Motion Passed.

**Ambulance Audit Committee**

Board discusses which Members will be part of the Annual Ambulance Audit Committee. Board determines that John Costello and Skip Morris will be completing Audit and will get with Lindsey to determine date.

**Next meeting:** 05/09/24 at 6pm

**Adjourned:** 7:01

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**May 09, 2024**

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Meeting was called to order at 6:00 pm

**Board Members Present:** Kyle Goltz, John Costello, Brock Kelley, Mike Gavagan

**Also in Attendance:** Shane Grube, Lindsey Charlton, Giselle Hansen, Matais Palma, Chase Moore, Nick Kunz, Kayla Wilson, Jeremy Gallagher, Arnie Christensen, Ray Ball, Candace Mercer, David Vaporean, Kenny Jones

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** none

**Approval of Minutes for April 11, 2024 Regular Board meeting:** Mike Gavagan motioned to approve minutes as presented. John Costello Seconded. All in Favor. Motion Passed.

**Approval of Minutes for April 23, 2024 Regular Board meeting:** Mike Gavagan motioned to approve minutes as presented. John Costello Seconded. All in Favor. Motion Passed.

**Approval of Claims and Deposits:**

Mike Gavagan motioned to approve claims and deposits as presented. Brock Kelley Seconded. All in Favor. Motion Passed.

**Chief report:** See attached

### **Old Business**

#### **Potential Purchase Duplex Options Update**

Chief reports that the district has been preapproved for an InterCap loan but he is still waiting on responses from the local banks to help the board decide which funding mechanism would be best option.

Kyle Goltz reads the public responses received through Chiefs google forms survey that was posted publicly (see attached). David Vaporean requested to read an amended statement (see attached).

Kayla Wilson reads a statement to the board written on behalf of the Union Staff (see attached).

Kenny Jones comments by stating this is good idea for the district to purchase the duplex and \$1600.00 per month sounds high but for what you are getting at that price its not bad given the current rental market. The District needs to make an investment and move forward. The District will not be able to get additional staff here without affordable housing. The HRDC has several housing programs to follow and as a tax payer Kenny thinks the duplex purchase is a good idea.

Giselle Hansen states she does not agree 100% with the purchase and understands there are not a lot of options to buy but there has been a few that were cheaper. Giselle has been a volunteer for 15 years for the District and she has seen 15 people leave town. She asks the Board to start asking people what is causing them to leave. Giselle also feels Chief is one of the people that really cares about the housing problem, and we are seeing the District lose a lot of money by losing more staff.

Kenny Jones adds that our community has a lot problems with the school system, Healthcare and the recruitment process is a multi-dimensional issue where everywhere is struggling to retain people right now. Dave Vaporean asks the board what is the urgency with purchasing this unit rather than seeking out something more cost effective. The board should consider waiting until 2026 when the sewer system is back online and seek out a better solution with the amount of money proposed to spend.

Mike Gavagan explains that he has been involved in West Yellowstone Government for 20 year and attends the meetings. The town will not have the sewer online in two years and won't even start developing the 80 acers until closer to 2028. They have not built any infrastructure, no zoning, no water lines, roads or ran any electric with that alone there will not be any development by 2026.

Chief Grube adds that three years ago he went to the Town Council with a proposal with a land trust for a small section of 80 acres, they declined. Then Chief brought a proposal to our board for a 4-plex on Forest

Service Property that ran about 180 per square foot and would have cost 1.2 million. We are such a small department, the district didn't have the bonding capacity to go so high so we couldn't move forward. Giselle Hanson recommends that the District should consider asking the public if they have a house for sale or a property to sell currently off market that compares to what chief is proposing and maybe a less expensive option will come up.

Kyle Goltz thanks everyone for their public comment.

### **New business**

#### **Approve Hiring Riley Wilson as EMT/Firefighter Intern**

Chief requests board approval to hire Riley Wilson for the open Firefighter /EMT intern position. Mike Gavagan motioned to approve hiring Riley Wilson as EMT/ Firefighter Intern. Brock Kelley Seconded, All in favor. Motion passed.

#### **2024-25 Budget**

Chief is required to submit a preliminary budget to the county before end of June. Chief provides copy of preliminary budget to board to review and approve at next board meeting.

