



**AGENDA
CITY OF LAUREL
CITY COUNCIL WORKSHOP
TUESDAY, DECEMBER 03, 2024
6:30 PM
COUNCIL CHAMBERS**

Public Input: *Citizens may address the Council regarding any item of City business that is not on tonight's agenda. The duration for an individual speaking under Public Input is limited to three minutes. While all comments are welcome, the Council will not take action on any item not on the agenda. Because of the Rules that govern public meetings, Council is not permitted to speak in response to any issue raised that is a non-Agenda item. The Mayor may provide factual information in response, with the intention that the matter may be addressed at a later meeting. In addition, City Council may request that a particular non-Agenda item be placed on an upcoming Agenda, for consideration. Citizens should not construe Council's "silence" on an issue as an opinion, one way or the other, regarding that non-Agenda matter. Council simply cannot debate an item that is not on the Agenda, and therefore, they must simply listen to the feedback given during public input. If a citizen would like to speak or comment regarding an item that is on tonight's agenda, we ask that you wait until the agenda item is presented to the Council by the Mayor and the public is asked to comment by the Mayor.*

Be advised, if a discussion item has an upcoming public hearing, we would request members of the public to reserve your comments until the public hearing. At the public hearing, the City Council will establish an official record that will include all of your comments, testimony, and written evidence.

General Items

Executive Review

1. Resolution - Resolution Approving A Memorandum Of Understanding By And Between The City Of Laurel And Beartooth Resource Conservation & Development Area, Inc.
2. Resolution - A Resolution Of The City Council Approving A Memorandum Of Understanding For The 2024-2026 Collective Bargaining Agreement Between The City Of Laurel And Local Union 316, American Federation Of State, County, And Municipal Employees, Afsme Regarding Work Days And Shifts.
3. Resolution - A Resolution To Modify The Previously Approved Compensation Levels For The Volunteer Ambulance Service.

Council Issues

Other Items

Attendance at Upcoming Council Meeting

Announcements

The City makes reasonable accommodations for any known disability that may interfere with a person's ability to participate in this meeting. Persons needing accommodation must notify the City Clerk's Office to make needed arrangements. To make your request known, please call 406-628-7431, Ext. 5100, or write to City Clerk, PO Box 10, Laurel, MT 59044, or present your request at City Hall, 115 West First Street, Laurel, Montana.

File Attachments for Item:

1. Resolution - Resolution Approving A Memorandum Of Understanding By And Between The City Of Laurel And Beartooth Resource Conservation & Development Area, Inc.

RESOLUTION NO. R24-_____

RESOLUTION APPROVING A MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF LAUREL AND BEARTOOTH RESOURCE CONSERVATION & DEVELOPMENT AREA, INC.

WHEREAS, the Beartooth Resource Conservation & Development Area, Inc. (hereinafter “the Beartooth RC&D”) has been formally recognized by the U.S. Department of Commerce, Economic Development Administration (hereinafter “EDA”) as a designated Economic Development District (hereinafter “EDD”), and as a District, the Beartooth RC&D has been awarded funding to carry out its Comprehensive Economic Development Strategy (hereinafter “CEDS”);

WHEREAS, the City of Laurel, as a participating entity in the District, is required to execute a Memorandum of Understanding by and between the Beartooth RC&D and the Yellowstone County Commissioners, in cooperation with the City of Billings, the City of Laurel, and Big Sky EDA; and

WHEREAS, the attached Memorandum of Understanding will be, upon approval by the City of Laurel, effective through December 31, 2025.

NOW THEREFORE BE IT RESOLVED, by the City Council of the City of Laurel, Montana:

Section 1: Approval. The MOU by and between the City of Laurel and Beartooth Resource Conservation, a copy attached hereto and incorporated herein, is hereby approved.

Section 2: Execution. The Mayor is hereby given authority to execute the MOU on behalf of the City.

Introduced at a regular meeting of the City Council on the _____ day of _____, 2024 by Council Member _____.

PASSED and APPROVED by the City Council of the City of Laurel, Montana on the _____ day of _____, 2024.

APPROVED by the Mayor on the _____ day of _____, 2024.

