CENTRAL VALLEY FIRE DISTRICT
215 Wings Way Belgrade, MT 59714
Phone: 406-388-4480 Fax: 406-388-6270

To: Central Valley Fire District Board of Trustees
From: Jay C Wittwer, Fire Chief
Date: November 4, 2026
RE: November 10, 2026, Board of Trustees Meeting

Members of the Board:

The regular meeting of the Central Valley Fire District Board of Trustees will take place on Tuesday, November 10, 2026, at 5:30 PM at Fire Station 1, 215 Wings Way, in the Training Classroom.

The regular board meeting will consist of:

- Routine Business and Reports
- Resolution and adoption of the Central Valley Fire District (VEBA) Voluntary Employees' Beneficiary Association, replacing current (HRA) Health Reimbursement Account. Carryover from October Board Meeting.
- Approval of agreement with Local 3949, tied to the VEBA adoption above.
- Technical Rescue Team presentation
- Discussion on Community Risk Assessment & Standard of Cover process, with Approval to continue process.
- Discussion on staffing Fire Station 2, with Approval to move forward.

Please let me know if you have any additions or corrections. Thank you for the work that you do for our communities and for our agency.

Respectfully,

Jay C Wittwer

Jay C Wittwer, Fire Chief

Upcoming Events:
November 11: Interagency EMS Training 6 pm to 9 pm at Station 1.
November 17: Red Cross Blood Drive sponsored by Delta Airlines 9 am to 3:30 pm at Station 1.
December 9: The Annual CVFD Christmas Party – hosted by the Trustees.

CENTRAL VALLEY FIRE DISTRICT
215 Wings Way
Belgrade, MT 59714
Chairman Ron Murray

AGENDA: November 10, 2026

ALL MEETINGS OF THE CENTRAL VALLEY FIRE DISTRICT BOARD OF TRUSTEES ARE RECORDED.

Central Valley Fire District, Station 1, 215 Wings Way, Belgrade
REGULAR MEETING: 5:30 p.m.

CALL TO ORDER:
PLEDGE OF ALLEGIANCE
ROLL CALL:
MINUTES APPROVED: September 8, 2026 updated, October 13, 2026
FINANCIAL REVIEW & APPROVAL:
COMMUNICATIONS:
PUBLIC COMMENT: *Please state your name and address in an audible tone of voice for the record. This is the time for individuals to comment on matters falling within the purview of the Central Valley Fire District. There will also be an opportunity in conjunction with each agenda item for comments pertaining to that item.* ***Please limit your comments to three minutes.***

REPORTS:
Chief Report
Local 4939 Report
Trustee Report
Reports approved
ORDER OF BUSINESS:
DISCUSSION ITEMS:

- Technical Rescue Team Presentation
- CRA/SOC Presentation

ACTION ITEMS:

- Consideration and Adoption of 262704 Establishing the CVFD VEBA Program
- Consideration and Approval of CBA Modification Base Wage Table and Health Care Article
- Discussion and Decision Regarding Station 2 Staffing

ANNOUNCEMENTS: Next regular meeting date is: December 8, 2026
ADJOURNMENT:

CENTRAL VALLEY FIRE DISTRICT
BOARD OF TRUSTEES MEETING

215 Wings Way
Belgrade, MT 59714
406-388-4480
(Fax): 406-388-6270

MEETING PLACE:	**Central Valley Fire District, Station 1** **215 Wings Way, Belgrade, MT**		
DATE:	**October 13, 2026**		
TIME:	**Immediately following the IFC Board of Appeals Quarterly Meeting which began at 5:30 pm**		
ATTENDANCE:		***(Present)***	***(Absent)***
Trustees:	Ron Murray, Chairman	X	
	Rob Holt, Vice Chairman	X - virtually	
	Mark MacLeod, Sec/Treas.	X	
	Ramie Maulding	X	
	Joel Fassbinder	X	
Fire Chief:	Jay Wittwer	X	
Operations Chief:	Jeff Hurley		X
Fire Marshal:	Jake Zlomie	X	
Acting Clerk:	Debbie Bloem	X	

NOTICE: **ALL MEETINGS OF THE CENTRAL VALLEY FIRE DISTRICT BOARD OF TRUSTEES ARE RECORDED**

GUESTS/VISITORS: Samantha Honatke, Stephen McAdams, Jeff Royce, Brinn Fiorentino, Brad Appleton, Jason Anderson, Tyler Samlowski,

Trisha McFarland, Marty Kepner, Andy Lupher, Miranda Johnson, Gabriel McManus, Nick Stinson, Michael Liebmann, Steve Sorlie, Mason Bruno, Luca Rodoni, Deanna Barrick, Justin Monroe, Sean Rodino, Collin Brozka

Meeting was called to order at 5:33 p.m.

AGENDA: As presented.

MINUTES: Trustee Fassbinder moved to approve the **September 8, 2026 minutes** as submitted. Trustee seconded the motion. The motion was unanimously approved.

FINANCIAL REPORTS: After Financial Manager Samantha Honatke explained the journal adjustments included in this month's financial reports for approval, as necessary adjustments to financials that aren't recorded as checks or other transactions but which the trustees should be made aware of:

Trustee Fassbinder moved to approve **the financial reports**. Trustee MacLeod seconded the motion. The motion was unanimously approved.

COMMUNICATIONS: The District received a thank you through the website from Baylee, a grateful recipient of a quick and effective **EMS response** from the crew upon landing at the airport. Terry Williamson of the Klamath National Forest Service wrote a lengthy letter thanking the department for the steady, respectful, and professional service that the CVFD crews brought to the Salmon Scott community during their **deployments**. He also offered some helpful recommendations. Natalie Kelly, also of Klamath Forest Service reiterated their thanks in a separate letter. Sue and John sent a note through Pintler Billing, CVFD's **transport** billing agency, thanking the crews and adding that they are "appreciated wherever they are called to duty". And Kathleen, of the Belgrade Community Library thanked A shift for the calm and professional manner in which they handled a nearby emergency affecting a **Babies & Books event** at the library.

PUBLIC COMMENT: **Trisha McFarland** of Summer Ridge said the banner at Station 2 was still down and reported being told employees were waiting for Board approval. She said the department website indicated that Station No. 2 was open and staffed, which she said was inaccurate, and that community members continued to believe the station was open.

FIRE CHIEF REPORT: As submitted. **Chief Jay C Wittwer** announced the **Blazing Pumpkins** events will take place at Station 1 on October 14, with activities beginning at 4:00 p.m. and a second group at 6:00 p.m. He invited a trustee to attend an October 22 presentation with Fire Marshal Jake Zlomie at the **Belgrade Economic Summit**. CVFD is planning to assist with **Belgrade High School Key Club's haunted house** and participate in the Chamber of Commerce's **Halloween booth** on Main Street on October 31. The Department holiday party is tentatively planned for December 9th. Chief Wittwer stated that future written reports would be consolidated into fewer sections. He reported 282 calls for the month and 171 EMS incidents in September and added that more than $1 million in **grants** has been awarded to CVFD over the preceding six months.

Chief Wittwer reported that CVFD had not received a decision on the **SAFER grant** by the expected September 30 notification date. EMS Division Chief Pat Songer described the $385,000 award from **Montana's Rural Transformation Funds** for startup costs for a Community Integrated Health (CIH) program, including staffing, equipment, supplies, and travel. He said the program was intended to bring care closer to people's homes, reduce barriers to care, support follow-up care, and assist underinsured, uninsured, and other people needing additional support. In response to a question, Chief Songer said the funding flowed from CMS to the state under an approved state plan. He also explained that the grant was directed toward EMS and community-integrated health, including personnel and other expenses, and that the application was designed to serve underserved rural and super-rural areas despite many district ZIP codes not meeting the grant's HERSA requirements.

Chief Wittwer also addressed **Medic 5-2's** activity and transports, training-division work, fire-prevention activities, and upcoming discussion of state fire-code adoption. He reported continued work on a countywide EMS system and provided updates on local community matters, including the City of Belgrade water system. Community CPR and first-aid courses are continuing, and recent September 11 remembrance events were well received. The **community risk assessment and standards-of-cover work** is progressing, with another presentation anticipated in November with the goal of being ready to seek accreditation the following summer.