#### **Offer to Purchase Agreement 521 Campanula**

Mike Gavagan motioned to approve the offer to purchase the 521 Campanula. John Costello Seconds. Mike Gavagan starts the board off with comments. He states he does not disagree that the Firefighters need more money, he states that we all need more money. Mike is upset that the statement from the union called his ethics and integrity into question and the board being accused of lining pockets is disgraceful. Mike has given a lot to this community by running a nonprofit-Community West Outreach and serving as the Police Chief. Mike no longer is interested in helping the staff find housing solutions.

John states that it bothers him that the board did not take opportunities 15-20 years ago. John is doing all of the real-estate work for this duplex for free. John also checks Realtor every morning and to give a little history ; it was not long ago that a lot in the Madison Addition could be purchased for \$100,000 and today he sold one for \$180,000. The school is spending \$600,000 per unit to build which is more per unit than what this duplex is going to cost. I contacted an Attorney to provide a buy sell agreement and I have it with me if the board wants to proceed. Brock Kelley abstains from providing any comments or thoughts.

Kyle Goltz agrees with John on the overall cost of the duplex and states he was taken back with the IAFF Local's accusations against the board questioning ethics and integrity. The staff claimed they needed housing and the district secured an apartment at buffalo jump and the union said it was not an acceptable rental. Now the district has an option to buy a duplex and the union says the board is being unethical. The union complained there was no houses to buy and the board was trying to do this for the good of the staff.

Jeremy Gallagher states he wanted to make sure that the board knows Kayla was just the reader of the union's letter, the union as a whole put it together. Chief Grube states he has no interest in the duplex project and that Martin build it on his own dollar. The union has claimed that this is a conflict of interest and chief does not agree as everyone has been above board through the whole process. The district held a Special board meeting to discuss and put it on the market.

John Costello motions to table 521 Campanula Purchase Agreement and move it to the next regular board meeting. Mike Gavagan Seconded. Kyle Goltz reads a message from Skip Morris. "I am in complete support of the board signing a buy/sell agreement". Kyle Goltz states that with the new motion to table the board cannot accept Skip's proxy vote. Motion to table 521 Campanula purchase agreement passed with 3 votes and Brock Kelley abstaining.

Next meeting: 06/13/24 at 6pm

Adjourned: 7:46

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**June 13, 2024**

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Meeting was called to order at 6:00 pm

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

Kyle Goltz reads resignation letter from Brock Kelley.

**Also in Attendance:** Shane Grube, Lindsey Charlton, Carrie Egging, Kayla Wilson, Cassandra Mitchell, Nick Kunz, Ryan Linhart, Lisa Griffith, Martin Grube, Quint Whitman, Wendy Whitman, John Foster, Arnie Christensen, Kenny Jones

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** Martin Grube reads statement, see attached.

Kenny Jones comments that nobody was forced to come here and work and the staff knew the terms of employment and the living situation. When you get a job you have to respect management and respect the system. Kenny has been here for three years and has seen the wedge between staff and management get further apart. There have been problems with recruitment and everyone is pointing fingers. Kenny adds that the staff bring problems and dump it into people's laps but why not bring solutions? The staff don't even support coworkers or the assistant chief, you want point out the board's faults but what about yours?

**Approval of Minutes for May 09, 2024 Regular Board meeting:** Mike Gavagan motioned to approve minutes with spelling corrections. John Costello Seconded. All in Favor. Motion Passed.

**Approval of Minutes for May 22, 2024 Regular Board meeting:** 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. Mike Gavagan Seconded. All in Favor. Motion Passed.

**Chief report:** See attached

Chief reports Turnouts expire in December and Board approved purchase. Chief also reported that under the current contract when employees have complaints they are to use the grievance process and no grievances have been filed pertaining to all complaints made on social media.