CITY OF LAUREL

Dave Waggoner, Mayor

ATTEST:

Kelly Strecker, Clerk-Treasurer

APPROVED AS TO FORM:

Michele L. Braukmann, Civil City Attorney



2024 City of Laurel Project Review December 10, 2023 – 6:30 pm

Thank you for being a great partner as we work together to help the businesses and residents of our 5-county region!

Some of our activities in support of the City of Laurel this year:

- Revolving Loan Fund
 - 6 loans in the City of Laurel for \$427,746. Total investment of \$1.4 million.
- HB 819 collaborative housing efforts/meetings
- Bozeman Trail mapping/website development/heritage tourism efforts in cooperation with Our Montana, Ralph Saunders, Rocky Mountain College & other partners
- Montana Business Attraction efforts with Ultimate Defense Technologies and other manufacturers to bring businesses to Montana
- Collaboration with SBDC and Big Sky Economic Development support to bring Wealth Management seminar and other trainings to Laurel
 - Experts Week Tradeshow & Booth
 - Regional training programs
 - Technical Assistance (TA) and referrals to each other regarding urban/rural clients
- Collaboration with Montana Manufacturing Extension Center to provide TA to small businesses
- 2 potential Brownfield sites for assessment
- Small Business Assistance
 - Mindi's Burgers
 - Molly and Friends
 - Montana Bin Busters
 - Rodi Farm
 - Yellowstone Valley Farms

Grants & Programs Beartooth Operates to Benefit your County:

- Brownfields Community-wide Assessment Grant (plus recent application of a Brownfields Revolving Loan Fund grant that, if awarded, will assist with cleanup activities)
- DEQ Environmental Justice Government to Government grant
- Montana Business Attraction: Beartooth RC&D is collaborating with MBA to bring in out-of-state investors and businesses to utilize our manufacturers/businesses and/or relocate their businesses.

- REAP (Rural Energy for America Program) Technical Assistance
- RMAP (Rural Microentrepreneur Assistance Program) – microloans for small businesses plus TA and training
- BSED and IRP loan funds – loans of up to \$400,000 available now!
- SSBCI loan assistance program
- USDA Farm to School Grant

Please Spread the Word to all your businesses! FinCEN (Financial Crimes Enforcement Network) launched the BOI E-Filing website for reporting beneficial ownership information (<https://boiefiling.fincen.gov>) on January 1, 2024. This is a required filing that is due by Dec. 31, 2024, and there are stiff fines for businesses who don't comply.

Please utilize our regional [5-year CEDS](#) (Comprehensive Economic Development Strategy) document (updated in Fall 2022) for your planning and grant writing needs.

Thank you again! Refer to your digital copy of this to access hyperlinks. You can also find most info posted on our website at www.beartooth.org. Don't hesitate to reach out to us if you have questions or need our assistance.

**What are your
priorities in the
coming year and how
can Beartooth help?**

Beartooth Staff:

Joel Bertolino, Executive Director/Food & Ag Director: jbortolino@beartooth.org

Gaurav Thakur, Economic Development Director: gthakur@beartooth.org

Nan Knight, Finance Director/Brownfields Coordinator: nknight@beartooth.org

Myrna Lastusky, Project Manager: mlastusky@beartooth.org

Beartooth Office Phone: 406-962-3914

BEARTOOTH

RESOURCE CONSERVATION AND DEVELOPMENT AREA, INC.

November 8, 2024

RE: Beartooth RC&D MOU Proposed COLA increase

Dear Mayor Waggoner and City of Laurel Councilmembers:

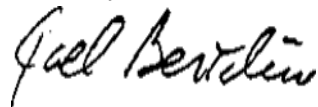
Due to increased costs of doing business, Beartooth RC&D Board of Directors has recommended raising the amount charged for providing Economic Development services to our regional partners from 19 cents per capita to 29 cents, totaling an increase of 10 cents per capita for the 2026 MOU.

However, due to Yellowstone's much larger population, we are recommending only a 7 cents per capita increase, bringing Yellowstone County's 2026 MOU to 26 cents per capita.

Beartooth RC&D feels this will allow us to offset some of the expenses we have incurred in the last seven years since last raising our MOU amounts. Expansions to our loan and grant portfolios have caused our annual audit costs to increase substantially. Additional burdens include increases to our insurances and costly requirements for new software needed to stay in compliance with our auditors.

