



**MINUTES
CITY OF LAUREL
EMERGENCY SERVICES COMMITTEE
MONDAY, APRIL 27, 2026**

The Emergency Services Committee meeting was called to order at 6:00pm on Monday, APRIL 27, 2026, by Chair Jodi Mackay

Members Present: Jodi Mackay - Chair, Irv Wilke – Vice Chair, Brent Edgmond, Sara Naylor, Shane Lacasse, Bruce McGee

Others Present: Ambulance Chief Lyndy Gurchiek and Fire Chief JW Hopper

Public Input: Two members of the public, Cheryl Hill and Laura Kirschenmann, expressed appreciation for the emergency services departments and committee.

General Items:

1. Approval of the Minutes from March 23, 2026. Irv made motion to approve, Sara seconded. Motion carried 6-0

2. Update from Emergency Departments – reports attached
Fire Department

Responded to 38 calls for reporting period

Continue with training like BNSF HazMat – indepth training on what goes through railyard

Pack test – all members that attempted passed (3 miles with 45 lb pack in 45 minutes)

29 members including 3 in rookie school

4 applications ready for review in September

DNRC staffing – staffed East Fire in Red Lodge with 2 firefighters for 4 days

Getting harder to staff DNRC hours due to most FF having full time jobs

Laurel obligated to support due to DNRC providing 2 trucks

Should be able to staff most days of the week – DNRC is aware of struggle

JW and Shane will work on discussions with CHS about their employees being able to leave to assist as needed.

Grants in process – hoping for Firehouse Subs grant (for side by side and trailer to aid in search and rescue), Lowe’s grant – moved into top 100 (want \$80000 to help repair garage bay doors), DNRC grant – applying again

Would like to negotiate with city regarding DNRC reimbursement for firefighter support.

Currently 100% goes into general fund. FD would like to see 80% to fire budget and 20% to general fund.

Would like to work on agreement with Columbus for truck maintenance. Currently pay around \$200 - \$285 / hr. \$40000 year agreement with Columbus would equate to about \$100 / hr.

Emergency Networking – going well

Still working with school and LVFD Association regarding 4th of July – want it to be safe

Discussion regarding funding and support of FD in comparison to other departments:

Frequently hear “no money” but question overtime allowances for office staff at CC meetings

7% increase for PW union contract but FD told to fundraise

Per diem denied for FF at an unpaid out of town training

FF earn below minimum wage when on a fire (\$10.50 / hr)

Attorney working on contract to allow FD to bill other entities

Police Department

Chief Anglin absent due to family emergency
Report attached

Ambulance Department

131 requests for service for reporting period
Levi, current Asst. Chief, leaving – posted internally for FT Paramedic to take over Asst. Chief duties
Troy Downing contacted department directly regarding the grant application – hoping that's a good sign
"I am responding" platform implemented with dispatch and crews
Selling Care 1 on Marketplace
Looking at putting a shelf to safely secure gear in QRU - \$4300 cost
Working on cleaning up station
Growth Concerns and Issues:
Currently have 10 fulltime staff that work 2 24 hour shifts per week. Would like to fully staff 2 ambulances which would require at least 4 more fulltime employees. However, this would not provide adequate coverage for vacation / sick time – that coverage would require OT.
Would like to budget for a new ambulance every 8-10 years
EKG monitors, radios and other durable equipment should also be replaced every 8-10 years

New Business:

Old Business: City growth concerns and challenges – info / details on each departments attached reports

Other Items:

Announcements: Next meeting will be Tuesday, May 26, 2026 at 5:45 pm in Council Chambers (change in regular schedule due to Memorial Day holiday on Monday, 5/26/26).



LAUREL POLICE DEPARTMENT

215 West 1st Street, Laurel, MT 59044 Phone: 406-628-8737

Email: laurelpd@laurel.mt.gov

Chief of Police Jarred Anglin

Emergency Services Report April 27, 2026

During the reporting period of March 23 through April 27, 2026, the FAP handled 887 calls for service.

Year-to-date, the FAP has received 3,038 calls for service, compared to 2,959 calls during the same time period last year. This reflects a continued increase in overall demand for emergency services.

Officers and emergency personnel continue to manage a high call volume while maintaining proactive enforcement and response readiness. As the community continues to grow, the demand for services remains consistent, requiring staff to balance reactive calls with proactive policing efforts.

Law Enforcement Activity

During the reporting period, a total of 109 crimes were reported, which includes a range of incidents from traffic-related offenses to more serious violations such as DUI, drug possession, assaults, thefts, and partner or family member assault (PFMA). Officers made 6 arrests, and 64 charges were filed.

Of the reported cases, 29 resulted in no charges, with 10 of those lacking suspect information. Three warrant requests were submitted, and the remaining cases are still under investigation.

Officers continue to actively investigate cases and pursue charges where appropriate while managing overall call volume.

Staffing & Operations

Current staffing levels continue to present challenges. At times, patrol coverage is limited, with minimal staffing available to respond to calls. Sergeants are regularly responding to

calls in addition to their supervisory responsibilities, which reflects current staffing levels and operational demands.