**Old Business**

**Offer to Purchase Agreement 521 Campanula (Tabled May 9, 2023)**

Kyle Goltz stated that since martin rescinded the offer during public comment there is no longer anything to purchase. Mike Gavagan stated if it was still an offer he was not going to vote in favor of it. Skip Morris stated that the Board was trying to what was best for the staff and community and a lot of the community members stated they felt it was a great idea. Kyle Goltz added that after the last meeting he decided he was going to vote against this purchase if it was still an offer. Cassandra Mitchell added that she has been around a long time and has seen a lot of people come and go. She has worked with the board a very long time and when Shane was hired she was the only one that stood up and said she would work for him. There has been a lot of outreach from the Union staff to the board and Shane asking you to listen and do something to help but it has only fallen on deaf ears. Even though everyone is upset right now Cass is hoping for better communication



and the many problems to be fixed to come out of this. Mike Gavagan motioned to not purchase 521 Campanula. John Costello Seconded. All in Favor. Motion Passed.

### **New business**

#### **Airpro Purchase Order**

Chief reports to the board that he received a quote for new exhaust systems but never came back to the board for approval of purchase. Chief presented a new quote in the amount of \$10,300 but would like board to approve spending \$12,000 in the event there are any other additional expenses. Mike Gavagan motioned to approve Chief spending up to \$12,000.00 for new Airpro system. Skip Morris Seconded. All in favor. Motion passed.

#### **Paramedic Position Discussion**

Chief stated that when the district received Will Polansky's resignation the job opening was posted right away. There was only one applicant that is currently an EMT and working on his Paramedic license. Chief is requesting to hire this applicant and leave the Paramedic position open until filled. Chief reports that the District has the funding set aside for a third intern position that was never filled and the District has 107k in the employee four plex line item if extra funding is needed. Skip Morris motions to approve keeping the paramedic position open as discussed. John Costello seconds. All in favor. Motion Passed.

#### **Approve Hiring Robert Lubke as Firefighter/EMT**

Mike Gavagan motioned to hire Robert Lubke as firefighter/EMT. Skip Morris seconds. All in favor. Motion Passed.

#### **Ambulance Write-offs**

Mike motioned to approve ambulance write off in the amount of \$157,711.25. John Costello seconded. All in favor. Motion passed. Kayla Wilson asked the board about charging for blood draws for PD. Chief Replies that this is considered part of an agency assist and it is not something we bill for.

#### **2024-25 Budget**

Chief passed out an updated preliminary budget, and reviewed a few line items he adjusted based on expected revenues and expenditures. . The Board will need to hold a special board meeting before the end of month to do last minute claims and approve draft budget.

Chief reports to the board that he received a notification from the union's attorney that they have filed for mediation and it will be emailed out to the Board.

**Next meeting: 07/11/24 at 6pm**

**Special noon budgeting meeting: Friday 06/28/24**

**Adjourned: 7:08**

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**July 11, 2024**

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Meeting was called to order at 6:00 pm

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

**Also in Attendance:** Shane Grube, Lindsey Charlton, Kendall Carr, Peyton Appell, Sam Febres, Riley Wilson, Jeff Pedersen, Kayla Wilson

**Recorder of Minutes:** Lindsey Charlton

**Election of Officers**

Current officers are Kyle Goltz as Chair, Mike Gavagan as Vice Chair, and John Costello as Secretary/Treasurer.

Skip Morris motioned to keep officers the same. John Costello seconded. All in favor. Motion passed.

Mike Gavagan stated he is willing to be the Chair after he is retired.

**Public Comment:** None.

**Approval of Minutes for June 13, 2024 Regular Board meeting:** Mike Gavagan motioned to approve minutes as presented. Skip Morris Seconded. All in Favor. Motion Passed.

**Approval of Minutes for June 28, 2024 Special Board meeting:** 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 and deposits as presented. Skip Morris Seconded. All in Favor. Motion Passed.

**Chief report:** See attached

**New business**

**2025 Non-Union Wage Increase**

Kyle Goltz reports that July is the month that the nonunion staff are provided with a raise typically the same time as the Union staff. Currently the Union staff are still in negotiations so the board agreed that the admin staff shouldn't have to wait until contract is finalized. The board would like to recommend an 8% wage increase for the non-union staff. Mike Gavagan asks if the Percentage will change for admin staff if the Union staff negotiate a different amount. Chief reports that the District only has the budget to offer 8% increase to all staff. Mike Gavagan Motioned to accept the 8% wage increase for the nonunion staff. Skip Morris seconded. All in Favor. Motion passed.