Beartooth RC&D has been able to take advantage of funding opportunities that have benefited our entire five-county region and have resulted in meeting the needs of our communities. We will continue to conduct our work as efficiently as possible, and we hope that you will favorably consider this proposal for an increase. If you should have any questions, please contact us at 406-962-3914.

Sincerely,



Joel Bertolino, Executive Director



128 So. Main St.
P. O. Box 180
Joliet, MT 59041

PHONE 406-962-3914
FAX 406-962-3647
WEBSITE www.Beartooth.org

A
MEMORANDUM OF UNDERSTANDING

Between

Yellowstone County Commissioners, Big Sky Economic Development Authority,
City of Billings, City of Laurel

And

Beartooth Resource Conservation & Development Area, Inc.

THIS MEMORANDUM OF UNDERSTANDING is made and entered into this ____ day of _____, 202__, by and between **Beartooth Resource Conservation & Development Area, Inc.**, whose principal business address is P.O. Box 180, Joliet, Montana 59041, hereinafter referred to as **“Beartooth RC&D”** and **Yellowstone County Commissioners (in cooperation with the City of Billings, City of Laurel, and Big Sky EDA)**, and hereinafter referred to as **“the Entity.”**

WHEREAS, The Beartooth RC&D has been formally recognized by the U.S. Department of Commerce, Economic Development Administration (EDA) as a designated Economic Development District (EDD), and as a District, the Beartooth RC&D has been awarded funding to carry out its Comprehensive Economic Development Strategy (CEDS). This funding will provide a staff person, administrative support and operating costs. This is a continual grant, renewable based on successful program operation and availability of federal funds. Local match is required.

WHEREAS, Each entity participating in the District will designate a representative and an alternate to the regional Beartooth RC&D Board. This individual will convey the needs and economic development goals of the community to the Beartooth RC&D board meetings. Regular board meetings will be held every two months to assess project status and evaluate regional economic development needs.

NOW THEREFORE IT IS UNDERSTOOD AS FOLLOWS:

ARTICLE 1: SCOPE OF WORK:

Beartooth RC&D employs an Economic Development Director to assist in the completion of the Comprehensive Economic Development Strategy for the five-county region. The Director's time will be allocated consistent with the goals in the CEDS by the Beartooth RC&D board of directors. The board is composed of one representative and an alternate from business partners, county and local elected officials and local economic development partners from our five-county region. Input from this board is essential for meeting the needs of the communities in our region.

Priority will be assigned projects of regional scope or projects with strong local leadership. Grant funding for this position is from EDA; therefore, emphasis will be on regional economic development planning and projects which have a correlation to job creation, economic diversification and increased tax base. Matching funds are from participating entities and emphasis will be placed on their specified projects.

Annual Evaluation:

The performance of the Economic Development District will be evaluated annually by local entities participating on the regional Beartooth RC&D Board. Progress and/or accomplishments on each program/project will be reported and evaluated to ensure resources are being utilized in the most effective and efficient manner possible. Annual Comprehensive Economic Development Strategy updates and an annual plan of work will be developed with input from the Beartooth RC&D staff and board. Annual reports on projects and economic development activities will be provided to the board and participating entities along with the renewal of the Memorandum of Understanding.

ARTICLE 2: PERIOD OF PERFORMANCE:

The term of this Memorandum of Understanding shall be from the date it is signed through **December 31, 2025**, unless extended by mutual agreement by both parties. Such extension must be in writing, signed by authorized representatives of both parties, and made a part of the original Memorandum of Understanding by modification reference. This Memorandum of Understanding supersedes the prior Memorandum for participation in the Economic Development District.

ARTICLE 3: PAYMENT:

The Entity’s annual contribution will be **\$4,500.00** as a “Membership” fee plus a per capita assessment of **.19** cents per person. These funds will provide the necessary match to obtain the \$70,000.00 in federal funds. Entities who do not participate financially in the match requirement will not receive services from the Economic Development Coordinator. The calculated fee for **the Entity** is **\$36,960.17**. This figure is a total of the **\$4,500.00** fee plus **\$32,460.17** per capita formula using a population of **170,843** as per the 2023 Census data. The Entity’s full payment will be separated into a four-way payment system. Each entity within the county will pay a percentage (%) similar to the previous year. Big Sky EDA- 34% or **\$12,566.46**, City of Billings- 36% or **\$13,305.66**, City of Laurel- 6% or **\$2,217.61**, and Yellowstone County- 24% or **\$8,870.40**.