With the continued growth of the city, there is a direct impact on staffing needs. The department is already operating below recommended staffing levels, particularly after the loss of one officer position during last year's budget cycle. As the city continues to grow, calls for service continue to increase, further impacting the department's ability to maintain adequate coverage.

Nationally, police staffing averages are commonly estimated at approximately 2.0–2.5 officers per 1,000 residents. Based on Laurel's population, this would suggest a higher staffing level than is currently in place, further illustrating the gap between service demand and available personnel.

The department continues to operate below recommended staffing levels for a community the size of Laurel, particularly given its proximity to Billings and the associated increase in service demand.

Equipment & Technology

The department is still waiting on a response for the Homeland Security grant that was submitted for mobile data terminal replacements.

With budget season approaching, a request will be made for five Panasonic Toughbook 40 laptops and corresponding vehicle mounts to replace the current MDTs. The existing Toughbooks were purchased in 2017 and are now outdated, currently operating on Windows 10, which presents long-term reliability and support concerns.

The department is also evaluating options for adding a new patrol vehicle. Both outright purchase and leasing options have been reviewed, and a recommendation will be brought forward as part of the upcoming budget discussions.

Department radios continue to present a significant operational issue. Efforts are ongoing to identify funding through grants or other sources to address these deficiencies. At this time, there are limitations in the ability to communicate directly with neighboring agencies, which impacts coordination and response during multi-agency incidents.

Facilities

Ongoing maintenance issues at the FAP building, including HVAC and infrastructure concerns, continue to impact operations. Coordination between Fire, Ambulance, and Police leadership remains ongoing to address these shared facility needs.

Training

Officers continue to participate in ongoing training to maintain readiness and proficiency.

Future Growth & Operational Impact

Based on current trends, continued population and economic growth within the community is expected to result in increased calls for service and demand on emergency personnel. As call volume rises, maintaining proactive policing efforts, response times, and adequate coverage will become increasingly challenging without corresponding increases in staffing and resources.

In addition to call volume, growth also impacts equipment needs, fleet replacement cycles, and infrastructure demands. Ensuring reliable communication systems, updated technology, and functional facilities will remain critical to maintaining effective operations and officer safety.

The department will continue to monitor these trends and work with city leadership to identify sustainable solutions that allow for continued service to the community.

Closing

The Laurel Police Department continues to provide a high level of service despite staffing and resource challenges. Personnel remain committed to public safety while adapting to increasing service demands.

Respectfully,

Chief Jarred Anglin



Laurel Police Department

215 W. 1st Street Laurel, Mt. 59044 • Phone 406-628-8737 • Fax 406-628-4641

Total Calls Emergency Services

Printed on April 27, 2026

Code : Description	Totals	
10-15 : With Prisoner	0	0
: Abandoned Vehicle	13	13
: Agency Assist	95	95
: Alarm - Burglary	15	15
: Alarm - Fire	3	3
AMB : Ambulance	119	119
: Animal Complaint	1	1
: Area Check	6	6
: Assault	3	3
: Bad Checks	0	0
: Barking Dog	3	3
: Bomb Threat	0	0
: Burglary	0	0
: Child Abuse/Neglect	2	2
: Civil Complaint	12	12
: Code Enforcement Violation	10	10
: Community Integrated Health	0	0
: Counterfeiting	0	0
: Criminal Mischief	3	3
: Criminal Trespass	6	6
: Cruelty to Animals	3	3
: Curfew Violation	5	5
: Discharge Firearm	1	1
: Disorderly Conduct	10	10
: Dog at Large	41	41
: Dog Bite	4	4
DUI : DUI Driver	5	5
: Duplicate Call	3	3
: Escape	0	0
: Family Disturbance	12	12
: Fight	1	1
FIRE : Fire or Smoke	11	11
: Fireworks	1	1
: Forgery	0	0
: Found Property	7	7
: Fraud	6	6
: Harassment	5	5
: Hit & Run	4	4
: ICAC	0	0

Code : Description	Totals	
: Identity Theft	0	0
: Indecent Exposure	0	0
: Insecure Premises	7	7
: Intoxicated Pedestrian	1	1
: Kidnapping	0	0
: Littering	0	0
: Loitering	0	0
: Lost or Stray Animal	9	9
: Lost Property	1	1
: Mental Health	13	13
: Missing Person	2	2
: Noise Complaint	4	4
: Open Container	0	0
: Order of Protection Violation	2	2
: Parking Complaint	12	12
: Possession of Alcohol	0	0
: Possession of Drugs	1	1
: Possession of Tobacco	2	2
: Privacy in Communications	1	1
: Prowler	0	0
: Public Assist	75	75
: Public Safety Complaint	13	13
: Public Works Call	5	5
: Report Not Needed	2	2
: Robbery	0	0
: Runaway Juvenile	1	1
: Sexual Assault	1	1
: Suicide	0	0
: Suicide - Attempt	1	1
: Suicide - Threat	5	5
: Suspicious Activity	73	73
: Suspicious Person	11	11
: Theft	11	11
: Threats	7	7
: Tow Call	0	0
: Traffic Accident	26	26
: Traffic Hazard	4	4
: Traffic Incident	20	20
: TRO Violation	0	0
: Truancy	3	3
T/S : Traffic Stop	127	127
: Unattended Death	2	2
: Unknown - Converted	0	0
: Unlawful Transactions w/Minors	0	0
: Unlawful Use of Motor Vehicle	0	0
: Vicious Dog	1	1