LOCAL 4939 REPORT: As submitted. **President Nick Stinson** reported on member participation in **community outreach and events**, including the fleet-maintenance-facility ribbon cutting, the September 11 Remembrance Service, the Story Creek Elementary Fun Run, the Heart of the Valley's open house, the Belgrade Fall Festival, and the opening of Belgrade's Pump Track. He said members handled more than 250 calls during September while continuing training. **Paramedic McManus** was close to completing field training as a hazardous-response paramedic, with firefighter-paramedic Barrick expected to follow soon. The **heavy rescue team** plans to host Bozeman Big Sky training on basic operations, extrication, and stabilization next week. Four members participated in a peer-support outing with **Madison Gallatin Trout Unlimited**. President Stinson thanked the negotiation and administration teams for work on the agreed-upon medical benefit, describing it as a significant benefit for members' careers and retirement.

VOLUNTEER ASSOCIATION REPORT: None.

TRUSTEE REPORT: **Trustee Ramie Maulding** reported on the September 24 strategic-planning session, saying the board's work was intended to support the District's existing adopted strategic plan, not create a separate one. She described proposed trustee social-media and public-communications and trustee-ambassador-engagement

policies, along with a board strategic plan. Chief Wittwer praised all five trustees for their engagement at the planning session.
Trustee Rob Holt reported that he had worked for two years on portable rural AED installations across the District, county, and state. He said Stockman Bank had agreed to adopt a station and purchase an AED and heated unit, along with paying for associated training for neighbors. Trustee Holt also thanked the Volunteer Association and executive operations team for their support of the community program and grant application process. Chairman Ron Murray thanked Holt for his work.
Trustees Maulding, Holt and MacLeod will be attending parts of the Trustee / Fire Chief conference this coming weekend along with some of the executive staff from the department.

Trustee MacLeod moved to accept **the reports** as submitted. Trustee Fassbinder seconded the motion. The motion was unanimously approved.

ORDER OF BUSINESS:

DISCUSSION ITEMS:

Discussion of Community Risk Assessment and Standard of Cover Process
Chief Wittwer briefly addressed this in his Fire Chief Report and a presentation will be made at the November Board Meeting.

Discussion of Future Locations for Board Meetings
Chief Wittwer relayed the executive team's recommendation not to hold winter meetings at Stations 4, 5, or 7 because winter travel could be problematic. Trustees discussed road and parking conditions and access for constituents. Station 1 was viewed as the most practical winter location with the plan to discuss future locations, including Stations 2 or 3, closer to spring.

ACTION ITEMS:

Consideration and Approval of RUDD & Company Audit Proposal
Financial Manager Samantha Honatke explained that the previous three-year engagement with RUDD & Company ended with the FY25 audit, and that the proposal would continue the engagement for fiscal years 2026, 2027, and 2028 at a modestly increased price. She recommended approval, citing the firm's professionalism and continuity

of the lead auditor, Dan. In response to questions, she said finding another auditor, particularly for FY26, would be difficult and described the working relationship as very effective.

Trustee Fassbinder moved to approve the **proposal from RUDD & Company for FY26 through FY28.** Trustee MacLeod seconded the motion. The motion was unanimously approved.

Consideration and Adoption of Resolution 262704 to Approve the Establishment of the CVFD VEBA Program

Chief Wittwer stated that the proposed Voluntary Employee Benefit Association Program will be established to replace the current HRA program which is currently used by covered members to pay medical expenses. He reported that the District and the Union have discussed it for about a year and that a signed agreement regarding base wages and the healthcare article had recently been completed. Chairman Murray asked why the benefit was non-pensionable and raised concerns about the program's longevity, funding, and financial sustainability. Chief Wittwer said the non-pensionable provision followed federal guidelines, described the program as established for more than ten years and is that it is used nationally, and said a broker had reviewed available options. Trustee Maulding asked about annual review and the ability to make adjustments; Chief Wittwer responded that this program is reviewed annually and changes requiring adjustment to the plan go to a vote of affected members. Chairman Murray suggested regular annual updates on the program's financial health and progress, and Trustee Maulding stated that the Board should review the following year whether the program met expectations. The Chief recommended deferring adoption because the document was provided late and should be included in the November agenda packet for further review. He said the program would not take effect until January 1 and the District was ahead of schedule. The resolution was tabled for consideration and approval at the November 2026 meeting.

Consideration and Approval of the 2026 Personnel Manual

Chief Jay C Wittwer presented revisions to the CVFD 2020 Personnel Manual that had been outdated for years. The

administrative team worked on updates over the prior two months. Chairman Murray said he had not read every page but expressed confidence in the administration's recommendations.

Trustee Holt moved to approve the **updated 2026 CVFD Personnel Manual.** Trustee Maulding seconded the motion. The motion was unanimously approved.

ANNOUNCEMENTS: The next regular meeting of the Central Valley Fire District Board of Trustees is scheduled for **November 10, 2026.**

ADJOURNMENT: The meeting was adjourned at 6:33 p.m.

_____ _____

Ron Murray, Chairman **Mark MacLeod, Secretary/Treasurer**

ATTEST: _____

Debbie Bloem, Clerk

CENTRAL VALLEY FIRE DISTRICT
BOARD OF TRUSTEES MEETING

215 Wings Way
Belgrade, MT 59714
406-388-4480
(Fax): 406-388-6270

MEETING PLACE:	**Central Valley Fire District, Station 6** **775 Frank Road, Belgrade, MT**
DATE:	**September 8, 2026**
TIME:	**5:30 pm**

ATTENDANCE:		***(Present)***	***(Absent)***
Trustees:	Ron Murray, Chairman	X	
	Rob Holt, Vice Chairman	X	
	Mark MacLeod, Sec/Treas.	X	
	Ramie Maulding	X	
	Joel Fassbinder	X	
Fire Chief:	Jay Wittwer	X	
Operations Chief:	Jeff Hurley	X	
Fire Marshal:	Jake Zlomie	X	
Acting Clerk:	Debbie Bloem	X	

NOTICE: **ALL MEETINGS OF THE CENTRAL VALLEY FIRE DISTRICT BOARD OF TRUSTEES ARE RECORDED**

GUESTS/VISITORS: Lee Shannon, Kathy Shannon, JoAnne Naro, Philip Naro, Jeff Royce, Nick Stinson, Joe Doidge, Deanna Barrick, Sean Rodino, Mason Bruno, Gabriel McManus, Steve Sorlie, Collin Brozka, Tyler

Samlowski, Justin Monroe, Miranda Johnson, Samantha, Honatke, Jackson, Whitaker, Rich Whitaker, Brad Appleton, Jim Martin, Chuck Romeo

Meeting was called to order at 5:30 p.m. at Station 6
Chairman Murray led the Pledge of Allegiance.

AGENDA: As presented.

MINUTES: Trustee Fassbinder moved to approve the **August 11, 2026 minutes** as submitted. Trustee Holt seconded the motion. The motion was unanimously approved.

FINANCIAL REPORTS: Trustee MacLeod moved to approve **the financial reports**. Trustee Fassbinder seconded the motion. The motion was unanimously approved.

COMMUNICATIONS: A letter of thanks from the **Monforton School Foundation**, was read thanking firefighters from CVFD for their enthusiastic help building **Layton's Playground** at Monforton School as a tribute to Layton Smith, a young man who drowned at Harrison Lake.

PUBLIC COMMENT: **Jim Martin** from Summer Ridge congratulated the District on the new Fleet Facility. He requested copies of the District's automatic and mutual aid agreements and inquired about the status of the accreditation effort and its ability to serve the entire district. *Mr. Martin confirmed that he had sent a message to residents in his area which apparently made some concerned that they would have no service adding that he thinks the fact is that there is a significant difference between what the department is able to do from station number two and what the department is now able to do from station number one, which is vastly different, and it will be a matter of life and death.*

JoAnne Naro has lived in the Station 2 area for 20 years and initially the close proximity to the station made her feel very safe with fire protection and EMS response. Now she is hopeful that Station 2 will be staffed soon.