Annually, the Beartooth RC&D/EDD staff will provide a comprehensive report of the past year’s activity. A new Memorandum of Understanding will be prepared and a request for the following year’s match submitted. Entities will be billed for match funds after January 1, 2025, for the current year’s assessment.

Payment as provided in this section shall be full compensation for work performed, services rendered, and for all materials, supplies, equipment, and incidentals necessary to complete the work.

ARTICLE 4: EXAMINATION OF RC&D RECORDS:

The Entity or its representatives shall have the right to examine any books, records, or other documents of the Beartooth RC&D, directly relating to costs when such costs are the basis of compensation hereunder.

ARTICLE 5: OWNERSHIP AND USE OF DOCUMENTS:

Reproducible copies of all documents and other materials produced by the Beartooth RC&D in connection with the services rendered under this Memorandum of Understanding shall be provided to the Entity for the Entity's use whether the project for which they are made is executed or not. The Beartooth RC&D shall be permitted to retain originals, including reproducible originals, of drawings and specifications for information, reference and use in connection with Beartooth RC&D endeavors.

ARTICLE 6: WARRANTY:

The Beartooth RC&D warrants that all services performed herein shall be performed using that degree of skill and care ordinarily exercised in and consistent with generally accepted practices for the nature of the services and shall conform to all requirements of this Memorandum of Understanding.

ARTICLE 7: SAFETY:

The Beartooth RC&D agrees to fully comply with the Occupational Safety and Health Act of 1970, all regulations issued thereunder and all state laws and regulations enacted and adopted pursuant thereto. The Beartooth RC&D shall take all necessary precautions in performing the services hereunder to prevent injury to persons or damage to property.

ARTICLE 8: CONFIDENTIALITY AND CONFLICTS OF INTEREST:

The Beartooth RC&D agrees to hold in strict confidence any proprietary or other data, findings, results, or recommendations deemed to be confidential by the Entity and obtained or developed by the Beartooth RC&D in connection with the work under this Memorandum of Understanding. The Beartooth RC&D warrants and agrees they do not and will not have any conflicts of interest regarding the performance of services hereunder.

ARTICLE 9: APPLICABLE LAW:

This Memorandum of Understanding shall be governed in all respects by the laws of the State of Montana. No changes, amendments or modifications of any of the terms and conditions hereof shall be valid unless agreed to in writing. Venue of any proceeding arising hereunder shall be the Twenty-second Judicial District.

ARTICLE 10: COMPLIANCE WITH LAWS:

The Beartooth RC&D shall in performing the services contemplated by this Memorandum of Understanding, faithfully observe and comply with all federal, state, and local laws, ordinances and regulations, applicable to the services to be rendered under this Memorandum of Understanding.

ARTICLE 11: CHANGES:

The parties, by mutual agreement, may, at any time during the term of this Memorandum of Understanding and without invalidating the Memorandum of Understanding, make changes within the general scope of the Memorandum of Understanding. The Beartooth RC&D to perform such changed services. The Entity's priority list for project work within their area can be changed at any time. In such case, the District will be informed of this change at the Entity's earliest convenience.

ARTICLE 12: TERMINATION:

This Memorandum of Understanding may be terminated in whole or in part, in writing, by either party in the event of substantial failure by the other party to fulfill its obligations under this Memorandum of Understanding through no fault of the terminating party, provided that no termination may be effected unless the other party is given: (1) not less than ten (10) days written notice (delivered by certified mail, return receipt requested) of intent to terminate, and (2) an opportunity for consultation with the terminating party prior to termination.

Upon such termination the Entity shall pay the Beartooth RC&D amounts due and unpaid for services rendered as of the effective date of termination, and the Beartooth RC&D shall provide to the Entity all materials, surveys, reports, data, and other information performed or prepared as of such date.