Code : Description

Totals

: Warrant	13	13
: Welfare Check	21	21
Totals	887	887

Laurel Emergency Services Report created 4/27/26:

2022	2023	2024	2025
1238 requests for service	1300 requests for service	1363 requests for service	1492 requests for service
177 times LEMS was unavailable	171 times LEMS was unavailable	73 times LEMS was unavailable	44 times LEMS was unavailable
48 times AMR was unavailable	23 times AMR was unavailable	14 times AMR was unavailable	12 times AMR was unavailable
351 responses in Ward 5=29% of calls outside of the city of Laurel	351 responses in Ward 5=27% of calls outside of the city of Laurel	373 responses in Ward 5=27% of calls outside of the city of Laurel	404 responses in Ward 5=27% of calls outside of the city of Laurel

Recent Month Summary:

March 2026:

Requests	131
Missed Calls	4 = 3%
Shortest Delay	17 minutes
Longest Delay	29 minutes
Average Delay	25 minutes
Fire Driver Available	2 times
City Driver Available	0 times
QRU Response With 1 Provider	1 time **
On A Previous Call	4 times
2 Units On A Call	6 times
No Crew / Provider Available	0 times
AMR Transported or Responded	4 times*
Red Lodge Transported	0 times
HELP Flight Transported	0 times
HELP Amb Transported or Responded	0 time
Columbus Transported or Responded	0 time
Joliet Transported	0 times
Park City Transported	0 times
PD Assisted Pt or Transported	0 times
FD Assisted Pt no transport	0 times
POV Transport	0 times
Refusal or no transport	0 times
YCSO Transported	0 times
MHP Transported	0 times



**1 time the QRU responded to begin patient care. 0 times the QRU responded and the patient refused / no transport to hospital or no patient found.

37 responses in Ward 5 = 28% of calls outside of the city of Laurel.

6 LEMS response for mutual aid. None of these responses resulted in LEMS not being available for another call, 3 to Joliet, 2 to Park City and 1 to west end of Billings.

2026 Running Totals

	January	February	March	April	May	June	July	August	September	October	November	December	Total 2026
Requests	113	97	131										341
Missed Calls	5	3	4										12
Shortest Delay (minutes)	30	24	17										17
Longest Delay (minutes)	42	45	29										45
Average Delay (minutes)	35	37	25										31
Fire Driver Available	1	0	2										3
City Driver Available	1	0	0										1
QRU Response w 1 Provider	2	1	1										4
On A Previous Call	5	3	4										12
2 Units On A Call	4	0	6										10
No Crew / Provider Available	0	0	0										0
AMR Transported or Responded	3	0	4										7
Columbus Transported or Responded	0	1	0										1
Joliet Transported	0	0	0										0
Park City Transported	2	2	0										4
Red Lodge Transported	0	0	0										0
HELP Flight Transported	0	0	0										0
HELP Amb Transported or Responded	0	0	0										0
POV Transport	0	0	0										0
PD Assisted Pt or transported	0	0	0										0
FD Assisted Pt no transport	0	0	0										0
YCSO Transported	0	0	0										0
MHP Transported	0	0	0										0
QRU/AMR, Refusal or No Patient	0	0	0										0
Responses in Ward 5	34	29	37										100
LEMS response for mutual aid	2	0	6										8

Other Reporting Information

*correction made after report given

- Staffing – Levi V resigned his position as Assistant Chief, Levi was a volunteer and received a small stipend. The position has been posted internally, interviews will occur May 7th. The position will be filled by a full time paramedic, it will not alter our current schedule or change anything within the current budget.
- Troy Downing contacted us regarding our submission for appropriations money for equipment, he states that we made it through the first round of reviews, we likely will not hear anything for a bit of time, sometimes it can take upwards of a year to complete the next step. We have not hear back on the Lowes Hometown Grant. Will keep you posted on both as we hear any news.
- Yellowstone County DES provided us with access to the I Am Responding platform. We were able to implement this system with dispatch and our crews fairly easily. It seems to be working well and our crew members that were not receiving the texts for pages are now receiving them and we believe this has fixed any future issues that we would have had with the changes in cell services discontinuing the way that were being paged. This did not affect our budget as they graciously added us to their current service plan for the county.
- Vehicles – the old Care 1 that is retired, we have permission to sell, we feel that the best route may be to try and sell outright. We are working on posting on a marketplace type platform. If it does not sell in a timely manner, Matt Wheeler has researched an auction in Billings that we can set a minimum bidding price and will try that option. Care 3 – the 2017 ambulance, had recent maintenance for replacement of injector seals. The QRU we would like to put a sliding shelf in the back to secure equipment for safety of the crew and protection of the equipment. We have been trying for years to find someone to make one and finally have an estimate to build one for \$4,300.00 – will visit with Kelly and the Mayor to see if we can do it with funds in our current budget.
- We have been working hard to spring clean our station, we have taken several old out of date and not usable items to city shop for the next auction. Our lockers arrived and look amazing, the crews are very excited to have room to house their uniforms properly.