**Town of West Yellowstone Interlocal Agreement**

We need two board members to attend a meeting with town to discuss an interlocal agreement. Since the Town issued a sewer moratorium there have not been any new builds which means there has not been any additional taxes collected. Our calls in town are anywhere from 75-78% in town but they are paying 64%. Town chose Lisa Griffith and Jeff McBirnie to represent the town in the meeting. Kyle Goltz offers to be one the District Board members to attend the meeting. Mike Gavagan offers to be the second board member to attend the meeting. Chief requests Kyle and Mike to determine best day to meet with town for the following week.

**Next meeting:** 08/08/24 at 6pm

**Adjourned:** 6:25

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**August 8, 2024**

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Meeting was called to order at 6:00 pm

**Board Members Present:** Kyle Goltz, John Costello, Mike Gavagan

**Also in Attendance:** Shane Grube, Lindsey Charlton, Kayla Wilson, George Richards, Arnie Christenson, Nick Kuntz

**Recorder of Minutes:** Lindsey Charlton

**Swearing in of New Board Member Travis Mann:** Travis Mann Could not attend meeting due to prior commitments. Travis came into office and Lindsey swore him in earlier in the day.

**Public Comment:** None

**Approval of Minutes for July 11, 2024 Regular Board meeting:** Mike Gavagan motioned to approve minutes as written. John Costello seconded. All in Favor. Motion Passed.

**Approval of Claims and Deposits:** Mike Gavagan motioned to approve claims and deposits as presented. John Costello seconded. All in Favor. Motion Passed.

**Chief report:** See attached

**New business**

**Board Approval and Signing IAFF 4432 Collective Bargaining Agreement (CBA)**

Mike Gavagan thanked the board members and union members that were part of the negotiation teams. Mike Gavagan motioned to approve the IAFF 4432 Collective Bargaining Agreement (CBA) as presented. John Costello seconded. Kyle Goltz reports that the District sent the red lined copy of CBA to the local on Monday and they have not sent back a response. Kayla Wilson responds that the Union staff have a meeting on the 10<sup>th</sup> and the CBA will be discussed then voted on by all Union members. Mike Gavagan asks if the CBA can be signed without the Union approval. Kyle Goltz responded that everything that is in CBA is what the union agree to in previous meetings. All in Favor. Motion passed.

**Approval of Raise for Non-Union Staff 4.1%**

Kyle Goltz reports that in the CBA the union staff will get 8% raise and 4.1 COLA and the admin staff should get the same increase. This will also include the volunteers that have been picking up shifts and running calls.

Mike Gavagan motioned to approve raises for non-union staff and volunteers to match increase for Union Staff. John Costello seconded. All in favor. Motion passed.

Next meeting: 09/12/24 at 6pm

Adjourned: 6:27

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**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**September 12, 2024**

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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, Arnie Christenson, Nick Kuntz, Ray Ball, Kayla Wilson , Darrell "Guy" Mraz

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:**

Kayla Wilson thanked the Board for the purchase order for the air system. Chief thanked Nick Kuntz and Payton Appell for doing stair climb in honor of 9/11 at Old Faithful Inn.

**Approval of Minutes for August 8, 2024 Regular Board meeting:** John Costello motioned to approve minutes as written. Skip Morris Seconded. All in Favor. Motion Passed. Chief Grube states the approved raise for non-union staff did not go into effect because The Union has not signed contract yet.

**Approval of Minutes for August 16, 2024 Special Board meeting:** John Costello motioned to approve minutes as written. Skip Morris Seconded. All in Favor. Motion Passed.

Chief Grube reports that he received a notice after this meeting that Gallatin County did not do a good assessment due to protest back up. The District will be getting a new taxable value in October and may have to reapprove levy.

**Approval of Claims and Deposits:** Skip Morris motioned to pay the claims as presented. Travis Mann Seconded. All in Favor. Motion Passed.

**Chief report:** See attached

Lindsey provided an update on the coats for kids program. We changed the program this year and have been ordering coats specific to the kids. There have been 21 kids that have needed coats and the donations collected have been close to \$3000.00.