ARTICLE 13: INDEMNIFICATION:

The Beartooth RC&D agrees to and does hereby indemnify and save the Entity, its officers, officials and employees, harmless against and from:

1. Any and all claims and liabilities, including but not limited to costs, expenses, and attorney fees arising from injury to, or death of, persons (including claims and liabilities for care or loss of services in connection with any bodily injury or death) and including injuries, sickness, disease, or death to Beartooth RC&D employees occasioned by a negligent act, omission, or failure of the Beartooth RC&D;
2. Any and all claims and liabilities, including costs and expenses, for loss or destruction of or damage to any property belonging to the Beartooth RC&D or the Entity caused by a negligent act, omission, or failure of the Beartooth RC&D; and
3. Any fines, penalties, or other amounts assessed against the Entity by reason of the Beartooth RC&D failure to comply with all health, safety, and environmental laws and regulations applicable to the services; resulting directly or indirectly from, or occurring in the course of the Beartooth RC&D performance of the services. However, this indemnity shall not extend to claims and liabilities for (i) injury or death to persons or (ii) loss of or damage to property to the extent that these claims and liabilities result directly from the Entity's negligence or willful misconduct.

ARTICLE 14: INSURANCE:

The Beartooth RC&D shall maintain and demonstrate the following types of insurance:

1. The Beartooth RC&D agrees that its employees and particularly the employees designated to work on this Memorandum of Understanding are covered by applicable Worker's Compensation provisions. The Beartooth RC&D further agrees that if the Entity should legally incur any costs whatsoever under the Worker's Compensation laws by reason of the Beartooth RC&D employees' injury or death while engaged in the contract work, the Beartooth RC&D will indemnify and hold harmless the Entity for such costs which the Entity may legally be required to pay to employees of the Beartooth RC&D.
2. Comprehensive general liability insurance for bodily injury, death, or loss of or damage to property of third persons or other liability due to the negligent acts of the Beartooth RC&D in the minimum amounts of \$500,000 per occurrence and \$1,000,000 aggregate for personal injury; and \$500,000 per occurrence/aggregate for property damage. Upon request, proof of coverage as required by this section shall be delivered to the Entity within fifteen (15) days of execution of this Agreement.
3. Professional liability errors and omissions insurance in a minimum amount of \$100,000.00.

ARTICLE 15: NONDISCRIMINATION:

The Beartooth RC&D will not discriminate against any employee or applicant for employment relating to this project on the basis of race, color, religion, creed, political ideas, sex, age, marital status, physical or mental handicap or national origin. All hiring associated with any project shall be on the basis of merit and qualifications related to the requirements of the particular position being filled.

ARTICLE 16: INDEPENDENT CONTRACTOR:

The Beartooth RC&D and the Entity agree that the Beartooth RC&D is an independent contractor with respect to the services provided pursuant to this Memorandum of Understanding. Nothing in this Memorandum of Understanding shall be considered to create the relationship of employer and employee between the parties hereto. Neither the Beartooth RC&D, nor any employee of the Beartooth RC&D, shall be entitled to any benefits accorded Entity's employees by virtue of the services provided under this Memorandum of Understanding. The Entity shall not be responsible for withholding or otherwise deducting federal income tax or social security or for contributing to the state Worker's Compensation program, nor shall the Entity be deemed in any way to assume the duties of an employer with respect to the Beartooth RC&D, or any employee of the Beartooth RC&D.

ARTICLE 17: ASSIGNMENT:

The Beartooth RC&D shall not sublet or assign any of the services covered by this Memorandum of Understanding without the express written consent of the Entity.

ARTICLE 18: NON-WAIVER:

Waiver by the Entity of any provision of this Memorandum of Understanding or any time limitation provided for in this Memorandum of Understanding shall not constitute a waiver of any other provision.

ARTICLE 19: NOTICES:

Any Notice to be served hereunder may be served upon the parties personally or served by certified mail, return receipt. Notice served by mail shall be deemed complete upon deposit of said notice in any United States Post Office, postage prepaid, directed to the party to be served, at the following addresses:

ENTITY: City of Laurel
 P.O. Box 10
 Laurel, MT 59044

RC&D: Beartooth RC&D
 P.O. Box 180
 Joliet, MT 59041

ARTICLE 20: INTEGRATED AGREEMENT:

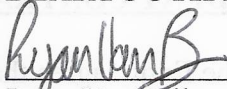
This Memorandum of Understanding together with attachments or addenda represents the entire and integrated Agreement between the Entity and the Beartooth RC&D and supersedes all prior negotiations, representations, or agreements, written or oral. This Memorandum of Understanding may be amended only by written instrument signed by both the Entity and the Beartooth RC&D.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals to this Memorandum of Understanding the day and year in this instrument first above written.