LEMS thoughts for future needs:

Although it is difficult to predict future needs with certainty, it is likely that the community will continue to grow. With growth obviously comes an increase in population and an increased need for emergency services.

Our requests for service in 2020 were 1040 and 2025 was 1492, an increase of just over 400 calls for service. I believe this number will continue to grow exponentially as time goes on. This will cause an increased need for staffing and equipment.

There are a few different models for increasing staffing. I believe that this needs to be a model that is reviewed and changed as time goes on. Currently to provide 24/7 coverage with one ambulance with the least number of employees, our crews work two 24 hour shifts per week and we have 10 full-time employees. The minimum increase to move to 24/7 coverage with two ambulances would be hiring of 4 additional providers, for a total of 14 full time staff – this would not take into consideration vacation / sick time staffing – that would rely solely on overtime.

There are staffing models that the crews work a 12 hour shift, 4 one week and 3 the next – called a 4/3 split. This is a more ideal shift if the crews are running calls all day and night. It would require 16 full-time staff members and again does not take into account coverage for vacation / sick time staffing. Another option can be to include some part-time paid staff that has required hours.

Equipment needs will likely not increase with the addition of a full-time crew as we do have 2 fully stocked ambulances currently. However, we do need to find a way to plan for capital expenditures as fundraising and grants are not guaranteed or always sustainable. Again, this is a bit difficult to predict but a rough estimate on timelines:

-we should try to budget for a new ambulance every 8-10 years. This is based on how Care 3, our 2017 ambulance has been utilized – it is nearing 200,000 miles. With this in mind Care 3 will likely need replaced in the next year or two.

-EKG monitors, radios, and other durable equipment should be replaced approximately every 8-10 years depending on the life expectancy of equipment.



LAUREL FIRE DEPARTMENT

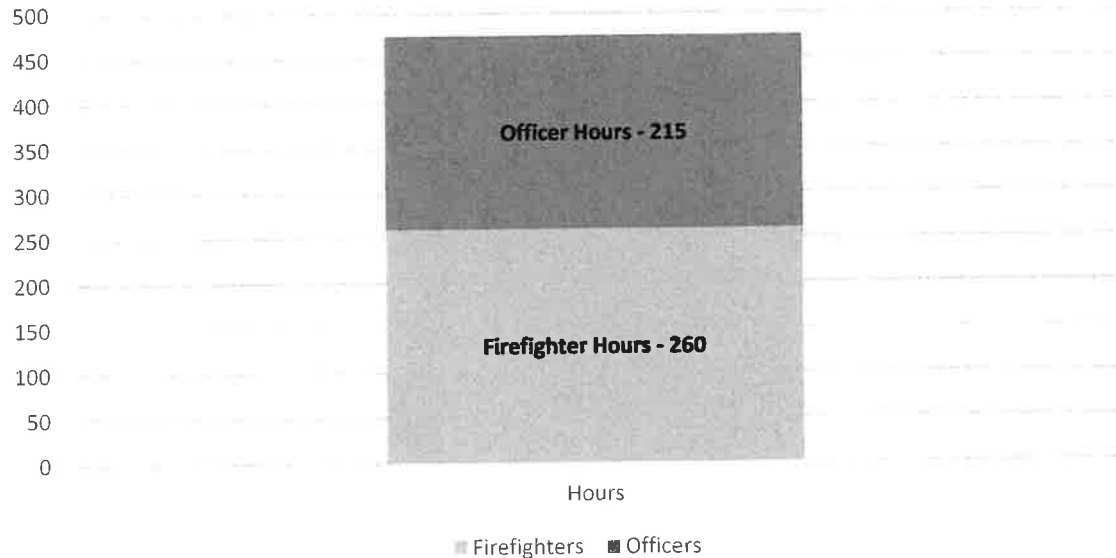
215 West 1st Street • Laurel, Mt • 59044 • Office 406.628.4911 • Fax 406.628.2185

Emergency Services Meeting 3/23/2026 – 4/27/2026

Calls (3/23/2026 – 4/27/2026)

- Responded to 38 Total Calls

Total Hours on Call - 475



- Training Hours – 664 HRS YTD

Training

- BNSF Haz-Mat
- Wildland Refresher
- Pack Test
- Chainsaw Training

Rookie School Training

- Tender/Brush Intro
- Driving Training
- Brush Truck Pump Ops
- Tender Ops

Department News

- Current Numbers
 - 29 Members
 - 3 firefighters in rookie school
 - 4 applications so far for next interviews in September.

- DNRC Staffing
 - East Fire (Red Lodge) B4 with two firefighters for 4 days.
 - Staffing will be challenging this year due to firefighter's full-time jobs.