FIRE CHIEF REPORT: As submitted. **Chief Jay Wittwer** recognized Fire Marshal Jake Zlomie for his completion of the Executive Fire Officer certification. Chief Wittwer mentioned that the annual Employee Appreciation Award ceremony was held prior to the meeting. The District has been awarded a **$600,000 SAMHSA (Substance Abuse and Mental Health Services) grant from the Department of Health and Human Services** for rural emergency medical services training, to be dispersed over a 2 year period. These funds are dedicated to the EMS program, specifically for paramedic education and instruction costs.

The operations report reviewed the high call volume of 296 calls in August. Wildland deployments are ongoing with positive feedback. The EMS division continues successful service delivery. **Revenue enhancement processes** show good results. The training division report was deferred until the training captain returns from deployment. Fire prevention engaged in community events and business compliance initiatives. The 20,000-gallon water storage at Station Four is fully operational.

Accreditation will be addressed later as a special agenda item. The District is monitoring multiple developments in the City of Belgrade that impact its services. The issue of the wells is a high priority and Chief Wittwer will share developments when information is available.

LOCAL 4939 REPORT: As submitted. **Union President Nick Stinson** reported that crews are returning from California as the wildland season transitions. The Type III engine staffing performed well while maintaining local resources.

Two EMS members are nearing completion of paramedic school and will be able to function on the line as paramedics soon. District firefighters participated in community events like Digger Days and Belgrade Summer Nights. Public outreach included a kitten rescue video that reached ~120,000 views as well as an owl rescue. President Stinson is grateful for the great morale in the membership and the support of the board and administration.

VOLUNTEER

ASSOCIATION REPORT: **None.**

TRUSTEE REPORT: **Trustee Rob Holt** reported that he and Chief Wittwer met with the **Gallatin Gateway Fire District**, alleviating initial concerns and emphasizing shared goals. He recommended that a couple of trustees visit other districts monthly to share best practices and identify synergies.

Chief Wittwer reported that the Fire Council supports pursuing impact fees for fire districts, as the county currently collects them for water and sewer but not fire. Constituents were encouraged to attend county commission meetings to support this.

Trustee Ramie Maulding pointed out that the District protects new developments for two years before tax revenue is collected due to the state tax cycle.

Chairman Ron Murray stated that the new Fleet Facility was the result of long-term vision and team execution. The facility will generate revenue by performing fleet work for neighboring districts like Big Sky Fire, aiming to alleviate financial pressures rather than seek profit.

The property is designed for future expansion, and in-house fleet work reduces costs. A waste oil system, using community-sourced oil, was highlighted as a cost-saving innovation.

Trustee Maulding requested a report on heavy and specialty rescue and the value that is added to the department with that division.

Trustee Joel Fassbinder expressed appreciation for personnel who sacrificed during this wildland season on deployment or working extra shifts to cover the District.

Trustee Mark MacLeod shared that Chief Wittwer and he attended a memorial service remembering and honoring former Fire Chief, Chum Howe. Trustee MacLeod played the bagpipes at the ceremony.

Trustee Holt moved to accept **the reports** as submitted. Trustee Fassbinder seconded the motion. The motion was unanimously approved.

ORDER OF BUSINESS:

DISCUSSION ITEMS: None.

ACTION ITEMS: **Discussion and Approval of the Next Steps in the Accreditation Process.**

Battalion Chief Dylan White, the accreditation manager, presented his **report on the accreditation process.** CVFD is over a year and a half into the process and progressing rapidly, possibly ahead of schedule.

The four main steps are the Strategic Plan (completed), Community Risk Assessment/Standards of Cover (CRASSC) (in progress, under review), Self-Assessment Manual (SAM) (next phase), and Peer Review/Commission Hearing. The District is a little more than halfway through the process.

Integration of AAR/IAR Data into Accreditation Process

Accreditation data covers 2023-2025, with 2026 data to be added before the final review. Annual appraisals are required to maintain accreditation.

Dashboards are being developed for immediate response visibility, but the commission expects at least one full year of data for review.

There are special challenges for a District since they face a higher workload for accreditation; they must perform their own data collection (e.g., GIS mapping using Esri ArcGIS) without the support that municipal departments have from city resources.

Accreditation Benefits, Peer Review, and Funding Implications

Accreditation does place the agency in an elite group, potentially opening up funding levers due to demonstrated data quality.

The process involves peer review, which adds credibility to the agency's reports and data, a key aspect of accountability in the fire service.

ISO Ratings and Insurance Implications for Constituents

The District has an ISO 3 rating for any property within five miles of a fire station, regardless of whether it is staffed 24/7.

Constituents were advised to confirm their ISO 3 status with their insurers and to consider switching providers if told otherwise. The District operates seven stations, two of which are staffed 24/7.

Establishing Service Level Expectations and Growth Projections
The goal of accreditation is continuous improvement, using deep data analysis to inform long-term policy and financial decisions. The process will identify areas of opportunity (e.g., response availability to population densities) rather than mandating specific actions like building new stations.

ANNOUNCEMENTS: **A 9/11 Memorial Service** will be held at Fire Station 1 on Friday at 6:30 a.m. The department will also participate in a memorial service at Gallatin Speedway at 7:00 p.m. displaying the large American flag from the ladder truck.
The next regular meeting of the Central Valley Fire District Board of Trustees is scheduled for **October 13th, immediately following the Quarterly Meeting of the IFC Board of Appeals.**

ADJOURNMENT: The meeting was adjourned at 6:41 p.m.

_____ _____

Ron Murray, Chairman **Mark MacLeod, Secretary/Treasurer**

ATTEST: _____

Debbie Bloem, Clerk

Central Valley Fire
Reconciliation Summary
1100 · CVFD Checking, Period Ending 09/30/2026

	Sep 30, 26	
Beginning Balance		2,871,043.95
Cleared Transactions		
Checks and Payments - 220 items	-1,017,070.31	
Deposits and Credits - 107 items	416,067.50	
Total Cleared Transactions	-601,002.81	
Cleared Balance		**2,270,041.14**
Uncleared Transactions		
Checks and Payments - 26 items	-170,737.08	
Total Uncleared Transactions	-170,737.08	
Register Balance as of 09/30/2026		**2,099,304.06**
New Transactions		
Checks and Payments - 271 items	-1,055,518.99	
Deposits and Credits - 6 items	108,022.45	
Total New Transactions	-947,496.54	
Ending Balance		**1,151,807.52**

Verified by:

Wittwer
Bloem
Honatke smh 11/4/26

1) Beginning Balance: This is the beginning checking account balance according to the County on 9/1/2026.
2) Cleared Balance: This is the ending checking account balance according to the County on 9/30/2026.
3) Register Balance: This is the ending checking account balance according to QuickBooks on 9/30/2026. This should match the total checking account balance on the Expenditure Detail Report.
4) Ending Balance: This is the ending checking account balance according to QuickBooks at the date the reconciliation was performed on 11/2/26.