CITY OF LAUREL

BEARTOOTH RC&D/EDD

Dave Waggoner
Mayor



Ryan Van Ballegooyen
Chairman

ATTEST: _____

Date: _____

File Attachments for Item:

2. Resolution - A Resolution Of The City Council Approving A Memorandum Of Understanding For The 2024-2026 Collective Bargaining Agreement Between The City Of Laurel And Local Union 316, American Federation Of State, County, And Municipal Employees, Afsome Regarding Work Days And Shifts.

RESOLUTION NO. R24-_____

A RESOLUTION OF THE CITY COUNCIL APPROVING A MEMORANDUM OF UNDERSTANDING FOR THE 2024-2026 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF LAUREL AND LOCAL UNION 316, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, AFSCME REGARDING WORK DAYS AND SHIFTS.

WHEREAS, the City of Laurel and Local Union 316, American Federation of State, County, and Municipal Employees, AFSCME (hereinafter “the Union”) have negotiated a Collective Bargaining Agreement for Years 2024-2026 (hereinafter “the CBA”), which has already been approved by the City and the Union;

WHEREAS, the City and the Union have agreed to memorialize certain additional provisions of the Union employees’ employment by way of a Memorandum of Understanding, attached hereto and fully incorporated herein (hereinafter “the MOU”), and formalize them in the MOU;

WHEREAS, these terms specifically apply to Work Days and Shifts for Union Members and do not modify any other terms and conditions of the CBA or other MOUs entered into between the City and the Union; and

WHEREAS, City personnel and Union personnel have agreed that the MOU is in the best interests of both parties.

NOW THEREFORE LET IT BE RESOLVED by the City Council of the City of Laurel, Montana,

Section 1: Approval. The MOU between the Union and the City is hereby approved and effective upon the date written herein.

Section 2: Execution. The Mayor is hereby given authority to execute the MOU on behalf of the City.

Introduced at a regular meeting of the City Council on the _____ day of _____, 2024, by Council Member _____.

PASSED and APPROVED by the City Council of the City of Laurel the _____ day of _____, 2024.

APPROVED by the Mayor the _____ day of _____, 2024.

CITY OF LAUREL

Dave Waggoner, Mayor

ATTEST:

Kelly Strecker, Clerk-Treasurer

APPROVED AS TO FORM:

Michele L. Braukmann, Civil City Attorney

**MEMORANDUM OF UNDERSTANDING
REGARDING WORK SCHEDULE AND RELATED ISSUES**

By and Between the CITY OF LAUREL and LOCAL 316 UNION OF AMERICAN FEDERATION OF
STATE COUNTY & MUNICIPAL EMPLOYEES MONTANA STATE COUNCIL 9 AFL-CIO
REPRESENTING THE EMPLOYEES OF THE CITY OF LAUREL, MONTANA

Date: Effective the date of approval by the City Council for the City of Laurel

Regarding: Work Schedule and Related Issues

This Memorandum of Understanding (hereinafter “MOU”) was prepared to allow for the Court Clerk III to take advantage of an alternate work schedule as was previously negotiated in Article VIII, Section 3, item h. “The work week, work day, and work schedule set out above may be changed by mutual agreement between the Union and Employer”. The Court Clerk III position had a set work schedule, and this MOU is establishing an alternate schedule that would allow employees working for the City Court to request a four-day work week consisting of ten hours with an unpaid hour for a lunch break. This MOU also clarifies that shift differential and overtime pay are not applicable when employees wish to use an alternate work schedule. Employees that are on the alternate work schedule will only receive eight (8) hours of holiday pay for any recognized holiday and are not required to work the holiday.

The terms of this MOU shall be considered for incorporation into the complete Collective Bargaining Agreement during the next negotiation session.

ARTICLE VIII -HOURS OF WORK

Section 1. Workweek: A standard workweek shall consist of forty (40) hours, composed of any five (5) consecutive workdays immediately followed by two (2) days off, unless an alternative schedule is mutually agreed upon by the City and the employee. An employee’s workweek is a fixed and regular recurring consecutive five (5) day period, beginning on the same day of each seven (7) day period. If the 2 (two) days off provision conflicts with the needed Library schedule, the librarians have agreed to document an exception upon request by the Library Director.