- Misc.-
 - Early Wildland Season
 - Firefighter's being able to leave work during business hours.
 - Fire House Sub Grant Submitted
 - Applied for Lowe's Grant Fire Station Repairs
 - We are in the top 100 for this grant.
 - Submitted more information to them.
 - Received money for DNRC grant and are applying for the grant again.
 - Need more daytime firefighters.
 - Proposal to hire firefighters on daytime shifts.
 - Equipment maintenance with Columbus Fire Rescue
 - Emergency Networking
 - Working well.
 - Meetings with School about 4th of July.
 - Working through some issues with the Little League.
 - Additional questions and concerns about city operations.
 - OT for employees attending city council meetings.
 - 7% increase for other city departments.
 - Per diem when traveling to training out of town was denied due to the school providing a light breakfast and lunch.
 - Cost for the weekend of meals
 - \$145.00 per person
 - Amount city is willing to pay.
 - \$39.20 and potentially breakfast.
 - Firefighters are currently paid less than Montana State Minimum wage.
 - Firefighter - \$10.50 per hour
 - Current Min Wage - \$10.85
 - Reimbursement for traveling wildland assignments
 - 80/20 split
 - 80% to the Fire Department
 - 20% to General Fund

Laurel Fire Rescue



ORGANIZATION

- 12 Officers
 - Fire Chief
 - Assistant Chief
 - Two Battalion Chiefs
 - Fire Marshal
 - Two Captains
 - Two Lieutenants
 - Maintenance Officer
 - Training Officer
 - Assistant Fire Marshal
- 21 firefighters, including three rookies
- 1 Administrative Assistant

Department Financials

- All 12 Officers are paid less than \$6000 a month combined
- Firefighters are paid \$10.5/hr. ONLY for the time spent on a call
- Every activity that firefighters engage in, beyond the time spent on calls, is unpaid
- Department OPERATING budget (not including Personnel Budget is less than \$230K
- Department Personnel Budget is approx. \$220K (includes Admin Assistant compensation, Worker's Comp, Insurance, FICA, Payroll, etc.)

Department Activities

- The Fire Department does not have any authority to approve capital expenses or investments over \$5K
- The decision to approve ALL major purchases, including any trucks, rests with the City Council/Budget & Finance Committee
- Like other City departments, the Fire Dept strictly follows Resolution 18-26, which outlines the City Purchase Policy
- Maintenance hours – 50+ a month – ALL volunteered (unpaid) hours...@ the going rate of at least \$100/hr. this translates to around \$5000 a month saved to the City
- Training hours – 430+ a month - ALL volunteered hours. Firefighters do NOT get paid for in-house or outside training
- Officers spend at least 40+ hours a month at the station for operational purposes – all unpaid
- ALL community service activities are unpaid


2025

- 545 calls
- 765 call hours
- Avg hours/call – 1.40
- 7220 man hours – approximately 9.4 firefighters per call (includes standby personnel)
- Approximately 13.25 man hours/call
- 44% City calls
- 56% calls came from our protection area, which includes 7.5% calls that were mutual aid (county/other FDS)

OUTFITTING A FIREFIGHTER

HOW MUCH DOES FIREFIGHTER GEAR COST?

ADDITIONAL GEAR	
Wildland Gear:	\$2,710
Tech Rescue Gear:	\$1,400
Bullet Proof Vest:	\$700
2nd Set of Gear:	\$3,579



Helmet: \$350
Hood: \$120
Bunker Coat: \$1,902
Flashlight: \$220
Halligan & Axe: \$640
Ballout Kit: \$600
Bunker Pant: \$1,387
Boots: \$598
Radio: \$7,500
Self-Contained Breathing Apparatus: \$11,900
Gloves: \$170

TOTAL: \$33,776.00

These are approximate prices for the equipment listed. Prices may vary by region and equipment specifications. Contact your local fire department for more information.

Future Challenges

- Call volumes have steadily increased at least 4% p.a., thereby taxing both equipment/apparatus, AND personnel (time, money, opportunity costs)
 - Passed the “threshold” of 500 calls
 - Expected to continue growth in calls
 - 60%+ calls are daytime (business hours) calls
 - Increased number of calls that require specialized intervention (extrications, rescues, wildland)
 - Aging population – increase in traffic incidents and lift assist calls
 - More irresponsible behaviors on roads that are getting busier both due to increased traffic and increased distractions – more accidents, more EMS calls
 - A busier EMS dept also means demands on the fire dept increase to make driver(s) available to help the EMS dept
- Ensuring firefighter availability, especially during busy hours
 - Almost all firefighters have career jobs outside of the department
 - No incentive for a firefighter to quit her/his job and show up for a fire call during business hours
 - Negative impact on community

Future Challenges, cont'd....