Central Valley Fire
Expenditure Detail Report

Accrual Basis				**Oct 2026**
VERIFIED BY:	**DATE:**	**Check Number**	**Vendor**	**Amount**
		2135192	Montana State Firemens Association	3,226.27
Wittwer		2135193	AirNote, LLC	7,000.00
Bloem		2135194	American Welding & Gas	510.94
Honatke	SMH 11/4/26	2135195	Balco Uniform Co., Inc.	1,391.20
		2135196	Belgrade Auto Parts, Inc.	16,569.86
Prior Month		2135197	Benchmark Public Affairs, LLC	5,000.00
Ending Check #	2135191	2135198	Big Sky Fire Equip	25,376.64
		2135199	BMB Emergency Medicine, LLC	1,000.00
Beginning Check #	2135192	2135200	Bozeman Chronicle	44.00
Ending Check #	2135265	2135201	Bozeman Health Education Department	1,650.00
		2135202	Fisher's Technology	467.94
Voided Checks		2135203	Floyd's Truck Center	540.52
2135231		2135204	Gallatin County Fire Council	750.00
		2135205	General Distributing Company	16.50
		2135206	Ghost Town Coffee Roasters, Inc.	226.80
		2135207	Global Net	159.00
		2135208	Hillyard	558.94
		2135209	Interwest Tire Factory	3,084.84
		2135210	Karen Patty	145.00
		2135211	L&L Site Services, Inc.	516.70
		2135212	Law Office of Catherine Locke Dinwiddie	5,088.00
		2135213	LN Curtis - Service Division	2,898.00
		2135214	Main Line Mechanics, Inc.	680.00
		2135215	Montana Linen	223.40
		2135216	Montana Oil Supply, Inc.	255.75
		2135217	MSU Extension Local Gov. Center	1,511.60
		2135218	Northwest Pipe Fittings, Inc.	30.02
		2135219	NorthWestern Energy, Inc.	782.78
		2135220	Peak CMS, LLC	148.45
		2135221	Petty Cash	1,095.00
		2135222	Pintler Billing Services	13,472.42
		2135223	Precision Lawn and Landscape	2,691.62
		2135224	Security Solutions Inc	114.00
		2135225	Simplicity CED	2,758.75
		2135226	Sirennet	3,300.30
		2135227	Stryker Sales Corporation	2,906.43
		2135228	U S Bancorp	25,913.80
		2135229	W.S. Darley & Co.	685.15
		2135230	TS Spraying and Snow Removal, LLC	1,339.00
		2135232	Montana Fire Chiefs Association	175.00
		2135233	Balco Uniform Co., Inc.	998.75
		2135234	Belgrade Ace Hardware, Inc.	695.25
		2135235	Blackfoot Communications	750.00
		2135236	Hillyard	366.92
		2135237	Karen Patty	780.00
		2135238	Life-Assist, Inc.	755.80

Central Valley Fire
Expenditure Detail Report

2135239	Montana Oil Supply, Inc.	940.70
2135240	MSU Fire Services Training School	190.00
2135241	Priority Health Managed Benefits, Inc.	499.47
2135242	Quill Corporation	262.15
2135243	Sirennet	12,980.72
2135244	Stryker Sales Corporation	38.14
2135245	UPS Store #2899	48.75
2135246	Vanguard Safety Wear	1,333.16
2135247	AT&T Mobility	596.42
2135248	Balco Uniform Co., Inc.	560.10
2135249	Big Sky Propane	1,940.56
2135250	Bozeman Health Education Department	150.00
2135251	COTIVITI	293.70
2135252	Emerald Services	276.00
2135253	FirstNet	632.67
2135254	Fitness Premier Bozeman	450.00
2135255	Four Corners County W & S District	315.21
2135256	Ghost Town Coffee Roasters, Inc.	105.60
2135257	Hillyard	620.06
2135258	Karen Patty	290.00
2135259	Montana Drains	350.00
2135260	NorthWestern Energy, Inc.	4,612.99
2135261	RF Communications, Inc.	5,849.04
2135262	T Bar O MT Repair	440.00
2135263	Kendall Ford Lincoln of Bozeman	74,057.16
2135264	Rodger Nerlin	177.50
2135265	Kendall Ford Lincoln of Bozeman	74,057.16
ACH	Navitas Credit Corp. (Telephone System)	372.95
ACH	TogetHR (HR Consultant)	177.00
ACH	Allegiance (HRA Management)	262.50
ACH	J. Matthews (Deployment Exp Reimb)	349.21
ACH	J. Monroe (Tuition Reimb)	1,605.00
ACH	D. Barrick (Paramedic Licensing Reimb)	255.00
ACH	Allegiance (HRA Funding)	6,044.09
Total		329,784.35

10/2/26	Disbursed to Employees	173,076.41
	IRS	35,980.32
	St of MT	9,950.00
	MPERA	4,268.47
	FURS	43,126.86
	Mission Square	13,500.98
	Union Dues	2,359.12
	PAC Payments	1,034.56
	AFLAC	3,059.32
		286,356.04

Central Valley Fire
Expenditure Detail Report

10/16/2026	Disbursed to Employees	160,299.88
	IRS	29,127.00
	St of MT	8,594.00
	MPERA	4,586.49
	FURS	42,869.31
	Mission Square	13,350.28
		258,826.96

10/30/2026	Disbursed to Employees	156,661.34
	IRS	29,753.36
	St of MT	8,571.00
	MPERA	4,043.88
	FURS	43,321.36
	Mission Square	13,237.43
	Unemployment	2,390.24
		257,978.61

	Operating Funds Account Balance 8/31/26	2,770,526.17
	Sept Revenue Deposited w/ Co. Treasurer	416,067.50
	Sept Expenditures	1,087,289.61
3	Operating Funds Account Balance 9/30/26	2,099,304.06

Approved for Payment

Ron Murray, Chairman Date

Central Valley Fire
Payroll Summary
October 2026

	Oct 26
Employee Wages, Taxes and Adjustments	
Gross Pay	
Base Wage	440,215.50
Holiday Pay (2)	6,461.80
Kelly Time	30,341.39
Sick Leave	23,099.03
Vacation Leave	30,969.65
Acting Additional Pay	342.57
Acting Captain	256.30
Acting Engineer	2,045.14
Additional Preceptor	63.36
Additional Time	90,853.87
ALS Preceptor	459.36
BC Acting Pay	2,036.04
BLS Preceptor	56.16
Holiday Pay	614.00
Hourly	29,896.13
Hourly - Wildland	8,152.00
Hourly Annual Leave Rate	2,234.00
Hourly Overtime	4,094.67
Hourly Sick Leave Rate	1,897.75
Longevity Pay	6,691.62
OT - FLSA	1,364.80
OT - Wildland	10,633.50
Taxable Per Diem	3,891.50
Total Gross Pay	696,670.14
Deductions from Gross Pay	
457(b)	-17,871.13
AFLAC	-3,759.00
FURS Employee	-54,788.43
MPERA Employee	-6,004.75
Roth 457b Plan Emp.	-3,779.09
Total Deductions from Gross Pay	-86,202.40
Adjusted Gross Pay	610,467.74
Taxes Withheld	
Federal Withholding	-74,475.00
Medicare Employee	-10,101.70
Social Security Employee	-91.14
MT - Withholding	-27,115.00
Total Taxes Withheld	-111,782.84
Deductions from Net Pay	
AFLAC.1	-829.98
CVF PAC	-508.00
MSFA Employee	-4,768.23
MT Pro FF PAC	-144.00
Union Dues	-2,359.12
UnionBenevolence	-127.52
Total Deductions from Net Pay	-8,736.85
Additions to Net Pay	
Non Taxable Per Diem	89.58
Total Additions to Net Pay	89.58
Net Pay	**490,037.63**

Central Valley Fire
Payroll Summary
October 2026

	Oct 26
Employer Taxes and Contributions	
Medicare Company	10,101.70
Social Security Company	91.14
457(b) Company	18,438.47
FURS Employer	73,529.10
MPERA Employer	6,894.09
Unemployment - St of MT	1,039.16
Total Employer Taxes and Contributions	**110,093.66**