**Installation of station 1 cameras**

Chief Grube is looking into getting quotes to add cameras around station 1. A local resident is the installer for several systems around town. Chief would like to put 2 outside of the building with 180 view, 1 in hallway, 1 in conference room, and 1 in engine bay. The only fee is for equipment and installation. Lindsey comments it is a great idea and would feel safer since doors are often left open when duty crew leaves for calls. Chief also states the system can be connected to a tv, phone or tablet and be used for when crew has medical walk up. Kyle Goltz thinks this is good thing to have and will help make the staff more safe.

**New Business:**

**Approval to Purchase New Turnouts**

Chief Grube shares three different bids on turnouts and asking for board to approve spending up to \$75,000 for new turnouts. John Costello asked about the staff attending to look at gear when samples were at Station 1. Chief stated only Arnie, Ray and Nick came in off shift to review the items and that he is leaning towards the

LN Curtis quote. Travis Mann Motioned to approve Chief spending up to \$75,000.00 on new turnouts. Skip Morris Seconded. All in Favor. Motion passed.

**Approval to Explore new used Ladder Truck Purchase**

Chief is looking at different options for new ladder truck and passes out two options for board review. If the District purchases a brand new truck the cost would be around 1.5 million. Right now Chief is finding that locating parts for our current ladder is difficult and when something needs to be serviced the manufacturer has to dig through books to get answers. The two trucks chief found have low mileage, low usage hours and are from 2010. Brindle Mountain hauls the trucks to a yard in Alabama and they go through and fix any issues. Chief would like board permission to go and look at the trucks in person and hopefully see them side by side. The current ladder is only worth roughly \$30,000.00 and there is not a great market for 1995 ladder trucks right now. The current budget has \$750,000.00 earmarked for a new ladder truck but chief is hoping to spend around \$695,000.00 including delivery to west and with a 1 year warranty. John Costello motioned to allow chief to explore looking at ladder trucks. Skip Morris Seconds. All in Favor. Motion passed.

**Next meeting: 10/10/24 at 6pm**

**Adjourned: 6:46**

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**October 10, 2024**

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Meeting was called to order at 6:00 pm

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

**Also in Attendance:** Shane Grube, Lindsey Charlton, Kayla Wilson, Jeremy Gallagher, Kenny Jones, Bo Lubke, Keith Grover, Darrell "Guy" Mraz

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** None

**Approval of Minutes for September 12, 2024 Regular Board meeting:** Mike Gavagan 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. Mike Gavagan seconded. All in favor. Motion passed.

**Chief report:** See attached.

**New Business**

**Copier Lease**

Chief requested board approval to update copier with new copier through a new lease. Mike Gavagan motioned to approve new copier lease. Travis Mann Seconded. All in Favor. Motion passed.

**New Carpet for Training Room**

Chief request Board approval to fully replace carpet in training room with carpet tiles. Estimate to spend is roughly \$2500.00. Mike Gavagan Motioned to approve carpet replacement in training room. John Costello seconded. All in Favor .Motion passed.

**Social Media Policy 510**

Chief presented the board with preliminary Social Media Policy created by the District's Attorney since the District currently does not have one. Chief asks for feedback and states he will be looking at the Sheriff's office social media policy for comparison. Mike Gavagan recommends that Chief review the Police Department's current policy. The policy should provide protections for both the staff and the District. Board agrees to review next month and have additional discussion.

**Next meeting:** 11/14/24 at 6pm

**Adjourned:** 6:23

**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**November 14, 2024**

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Meeting was called to order at 6:00 pm

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

**Also in Attendance:** Shane Grube, Carrie Egging, Lindsey Charlton, Kayla Wilson, Kendall Carr, Arnie Christensen, Darrell "Guy" Muraz

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** None

**Approval of Minutes for October 10, 2024 Regular Board meeting:** 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 deposits as presented. Mike Gavagan Seconded. All in Favor. Motion passed.

**Chief report:** See attached

**Old Business**

**Social Media Policy 510**

Chief requests board feedback on adding a Social Media Policy for employees. Kyle Goltz reviewed the policy written by Chief and the one the District attorney provided and feels the one Chief put together is sufficient. Chief reports that the District was not notified until today that the Union would like to put together a Labor Management Committee to discuss this policy. The committee will be Shane, Carrie, two union reps and a volunteer. Due to the Unions last minute request this policy cannot be approved or move forward until the Labor Management Committee has a meeting. Mike Gavagan Motioned to table this policy until the Labor Management Committee has a meeting. Skip Morris Seconds. All in Favor. Motion Passed.