- The department is not equipped personnel-wise to respond in time and effectively to a fire call during the day, unless someone is off from work or is unemployed
 - Dependence on firefighter availability worked when we had less calls
- Second pages are becoming more common
- Mutual aid demands are increasing, especially from areas that either have a fully volunteer fire dept or have no fire dept
- Due to increasing population, the WUI (Wildland-Urban Interface) is increasing, and getting closer to higher human populations
 - Higher risk of wildfires
 - Increased risk to life & property

Proposed Solution(s)

- 6 career firefighters to staff the station from 6 am to 8 pm Mon-Fri
 - Ensure 100% response
 - Ensure quick response (2-3 minutes) – save lives and property
- Allow the dept to start earning more revenue for itself and also for the city
 - Wildland contracts
 - Increase billing
 - Negotiate better contract terms with customers
- Purchase of a Tactical Tender truck to go on wildland calls and earn revenue

Expected Outlay

- Firefighters - \$80K/year (incl. benefits) - \$480K
- Fire Dept. to renegotiate fire protection contracts with LUFSA and Fire Districts as applicable
 - Current contracts are for \$361K – increase them to \$500K
- Increase billing and collection efforts – currently, we are bringing in around \$60K a year
- City’s financial contribution to the dept budget needs a review
- Sign contract with Northwestern Energy for fire protection – plant run by Caterpillar, not Northwestern Energy
 - Minimum ask \$20K
- Dept “operating” budget (not including payroll expenses or debt servicing) to remain at or around \$280K



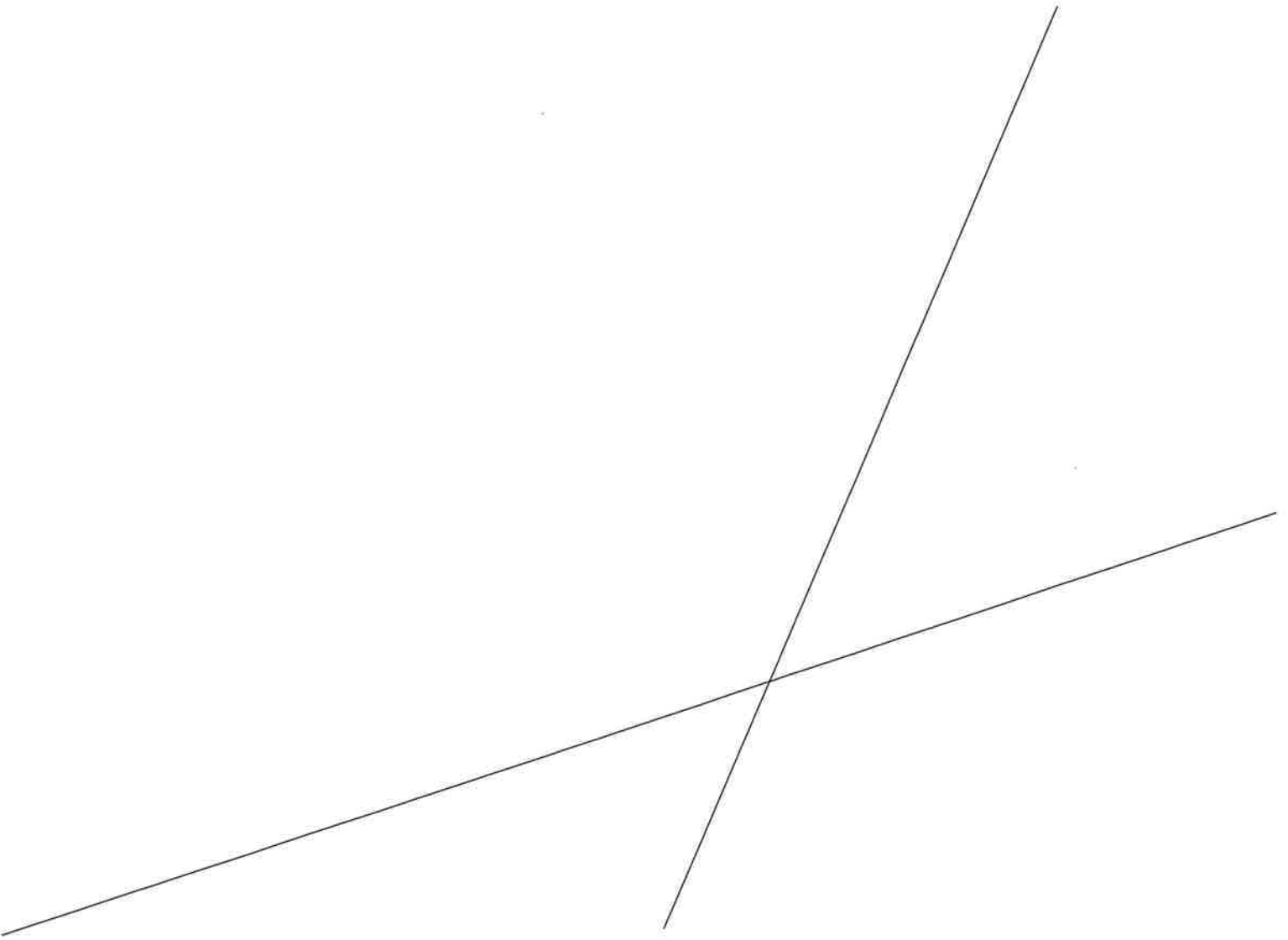
**LAUREL VOLUNTEER
FIRE DEPARTMENT**

PAYROLL REVISION PROPOSAL

AGENDA

- Current situation
 - Officer Payroll
 - Firefighter Payroll
- Current situation – salient points
- Proposed payroll revision
- Resultant change to the monthly stipend and hourly rate
- Recommendation