The workweek hereunder shall begin at 7 a.m. Monday and shall terminate at 6:59 a.m. on the Monday following.

In Public Works, there shall be a shift schedule for Tuesday through Saturday, from 7:00 a.m. to 3:30 p.m., with a lunch period of 11:00 a.m. to 11:30 a.m. Any change in shift must be agreed upon pursuant to Section 3g (1) herein.

The work schedule for Court Clerk III shall be 8:00 a.m. to 5:00 p.m. or four (4) consecutive days from 6:00 a.m. until 5:00 p.m., with a one (1) hour unpaid lunch. A normal lunch period shall be from 12:00 p.m. to 1:00 p.m. unless court runs late; in this case, lunch will start at the end of court session and last one (1) hour. The work schedule for Court Clerk I and Court Clerk II will be determined by the City based upon an assessment of the Court Clerk office’s workload.

The work schedule for the Library will be determined by the Library Director.

Any employees working ten (10) hours per day receive no shift differential for a day shift, and do not receive overtime pay for working more than eight (8) hours as specified in section 2 defining the workday. Holiday pay shall be for eight (8) hours only.

This MOU does not modify any portions of the Collective Bargaining Agreement unless specifically noted above; and all provisions remain in effect as negotiated.

ATTEST:

Dated this _____ day of _____, 2024:

City Mayor

Dated this _____ day of _____, 2024:

Union President

File Attachments for Item:

3. Resolution - A Resolution To Modify The Previously Approved Compensation Levels For The Volunteer Ambulance Service.

RESOLUTION NO. 24-__

**A RESOLUTION TO MODIFY THE PREVIOUSLY APPROVED
COMPENSATION LEVELS FOR THE VOLUNTEER AMBULANCE SERVICE.**

WHEREAS, the City Council previously established and approved compensation levels for the Volunteer Ambulance Service through the adoption of Resolution No. R24-50; and

WHEREAS, the Ambulance Director recently reviewed the previous compensation levels and is requesting and recommending revisions to the compensation levels.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Laurel, Montana, that Resolution No. R24-50 is modified to reset the compensation of the members of the Volunteer Ambulance Service as follows:

On-Call Rates: All non-probationary volunteers shall be compensated at a rate of \$4.00 per hour for EMT and \$6.00 per hour for Paramedic/Registered Nurse. Volunteers shall be probationary for six months at a rate of \$1.00 less per hour. In addition, full-time personnel shall receive \$50 on-call pay per day (which constitutes a 24-hour period) that they act in an on-call capacity.

Standby: \$10.00 per hour – for each attendant working standby for a special event. The special event needs to pay the Ambulance Service in advance for working the event.

Transport Call: \$20.00 per/call

Non-Transport Call with Treatment: \$15.00 per/call

Non-Transport no Treatment: \$7.50 per/call

Long Distance Transport: \$10.00 per/hour

Call out stipends will be doubled during certain times of the years listed below:

From 5 pm, December 24 to Midnight, December 25

From 5 pm, December 31 to Midnight, January 1

From Midnight to Midnight on the following holidays:

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

No member of the Volunteer Ambulance Service shall receive other compensation from the City except as provided by this Resolution.

BE IT FURTHER RESOLVED, the Officers of the Volunteer Ambulance Service shall receive, in addition to the compensation above, the compensation as follows:

Assistant Director: \$4,000 per year
Billing: \$3,600 per year

No officer of the Volunteer Ambulance Service shall receive other compensation from the City except as provided for by this resolution.

BE IT FURTHER RESOLVED that the City grants the Ambulance Director discretion to adjust the billed rates for compensation for the Volunteer Ambulance Service, based upon various contractual arrangements made with parties that the Ambulance Service contracts with, pursuant to the Mayor's prior approval of such adjustments.

Introduced at a regular meeting of the City Council on the ____ day of _____, 2024, by Council Member _____.

PASSED and APPROVED by the City Council of the City of Laurel the ____ day of _____, 2024.

APPROVED by the Mayor the ____ day of _____, 2024.

CITY OF LAUREL

Dave Waggoner, Mayor

ATTEST:

Kelly Strecker, Clerk-Treasurer

APPROVED AS TO FORM:

Michele L. Braukmann, Civil City Attorney