Central Valley Fire
Budget vs. Actual
July through October 2026

	Amount Utilized Jul - Oct 26	Budget	$ Over Budget	% of Budget Utilized
Operating Income/Expense				
Income				
4000 · INCOME				
Tax Income (through 9/30/26)				
4600 · 20.30 Mills Base Levy	76,235.92	4,090,653.00	-4,014,417.08	1.9%
4601 · 10.000 Mills Voted Levy	37,531.52	2,013,637.00	-1,976,105.48	1.9%
4602 · 4.56 Mills Group Benefits	22,851.85	1,226,574.00	-1,203,722.15	1.9%
Total Tax Income	136,619.29	7,330,864.00	-7,194,244.71	1.9%
Non-Tax Income				
4203 · EMS Transport	602,076.70	1,500,000.00	-897,923.30	40.1%
4204 · Incident	500.00	0.00	500.00	100.0%
4220 · Burn Permits	0.00	500.00	-500.00	0.0%
4235 · Entitlement Payment	172,586.71	170,496.00	2,090.71	101.2%
4300 · Investment Interest	66,567.41	180,000.00	-113,432.59	37.0%
4310 · Miscellaneous	30,853.38	7,800.00	23,053.38	395.6%
4315 · Penalty and Interest	7,673.20	10,000.00	-2,326.80	76.7%
4320 · Deployment/Standby Fees	1,002,816.70	900,000.00	102,816.70	111.4%
4325 · Subd. Review/ Inspection Fees	22,679.55	20,000.00	2,679.55	113.4%
4326 · Impact Fees	0.00	100.00	-100.00	0.0%
4328 · CPR Training	1,010.00	1,500.00	-490.00	67.3%
4329 · Fleet Services	85,150.66	250,000.00	-164,849.34	34.1%
4400 · Sale of Assets	30,040.00	2,500.00	27,540.00	1,201.6%
4012 · Donations	4,416.00	500.00	3,916.00	883.2%
4500 · Grants	0.00	100.00	-100.00	0.0%
Total Non-Tax Income	2,026,370.31	3,043,496.00	-1,017,125.69	66.6%
Total 4000 · INCOME	2,162,989.60	10,374,360.00	-8,211,370.40	20.8%
Total Income	2,162,989.60	10,374,360.00	-8,211,370.40	20.8%
Gross Profit	2,162,989.60	10,374,360.00	-8,211,370.40	20.8%
Expense				
5200 · PERSONNEL				
5210 · PAID STAFF				
5211 · Payroll Expenses	799,736.38	3,022,815.00	-2,223,078.62	26.5%
5220 · Salary & Wages	1,746,385.94	5,152,659.00	-3,406,273.06	33.9%
5224 · Longevity Pay	18,688.74	61,163.00	-42,474.26	30.6%
5225 · Overtime	514,456.16	804,634.00	-290,177.84	63.9%
5229 · Acting Pay	10,630.39	36,050.00	-25,419.61	29.5%
5233 · Recruitment & Retention	0.00	5,000.00	-5,000.00	0.0%
5235 · HIRING EXPENSES	1,238.88	5,000.00	-3,761.12	24.8%
Total 5210 · PAID STAFF	3,091,136.49	9,087,321.00	-5,996,184.51	34.0%
5250 · VOLUNTEER STAFF				
5251 · Volunteer Reimbursements	0.00	7,000.00	-7,000.00	0.0%

Central Valley Fire
Budget vs. Actual
July through October 2026

	Amount Utilized Jul - Oct 26	Budget	$ Over Budget	% of Budget Utilized
5252 · Volunteer Staffing Retirement	0.00	40,000.00	-40,000.00	0.0%
5253 · Volunteer Shift Meals	1,005.00	4,000.00	-2,995.00	25.1%
Total 5250 · VOLUNTEER STAFF	1,005.00	51,000.00	-49,995.00	2.0%
5270 · HEALTH & WELLNESS/OSHA				
5271 · Fitness	600.00	3,500.00	-2,900.00	17.1%
5272 · Physicals	-211.51	22,000.00	-22,211.51	-1.0%
5273 · Health & Safety	490.00	17,500.00	-17,010.00	2.8%
Total 5270 · HEALTH & WELLNESS/OSHA	878.49	43,000.00	-42,121.51	2.0%
Total 5200 · PERSONNEL	3,093,019.98	9,181,321.00	-6,088,301.02	33.7%
5300 · OPERATIONS				
5301 · Customer Credit Card Usage Fee	1,177.55	3,800.00	-2,622.45	31.0%
5310 · ELECTIONS	0.00	30,000.00	-30,000.00	0.0%
5320 · INSURANCE	88,212.38	70,000.00	18,212.38	126.0%
5400 · APPARATUS				
5411 · Fuel & Oil	42,716.64	120,000.00	-77,283.36	35.6%
5412 · Fleet Services - Billable	16,209.34	82,500.00	-66,290.66	19.6%
5420 · Apparatus R & M	27,042.90	105,000.00	-77,957.10	25.8%
5455 · Equipment Annual Testing	5,125.23	21,288.00	-16,162.77	24.1%
5456 · Equipment R & M	449.55	19,947.00	-19,497.45	2.3%
5457 · Shop Tools	4,269.86	9,800.00	-5,530.14	43.6%
Total 5400 · APPARATUS	95,813.52	358,535.00	-262,721.48	26.7%
5500 · FACILITIES R & M				
5510 · Buildings & Grounds	30,169.78	75,000.00	-44,830.22	40.2%
5520 · Communication				
5521 · Cell Phone Service	4,840.87	14,400.00	-9,559.13	33.6%
5525 · Telephone Lines	2,085.60	6,257.00	-4,171.40	33.3%
5526 · Internet/Cable	5,659.29	20,000.00	-14,340.71	28.3%
Total 5520 · Communication	12,585.76	40,657.00	-28,071.24	31.0%
5541 · Electricity/Natural Gas/Propane	24,210.93	80,000.00	-55,789.07	30.3%
5542 · Garbage/Water/Sewer	4,132.48	24,000.00	-19,867.52	17.2%
Total 5500 · FACILITIES R & M	71,098.95	219,657.00	-148,558.05	32.4%
5600 · PROFESSIONAL SERVICES				
5601 · Attorney	0.00	53,000.00	-53,000.00	0.0%
5603 · Auditor	0.00	25,000.00	-25,000.00	0.0%
5605 · Business Subscript/Memberships	2,447.63	10,000.00	-7,552.37	24.5%
5606 · Billing Services Med. Transport	47,549.85	120,000.00	-72,450.15	39.6%
5609 · HR Consultant	299.13	10,000.00	-9,700.87	3.0%
5611 · IT Consultant	28,000.00	88,000.00	-60,000.00	31.8%
5613 · Medical Control Officer	4,000.00	12,000.00	-8,000.00	33.3%
5614 · Other Professional Consultants	28,643.75	140,375.00	-111,731.25	20.4%

Central Valley Fire
Budget vs. Actual
July through October 2026

	Amount Utilized Jul - Oct 26	Budget	$ Over Budget	% of Budget Utilized
5616 · Accreditation	0.00	30,000.00	-30,000.00	0.0%
Total 5600 · PROFESSIONAL SERVICES	110,940.36	488,375.00	-377,434.64	22.7%
5630 · PUBLIC OUTREACH				
5631 · Advert/Notices/Public Rel.	320.36	3,000.00	-2,679.64	10.7%
5632 · Meetings	8,370.69	7,500.00	870.69	111.6%
5633 · Fire Prevention/Education	2,994.85	10,000.00	-7,005.15	29.9%
5635 · Awards, Ceremonies, Gifts	11,648.76	16,500.00	-4,851.24	70.6%
Total 5630 · PUBLIC OUTREACH	23,334.66	37,000.00	-13,665.34	63.1%
5650 · SUPPLIES				
5651 · IT Supplies	18,351.27	95,000.00	-76,648.73	19.3%
5652 · Medical Supplies	12,192.69	82,000.00	-69,807.31	14.9%
5653 · Office Supplies	2,137.24	9,500.00	-7,362.76	22.5%
5654 · Operating Supplies(consumables)	5,634.42	22,000.00	-16,365.58	25.6%
5656 · PPE consumables	2,845.77	15,000.00	-12,154.23	19.0%
5659 · Uniforms	10,379.52	35,000.00	-24,620.48	29.7%
5660 · Hazmat Supplies	399.98	2,000.00	-1,600.02	20.0%
5661 · Deployment expenses to be reimb	141,033.22	144,000.00	-2,966.78	97.9%
5662 · Transport Expense	431.95	0.00	431.95	100.0%
Total 5650 · SUPPLIES	193,406.06	404,500.00	-211,093.94	47.8%
5670 · TRAINING/EDUCATION				
5671 · Education - Out of District	0.00	32,550.00	-32,550.00	0.0%
5672 · Employee Education Reimbmnt	3,885.00	12,000.00	-8,115.00	32.4%
5673 · Supplies	1,217.80	13,500.00	-12,282.20	9.0%
5674 · Training - In District	6,774.00	39,397.00	-32,623.00	17.2%
5675 · Training - Administration	2,257.24	9,000.00	-6,742.76	25.1%
5677 · GVFA	0.00	5,000.00	-5,000.00	0.0%
5678 · Paramedic Assistance Program	7,549.12	17,000.00	-9,450.88	44.4%
Total 5670 · TRAINING/EDUCATION	21,683.16	128,447.00	-106,763.84	16.9%
5700 · NON-CAPITAL EQUIPMENT				
5702 · IT/Communications	160.48	15,000.00	-14,839.52	1.1%
5704 · SCBA	51.75	3,170.00	-3,118.25	1.6%
5705 · Tools & Equipment	4.82	10,000.00	-9,995.18	0.0%
5706 · EMS Equipment	33,653.74	61,666.00	-28,012.26	54.6%
Total 5700 · NON-CAPITAL EQUIPMENT	33,870.79	89,836.00	-55,965.21	37.7%
9998 · Uncoded CCD/Vendor Invoices	7,890.33	0.00	7,890.33	100.0%
Total 5300 · OPERATIONS	647,427.76	1,830,150.00	-1,182,722.24	35.4%
Total Expense	3,740,447.74	11,011,471.00	-7,271,023.26	34.0%
Net Operating Income	-1,577,458.14	-637,111.00	-940,347.14	247.6%