**New Business**

**Purchase of 2010 KME Ladder Truck**

Chief went to Alabama to look at a 2010 KME ladder truck. Brindlee Mountain provides you with a tour, shows all their apparatus on site and allows you to test anything you want on apparatus you are interested in purchasing. Chief had 19 items that need to be tested and verify Brindlee Mountain would cover before committing to purchase. This truck is listed for \$665,000.00 and will have a pump test along with a \$15,000.00 component warranty. Brindlee Mountain request 50% down and the balance paid in full prior to shipping. The district received the current Ladder truck at no cost and Chief would like to pay it forward by donating it to another department. Chief reports the district has been saving for this purchase for 2-3 years and request the board move forward with the purchase of this truck. Mike Gavagan Motioned for the board to approve the Purchase of 2010 KME Ladder Truck. Travis Seconds. All in Favor. Motion Passed.

**Change in Vision Insurance Carrier**

Chief presents a new vision plan with VSP for board approval. Lindsey asked our insurance representative to provide better options than the existing Blue Cross vision plan. Per union contract if change goes above 12% the board and Chief must negotiate the new rates. The new plan change is an 8.2% increase and will still be 25% employee /75% District split. The new plan offers much better coverage for an employee with a minimal increase of approximately \$2.75 per person per month. Mike Gavagan motions to approve the new vision plan. Skip Morris Seconds. All in favor. Motion passed.

### **HBRFD Request for Additional Funding**

Chief attended a town work session with Skip Morris and Kyle Goltz to continue the conversation to attempt to get more funding for the District. Chief looked up the town's re-appropriated revenue for all of their funds and it was a total of \$9,937,913.00. The interest paid on those funds is roughly 3% which would generate around \$300,000.00. Chief created a spread sheet showing the resort tax has been up and down over the last 19 years. The greatest increase being 35.25% and the biggest loss being down 12.65%. Chief averaged out the resort tax increase over the 19 years it comes out to 6.48% per year and after removing the lowest year and highest year the aver per year increase drops to 5.91%. The call volume is 75% of in town calls with the bulk of the patients being tourist and the two agencies that provide public safety within our community are currently the least funded. Chief states that the district is trying to keep up with inflation and needs to add more staffing so he will keep trying to get a funding increase.

**Next meeting: 12/12/24 at 6pm**

**Adjourned: 6:55**



**Hebgen Basin Fire District**  
**Board Meeting Minutes**  
**December 12, 2024**

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Meeting was called to order at 6:00 pm

**Board Members Present:** Kyle Goltz, John Costello, Mike Gavagan,

**Also in Attendance:** Shane Grube, Carrie Egging, Lindsey Charlton, Nick Kunz, Ray Ball, Arnie Christensen, Peggy Kunz, Taylor Kunz, Parker Dulaney

**Recorder of Minutes:** Lindsey Charlton

**Public Comment:** None

**Approval of Minutes for November 14, 2024 Regular Board meeting:** Mike Gavagan Motioned to approve minutes as presented. John Costello Seconded. All in Favor. Motion Passed.

**Approval of Claims and Deposits:** Mike Gavagan Motioned to approve claims as presented. John Costello Seconded. All in Favor. Motion Passed.

**Chief report:** See attached

**Swearing in of Firefighter/EMT Nick Kunz**

Kyle Goltz swears in Nick Kunz as a Firefighter /EMT. Taylor Kunz Pinned on his badge and the board congratulated him.

**New Business**

**Moving Robert Lubke from EMT to Paramedic Pay**

Chief requests board to approve moving Robert Lubke from EMT position to probationary Paramedic position. Robert is currently doing ride alongs with AMR in Bozeman and needs to be signed off by our medical director to be able to work as licensed Paramedic. Mike Gavagan motioned to approve moving Robert Lubke from EMT to Probationary Paramedic position.

**Resolution Calling for Trustee Election**

Kyle reads resolution 202412-01 for calling for trustee election. Board notated that documents sent by county shows 3 seats open for election. John Costello motioned to approve resolution 202412-01. Mike Gavagan seconds. All in Favor. Motion Passed.

Next meeting: 01/09/24 at 6pm

Adjourned: 6:26