**CURRENT
SITUATION**



OFFICERS' PAYROLL

POSITION	EXPECTED MONTHLY HOURS	NAME	HOURLY RATE	MONTHLY PAY (\$)	YEARLY PAY (\$)	%age of TOTAL
Fire Chief	80	JW Hopper	20.56	1645.02	19740.24	27.7%
Assistant Fire Chief	35	Travis Nogel	19.52	683.33	8199.96	11.5%
Fire Marshall	20	Zach Winchell	23.33	466.67	5600.04	7.9%
Deputy Chief	20	Brent Peters	18.33	366.67	4400	6.2%
Deputy Chief	20	Cory McIlvain	18.33	366.67	4400	6.2%
Operations Captain	20	Shane Willis	15	300	3600	5.1%
Operations Captain	20	KC Bieber	15	300	3600	5.1%
Operations Captain	20	Henry Fox	15	300	3600	5.1%
Operations Captain	20	Jon DeRudder	15	300	3600	5.1%
Safety/Operations Captain	20	Evan Bartram	15	300	3600	5.1%
Assistant Fire Marshall	20	Ryan Robertus	15	300	3600	5.1%
Training Captain	20	Steven Hiller	15	300	3600	5.1%
Maintenance Captain	20	Bridger Fournier	15	300	3600	5.1%
TOTAL	335			5928.36	71140.24	

FIREFIGHTERS' PAYROLL (6-month data)

MONTH	HOURS	TOTAL PAY (\$)
April	197	2068.5
May	220	2310
June	378	3969
July	393	4126.5
August	336	3528
September	396	4158
Average Monthly	320	3360

FIREFIGHTERS		OFFICERS		TOTAL	
Average LVFD Current Monthly Pay* (sum of average firefighter pay, and officer monthly pay)	\$3360	\$5928.36	\$9288.36		
%age of Total Pay	36%	64%	100%		

*: Does not include salary for the Admin Assistant

SALIENT POINTS

- **Current Salary for the Fire Chief - \$19,740/year or \$1,645/month**
- Current Firefighter hourly rate - \$10.5/Hour
 - At 40 hours/week, this translates to \$21.8K annual salary for a Firefighter, compared to over \$60K for Billings and over \$100K for Bozeman
- Average hours on fire calls - 320 hrs. per month for Firefighters, 223 hrs. per month for Officers – these are purely fire call hours and do not include training, maintenance, housekeeping and administrative hours put in by both Firefighters and Officers. Fire Chief's time in office every week is also not included in the Officer hours
- Average number of firefighters per incident – 4.72
 - A minimum of 4 firefighters needed to adequately respond to the calls
 - Cost of having 4 firefighters available for every call answered (in terms of Billings and Bozeman payrolls) is between \$240K and \$400K
- Breakdown of LVFD payroll – 36% Firefighters; 64% Officers

**PROPOSED
INCREASE TO
LVFD PAYROLL -
FOR
FIREFIGHTERS
AND OFFICERS**



PROPOSAL DETAILS

Instead of having a paid Full-Time Fire Chief with an increased salary, we propose to instead distribute that increase amount among the whole team – Firefighters and Officers proportionately

- Calculate the difference between the Fire Chief's current salary and the proposed salary
- Divide this difference between Firefighters (36%) and Officers (64%)
- Increase Officers' monthly payroll according to their current relative percentage to the total current Officer Payroll
- For Firefighters, add the proposed increase monthly amount to the current average monthly payroll amount for them
- Divide this new amount by the average number of hours put in by the Firefighters to calculate the new proposed hourly rate

RESULTANT CHANGES - MULTIPLE SCENARIOS OF PAYROLL INCREASE

POSITION	PROPOSED FIRE CHIEF SALARY (\$)		INCREASE FOR FIREFIGHTERS (HOURLY RATE)		INCREASE (\$) - DIFF B/W CURRENT CHIEF SALARY AND PROPOSED AMOUNT		FIREFIGHTER \$ @36% OF DIFFERENCE (ANNUAL)		FIREFIGHTER HOURLY RATE (\$) - NEW AMOUNT PLUS CURRENT AVG DIVIDED BY AVG HOURS/MONTH	
	YEARLY	MONTHLY	YEARLY	MONTHLY	YEARLY	MONTHLY	YEARLY	MONTHLY	YEARLY	MONTHLY
Fire Chief	9787	816	11558	963	14214	1185	17757	1480	23070	1922
Assistant Fire Chief	4065	339	4801	400	5905	492	7376	615	9583	799
Fire Marshall	2776	231	3279	273	4032	336	5037	420	6545	545
Deputy Chief	2181	182	2576	215	3168	264	3958	330	5142	429
Deputy Chief	2181	182	2576	215	3168	264	3958	330	5142	429
Operations Captain	1785	149	2108	176	2592	216	3238	270	4207	351
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Operations Captain	1785	149	2108	176	2592	216	3238	270	4207	351
Safety/Operations Captain	1785	149	2108	176	2592	216	3238	270	4207	351
Assistant Fire Marshall	1785	149	2108	176	2592	216	3238	270	4207	351
Training Captain	1785	149	2108	176	2592	216	3238	270	4207	351
Maintenance Captain	1785	149	2108	176	2592	216	3238	270	4207	351