Central Valley Fire
Budget vs. Actual
July through October 2026

	Amount Utilized Jul - Oct 26	Budget	$ Over Budget	% of Budget Utilized
Reserve Income/Expense				
Reserve Income				
4603 · 14 Mills Voted Levy (through 9/30/26)	52,551.69	2,819,454.00	-2,766,902.31	1.9%
Total Reserve Income	52,551.69	2,819,454.00	-2,766,902.31	1.9%
Reserve Expense				
5000 · CAPITAL IMPROVEMENT				
5120 · CAPITAL RESERVE				
5121 · Apparatus	1,104,470.63	1,900,000.00	-795,529.37	58.1%
5122 · Facilities	48,739.23	205,800.00	-157,060.77	23.7%
5123 · Equipment	153,063.73	306,509.00	-153,445.27	49.9%
Total 5120 · CAPITAL RESERVE	1,306,273.59	2,412,309.00	-1,106,035.41	54.2%
Total 5000 · CAPITAL IMPROVEMENT	1,306,273.59	2,412,309.00	-1,106,035.41	54.2%
5100 · LOANS				
5110 · Stockman Bank	424,304.77	1,154,478.00	-730,173.23	36.8%
Total 5100 · LOANS	424,304.77	1,154,478.00	-730,173.23	36.8%
Total Reserve Expense	1,730,578.36	3,566,787.00	-1,836,208.64	48.5%
Net Reserve Income	-1,678,026.67	-747,333.00	-930,693.67	224.5%
Net Income	**-3,255,484.81**	**-1,384,444.00**	**-1,871,040.81**	**235.1%**

Reserve Balances as of 9/30/26	
Apparatus Reserves	$922,645.15
Facility Reserves	$1,586,659.68
Equipment Reserves	$74,296.59
Undesignated Reserves	$228,736.25
Total	$2,812,337.67

Operating Cash Balance as of 10/31/26	$2,023,709.90

CENTRAL VALLEY FIRE DISTRICT
215 Wings Way Belgrade, MT 59714
Phone: 406-388-4480 Fax: 406-388-6270

To: CVFD Board of Trustees
From: Jay C Wittwer, Fire Chief
Date: November 4, 2026
RE: October 2026 – Fire Chief's Report

Operations Report:

October 2026 Operations Summary:

Total Incidents	272
Mutual Aid	11, including 10 received.
Fire Calls	17, including 5 structure fire calls.
Station 2 Area Calls	10

Recruitment and Staffing:

Recruitment remains open for entry-level firefighters and firefighter/paramedics to establish a current hiring eligibility list for future vacancies.

Lateral Firefighter/Paramedic recruitment has been opened which supports the strategic plan to staff Station 2.

Wildland Operations:

Seasonal crews have concluded their work for the year. The Engine Boss will continue working part-time during the off-season to prepare for next year's wildland operations.

EMS Division Report:

October 2026 EMS Summary:

CVFD responded to:

- 169 EMS incidents during October.
- 106 CVFD patient transports.
- Transport rate of approximately 63%.
- Medic 5-2 completed 22 interfacility transports and remained actively utilized with 35 total responses, while also providing additional 911 and mutual-aid capacity when available.
- EMS Division work during the month included continued development of the IFT intake and dispatch process, standardized hospital transfer agreements and documentation, implementation of the SAMHSA EMS grant, and ongoing community paramedicine initiatives.

Board Brief: Update on Leasing a Second Type II Ambulance

For information: we are leasing one additional Type II van-style ambulance, matching Medic 5-2, within the existing budget. Delivery is expected in mid-November, with the unit in service by December, to cover the Wed–Fri calls we are losing to turndowns.

Why we need it:

- **Volume is rising.** Medic 5-2 ran 24 billed calls in July, 32 in August and 36 in September, up 50% in two months. Jan to Jun averaged 25 a month.
- **Mileage is concentrated on one unit.** Medic 5-2 billed 1,680 loaded miles in July and 3,324 in September. In Q3 it carried about 26% of our billed calls but about two-thirds of billed mileage.
- **We are turning calls down.** We averaged 11 recorded turndowns a month over the last 6 months and 19 in October. These are a minimum: they count only the turndowns we captured.
- **The losses are weekday daytime.** Year to date, IFT activity clusters 7am–7pm, peaking 10am–3pm. In May–Aug, 44% of recorded turndowns fell in Wed–Fri 9am–9pm, and Thursday was the heaviest.

What the second unit gives us

- Capacity to take the Wed–Fri calls we now turn down.
- A consistent in-service ambulance for IFT on every scheduled day.
- Mileage spread across two units, which slows wear on Medic 5-2.

How we will use it

- Delivery is expected in mid-November, with the unit in service by December.
- Pool-staffed coverage Wed–Fri 9am–9pm starts November 11 to begin picking up the calls shown in the turndown data.
- Expansion to Monday–Friday coverage comes back to the board only if the data supports it.

Status

Delivery is expected mid-November and the unit is planned to be in service by December. I will update the board as the unit goes in service and as the data comes in.

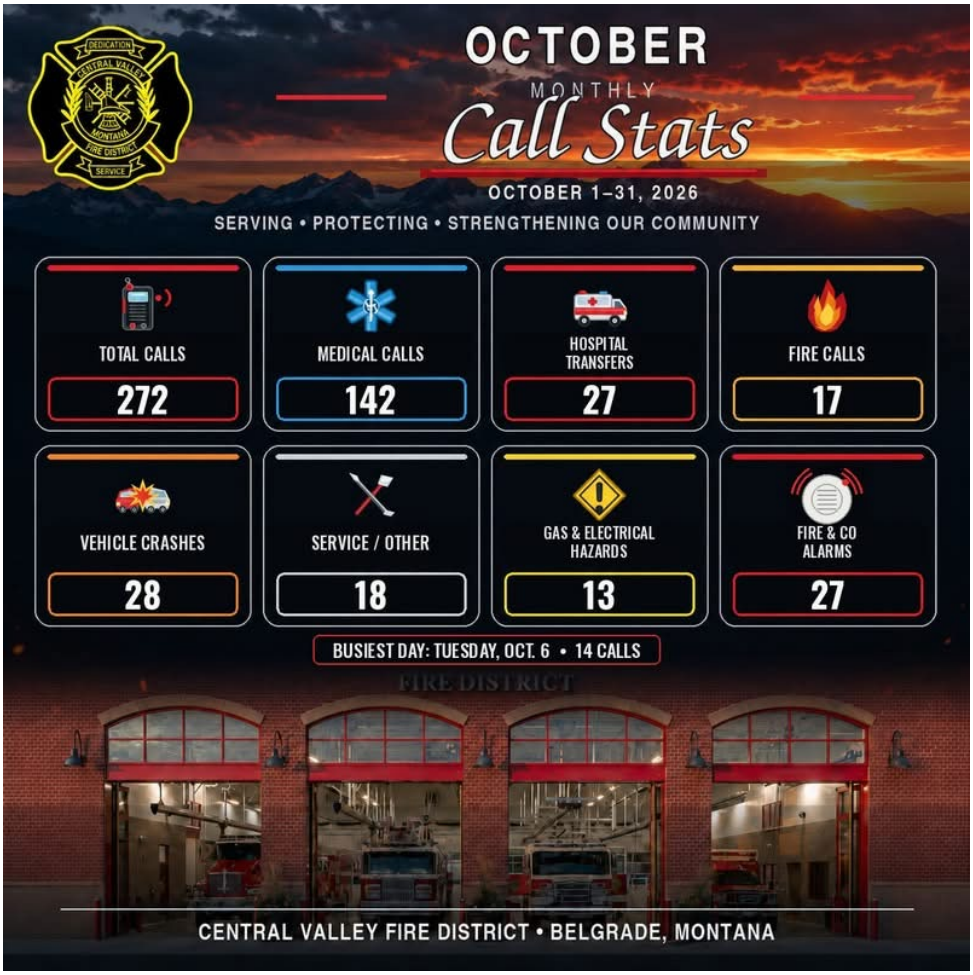
Fire Prevention Division Report:

- We transitioned Inspection, Testing, and Maintenance Reporting systems and are now standardized with the same platform utilized by the City of Bozeman and Big Sky Fire. Consensus from service providers was that this is a more aligned system, as well as receiving additional reports from service providers that we have not been receiving.
- Blazing Pumpkins sold out all 60 seats, and we were able to host 2 time slots for families to visit their local fire station and create some masterpieces to share.
- CVFD Presented at the Belgrade Economic Development Summit to the business community, which has resulted in an additional follow up presentation in March.
- This month was Fire Safety Month, and each of our crews participated in a multitude of events including Assemblies at Monforton School, Ridgeview School, Daycare visits, and being out and about in the community.
- Staff continues to monitor changes to the Fire Code adopted by the State of Montana, and proposed changes to the structure and residence of the State's Fire Inspection Program. This was discussed in person with other agencies at the State Fire Chief's conference, as well as discussed what regional implications would be as well.
- Additionally, staff met and participated in a Fire Service Roundtable with the Gallatin County Commission to discuss issues across the County with the Commission, take questions, and receive insight from their perspective.

Community Involvement & Education report:

a. On-going CPR and First Aid Classes continue to be held at CVFD and the Belgrade Library.
b. Trick or Treat Streets event on Halloween – Downtown Belgrade. Ladder Truck set up to block traffic, many firefighters interacted with the public and handed out 80 pounds of candy that night.

c. Social Media updates, with a new format being used to inform our followers of the Call Stats:



d. COT (Community Outreach Team). We continue to seek opportunities for outreach.

Accreditation Process - Center for Public Safety Excellence – Based on Quality Improvement:

Accreditation Officer, Battalion Chief White: The results of our work over the past year will be shared with board members to review, discuss and approve during the November 2026 Board Meeting.

Revenue Enhancement Processes:

a. The District's Strategic Plan, continues to be a guide for our processes.
b. A number of efforts have increased revenues within the EMS Division. M5-2 continues to be successful in providing a high level of service to our communities and our partners in the

Gallatin area. We are investigating placing this unit in service for a 24-hour period, see second Type II ambulance update in the EMS Division Report above.

c. Fleet Services continues to slowly increase its outside services to other fire agencies.
d. Wildland deployments have exceeded the goal for FY27 already. May and June of 2027 are still in front of us. More on the percentage of increase after billing processes are completed.

County Wide EMS System:

a. The County wide Administration and Operational groups continue working to establish a plan that will bring a sustainable EMS system to the greater Gallatin area.
b. Trustee Holt, and EMS Chief Songer have attended and will continue to join the monthly meetings.
c. A round table was held with all three county commissioners in October. Updates and questions answered concerning a future county wide EMS system.

City of Belgrade and District development projects:

Water system report:

- The City of Belgrade is investigating the pressure in the city water system:
    - Well #5 is not able to produce as in the past. The water is 20 feet lower than it was 10 years ago. There are restrictions from the state, that will not allow this well to go deeper. More wells are planned to be drilled in the coming year.
    - A test was performed on the water supply system this week, in the Yellowstone block area. Findings; static pressure at 68 psi and flow rate at 1500 gpm is approx 40psi.

Technical Rescue Team

Established capabilities. Regional partnerships. Next steps.

Presented by: Technical Rescue Coordinator

[Meeting date]

Why the team matters

- **Low frequency, high consequence**

  Some incidents require specialized skills, equipment, and coordinated operations.

- **Specialized risks in our region**

  Heavy vehicles, large animals, and difficult terrain can create incidents requiring specialized rescue skills.

- **Regional readiness is built together**

  Joint training and mutual-aid arrangements help agencies support one another when complex incidents occur.



Our current specialties

- **Heavy vehicle rescue**

  Specialized stabilization and extrication involving large commercial vehicles and heavy equipment.

- **Rope rescue**

  Rescue access and patient movement in steep, elevated, or otherwise difficult locations.

- **Large animal rescue**

  Specialized techniques for safely assisting large animals and protecting responders and owners.



Regional collaboration in action

- **Joint regional training**

  CVFD has trained collaboratively with Bozeman and Big Sky in multiple technical rescue exercises.

- **Mutual-aid response**

  Established response support both into and out of our district for complex rescue incidents.

- **Teaching beyond CVFD**

  Hosted and instructed technical rescue courses for volunteer and combination departments outside our district.



2026 priorities

- **Expand into trench rescue**

  Develop training and capability in trench rescue during 2026, with safe implementation as the priority.

- **Maintain existing proficiency**

  Continue training and skill development in heavy vehicle, large animal, and rope rescue.

- **Strengthen regional readiness**

  Continue joint exercises, mutual-aid coordination, and training support for neighboring departments.

Board takeaway

CVFD provides specialized rescue capability that strengthens both district response and regional readiness.

Near-term focus

- Add trench rescue training and capability in 2026
- Maintain and enhance existing rescue specialties
- Continue mutual aid, joint exercises, and regional instruction

Discussion / Questions

CENTRAL VALLEY FIRE DISTRICT

RESOLUTION NO. 262704

Establishing the Central Valley Fire District VEBA Program

A RESOLUTION OF THE BOARD OF TRUSTEES OF THE CENTRAL VALLEY FIRE DISTRICT ESTABLISHING A VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION (VEBA) PROGRAM, AUTHORIZING THE CREATION OF A GOVERNMENTAL VEBA TRUST, AND SETTING FORTH GENERAL PURPOSES, FUNDING AUTHORITY, AND ADMINISTRATIVE STRUCTURE.

SECTION 1 – TITLE, AUTHORITY, AND PURPOSE

1.1 **Title**
This Resolution shall be known as the *Central Valley Fire District Voluntary Employees' Beneficiary Association (VEBA) Program Establishment Resolution* ("Resolution").

1.2 **Authority**
This Resolution is adopted pursuant to the authority of the Board of Trustees of the Central Valley Fire District under:

- Montana Code Annotated (MCA) governing local government powers and public employment;
- Applicable provisions of the Internal Revenue Code (IRC), including §§ 105, 106, 213(d), and 501(c)(9);
- Applicable IRS guidance governing governmental VEBA trusts;
- Federal law recognizing governmental plans exempt from ERISA; and
- Applicable provisions governing Montana Public Employees' Retirement System (PERS) and Montana Firefighters' Unified Retirement System (FURS), where applicable.

1.3 **Purpose and Intent**
The purpose of this Resolution is to establish a tax-advantaged post-employment health reimbursement arrangement through a Voluntary Employees' Beneficiary Association (VEBA) trust to:

- Provide eligible employees with dedicated funds for qualified medical expenses;
- Support post-employment medical security for retirees;
- Improve recruitment, retention, and workforce stability;
- Provide a cost-effective alternative to taxable cash-out of leave balances;
- Reduce payroll tax exposure for both employees and the District where legally permissible;
- Maintain compliance with federal and Montana law; and
- Establish a sustainable long-term retiree health funding mechanism.

SECTION 2 – LEGISLATIVE FINDINGS

The Board of Trustees finds that:

2.1 The Central Valley Fire District employs full-time firefighters and staff whose work involves hazardous duties and long-term occupational health risks.