ANNUAL INCREASE FOR OFFICERS

POSITION	\$75,000		\$85,000		\$100,000		\$120,000		\$150,000	
	YEARLY	MONTHLY	YEARLY	MONTHLY	YEARLY	MONTHLY	YEARLY	MONTHLY	YEARLY	MONTHLY
Fire Chief	9787	816	11558	963	14214	1185	17757	1480	23070	1922
Assistant Fire Chief	4065	339	4801	400	5905	492	7376	615	9583	799
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Maintenance Captain	1785	149	2108	176	2592	216	3238	270	4207	351

**NEW MONTHLY SALARY FOR EACH OFFICER POSITION
FIRE CHIEF SALARY**

POSITION (current pay in brackets)	@\$75,000	@\$85,000	@\$100,000	@\$120,000	@\$150,000
Fire Chief (\$1645)	\$2,461	\$2,608	\$2,830	\$3,125	\$3,567
Assistant Fire Chief (\$683)	\$1,022	\$1,083	\$1,175	\$1,298	\$1,482
Fire Marshall (\$467)	\$698	\$740	\$803	\$886	\$1,012
Deputy Chief (\$367)	\$548	\$581	\$631	\$696	\$795
Deputy Chief (\$367)	\$548	\$581	\$631	\$696	\$795
Operations Captain (\$300)	\$449	\$476	\$516	\$570	\$651
Operations Captain (\$300)	\$449	\$476	\$516	\$570	\$651
Operations Captain (\$300)	\$449	\$476	\$516	\$570	\$651
Operations Captain (\$300)	\$449	\$476	\$516	\$570	\$651
Safety Captain (\$300)	\$449	\$476	\$516	\$570	\$651
Assistant Fire Marshall (\$300)	\$449	\$476	\$516	\$570	\$651
Training Captain (\$300)	\$449	\$476	\$516	\$570	\$651
Maintenance Captain (\$300)	\$449	\$476	\$516	\$570	\$651

SUMMARY

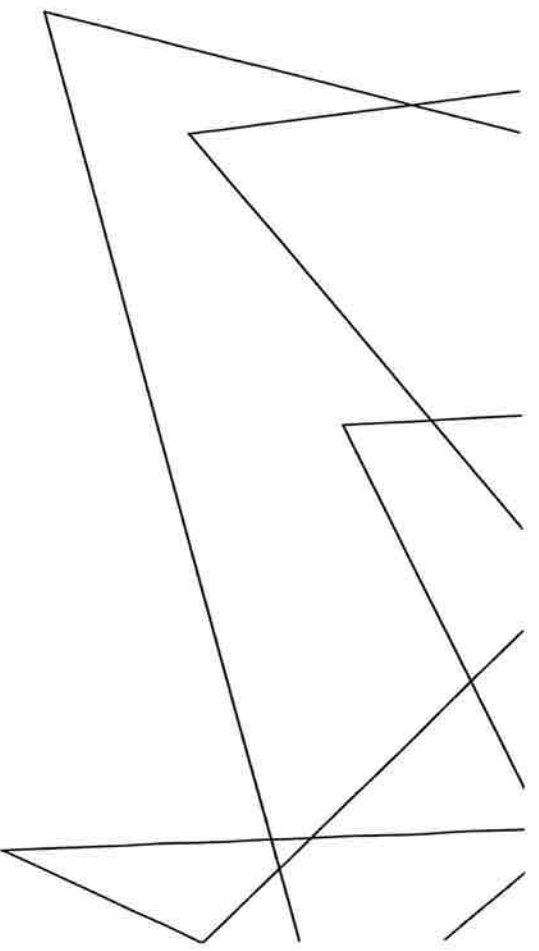
PROPOSED PAYROLL

	CHIEF'S		Avg Hrs./Month	Firefighters		Officers	TOTAL	
	SALARY	INCREASE OVER CURRENT SALARY		Hourly Rate	Total		MONTHLY	ANNUAL
CURRENT	19,740	0	320	\$10.50	\$3,360	\$5,929	\$9,289	\$111,463
OPTION 1	75,000	55,260	320	\$15.71	\$5,027	8867.5203	\$13,895	\$166,737
OPTION 2	85,000	65,260	320	\$16.65	\$5,328	9399.4011	\$14,727	\$176,729
OPTION 3	100,000	80,260	320	\$18.06	\$5,779	10197.222	\$15,976	\$191,717
OPTION 4	120,000	100,260	320	\$19.94	\$6,381	11260.984	\$17,642	\$211,701
OPTION 5	150,000	130,260	320	\$22.77	\$7,286	12856.626	\$20,143	\$241,716

FINAL TAKEAWAY

Share the compensation increase with the whole LVFD team, instead of just paying for a fulltime fire chief

- Morale boost
- Help increase firefighter availability to respond
- Reduce response times
- Save lives and property



THANK YOU

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