2.2 Retiree medical costs represent a significant and increasing financial burden for employees and the District.

2.3 A VEBA trust structured under IRC § 501(c)(9) provides a legally recognized, tax-advantaged mechanism for funding qualified medical expenses.

2.4 The establishment of a VEBA program supports prudent fiscal planning and aligns best practices in public-sector compensation systems.

2.5 The VEBA Program is intended to supplement, not replace, existing retirement systems under PERS and FURS.

SECTION 3 – ESTABLISHMENT OF VEBA TRUST

3.1 The District hereby authorizes the establishment of a Voluntary Employees' Beneficiary Association (VEBA) Trust in accordance with IRC § 501(c)(9).

3.2 The VEBA Trust shall be established as a governmental plan intended to qualify for exemption from ERISA pursuant to federal law governing governmental plans.

3.3 The VEBA Trust shall be irrevocable with respect to employer contributions once deposited, subject to applicable plan documents and IRS requirements.

3.4 The Trust shall be used solely to provide benefits described in IRC §§ 105 and 106, including reimbursement of qualified medical expenses under IRC § 213(d).

SECTION 4 – ELIGIBLE EMPLOYEES

4.1 Participation shall include all **full-time employees of the Central Valley Fire District**, referring to **Members**, including:

- IAFF-represented employees;
- Non-represented full-time employees; and
- Any additional employee classifications designated by the Board.

4.2 Eligibility shall be subject to the terms of this Resolution, applicable collective bargaining agreements, and the governing VEBA Plan Document.

SECTION 5 – FUNDING AUTHORITY

5.1 The Board authorizes employer contributions to the VEBA Trust as part of the District's employee benefit program.

5.2 Contributions shall be made in accordance with Board-approved budgets and/or collective bargaining agreements.

5.3 Employer contributions are intended solely as health benefit contributions and shall not constitute wages or salary except where required by law.

SECTION 6 – INITIAL EMPLOYER CONTRIBUTION STRUCTURE

The Board establishes the following initial contribution framework, subject to future modification by Board action or collective bargaining:

6.1 Single Coverage Employees *

- Annual Contribution: **$3,400**
- Quarterly Deposits: **$850**
- Deposit Dates: January 1, April 1, July 1, October 1

6.2 Employee + Family Coverage *

- Annual Contribution: **$4,600**
- Quarterly Deposits: **$1,150** Deposit Dates: January 1, April 1, July 1, October 1 *(see addendum A – to address 1/1/27)

SECTION 7 – LEAVE CONVERSION AUTHORITY

7.1 Upon a qualifying separation, the district authorizes conversion of accrued sick leave into VEBA contributions, subject to applicable law and collective bargaining agreements.

7.2 Default structure (subject to vote of membership, Section 8.4):

- Upon a qualifying separation, members in good standing shall receive VEBA contributions in lieu of taxable cash for the entire amount of the percentage of unused sick leave that has been agreed upon (as of January 1, 2027 that amount is 25% of their unused sick leave at time of separation, any future adjustments to that amount will be addressed through an addendum to Section 7). Employees shall receive no other payout for accrued sick leave.

7.3 Leave conversion shall be processed as a pre-tax qualified VEBA contribution to the extent permitted under federal law and addressed in District policy and/or collective bargaining agreements.

SECTION 8 – ADMINISTRATION

8.1 The Board retains authority to appoint:

- VEBA Trustee;
- Third-Party Administrator (TPA); and
- Investment providers.

8.2 The Fire Chief or designee may be delegated administrative responsibility for day-to-day program operations.

8.3 The VEBA Trust shall be administered in compliance with applicable federal tax law and IRS guidance governing governmental VEBA arrangements.

8.4 The VEBA Trust Recordkeeping Fee shall be invoiced to CVFD for fees while members are employed with CVFD and fees will transfer to the member when there is a separation from service with the district.

8.5 Upon implementation, exit from, or prior to any changes to the VEBA program, all members shall conduct a majority vote to affirm or deny the change.

- The Fire Chief or designee shall be delegated to administer the vote.

SECTION 9 – COMPLIANCE WITH LAW

9.1 The VEBA Program shall comply with:

- IRC §§ 105, 106, 213(d), and 501(c)(9);
- IRS guidance applicable to governmental VEBA trusts;
- ERISA governmental plan exemption provisions;
- Montana Code Annotated applicable to public employers;
- PERS and FURS regulations; and
- Any other applicable federal or state law.

SECTION 10 – NON-PENSIONABLE COMPENSATION

Employer contributions to the VEBA Trust are intended to be employer-paid health benefits and shall not constitute compensation for purposes of:

- Montana Public Employees' Retirement System (PERS);
- Firefighters' Unified Retirement System (FURS);
- Overtime calculations;
- Pension benefit calculations; or

- Any other compensation-based benefit, unless otherwise required by law.

SECTION 11 – AMENDMENT AND TERMINATION

11.1 The Board reserves the right to amend this Resolution by subsequent Board action.

11.2 The VEBA Program may be modified or terminated consistently with applicable law, collective bargaining agreements, and the governing Trust documents.

11.3 Upon termination, assets shall be distributed only in accordance with IRC § 501(c)(9) requirements and governing plan documents.

SECTION 12 – EFFECTIVE DATE

This Resolution shall take effect upon adoption by the Board of Trustees of the Central Valley Fire District.

SECTION 13 – CERTIFICATION

PASSED AND ADOPTED by the Board of Trustees of the Central Valley Fire District this 10th day of November, 2026.

Chair, Board of Trustees: _____

Attest: _____

District Office Manager: _____

COLLECTIVE BARGAINING AGREEMENT MODIFICATION:

BASE WAGE TABLE AND HEALTH CARE ARTICLE SEPTEMBER 2026

The following parties mutually agree to supplement the existing Collective Bargaining Agreement-**ARTICLE 50 BASE WAGES** and **ARTICLE 57 HEALTH CARE**: Central Valley Firefighters IAFF Local 4939 (L4939) and Central Valley Fire District (CVFD).

A. **Purpose:**
   - To address the agreement to "…re-open the Base Wage Table for FY27 in January of 2026." as described in Article 50.
   - To capture the transition from a Health Reimbursement Account (HRA) to a Voluntary Employee Benefits Association (VEBA) Program and outline CVFD contributions to the VEBA.
     - This change is contingent upon CVFD employees voting to transition to a VEBA, if voted down both parties will reconvene to address impacts.

B. **Effective:** Upon both parties signature.

C. Article 50 Supplement:

L4939 and CVFD agree to the following:

- The "HRA" header on the Base Wage Table will be renamed "VEBA".
- The VEBA portion of the base wage table will be updated from $2800 to $4600 FAMILY
- The VEBA portion of the base wage table will be updated from $1600 to $3400 SINGLE.
- All other portions of the Base Wage Table remain in effect.

D. Article 57 Supplement:

L4939 and CVFD agree to the following:

- For single employees, CVFD will contribute $850 quarterly to each employee's VEBA beginning January 1, 2027.
- For employees with a spouse or domestic partner and/or eligible dependents, CVFD will contribute $1,150 quarterly to each employee's VEBA beginning January 1, 2027.
- All other portions of Article 57 remain in effect.

E. One Time Contribution

- Upon creation of an HRA/VEBA on January 1, 2027 all represented employees will receive a one-time additional VEBA contribution of $900 into their VEBA. The employees will still receive their regularly scheduled quarterly contribution.

F. Recognition:

This supplement to the existing Collective Bargaining Agreement is the complete understanding between Central Valley Fire District and Central Valley Firefighters IAFF Local 4939 and may be amended only by written agreement signed by each of the parties involved.

Central Valley Fire District	**Central Valley Firefighters IAFF Local 4939**
Authorized Official Signature: Jay C Wittwer	Authorized Official Signature: Nicholas Stinson (Oct 12, 2026 19:33:26 MDT)
Authorized Official Name and Title: Jay C Wittwer, Fire Chief	Authorized Official Name and Title: Nicholas Stinson, Local 4939 President
Date: Oct 13, 2026	Date: Oct 12, 2026