

Memorandum of understanding is mutually entered into this ____ day of December, 2025 by and between Miles City Firefighters Local 600 (Union) and the City of Miles City (Employer, City).

Purpose:

This Memorandum of Understanding (MOU) sets forth the terms and understanding between Local 600 (L600) and the City of Miles City to move forward with hiring two (2) full-time (FTE) positions to reach a total number of 13 FTEs, including the current position of Interim Fire Chief. L600 will also move forward with the agreed-upon Collective Bargaining Agreement (CBA) promotional process.

Background:

Per the Labor Management meeting on October 21, 2025, the following Articles of the L600 Collective Bargaining Agreement (CBA) and Miles City Working Rules and Regulations would have an MOU addendum; Article 1, Article 6. Sections A-G. Subsection x, Article 10 sections B and C, Article 20, and Article 24 of the CBA, and Working rules and regulations sections 1 and 2. Amending the title of Fire Chief to Interim Fire Chief. Upholding the terms of this CBA and Working Rules and Regulations for proper promotions. Upholding the terms of the current CBA and Working Rules and Regulations for providing a Battalion Chief, four (4) shifts with three (3) firefighters, including that each shift shall be supervised by the ranking officer. There shall be a captain (or higher-ranking officer) assigned to each shift. There shall be a lieutenant to supervise the shift if a higher-ranking officer is unavailable because of vacation, sick leave, annual leave, etc. Followed by two (2) firefighters.

Duration:

This MOU will go into effect following the City of Miles City council meeting on December 18th, 2025 and will remain in effect until the life of this contract, June 30, 2026, or until it is terminated by either party.

Funding:

To achieve this, City (employer) agrees to utilize regular taxes in addition to the funds budgeted for the current Fire Chief vacancy, allowing the current interim chief to stay until June 30, 2026.

Amendments:

This MOU may be amended only by mutual written consent of both parties.

Shift/Duty/Schedule Sections 1 and 2

- 1) There shall be four shifts of at least three ~~members~~ **firefighters**. Each shift shall work 24 hours and then be relieved unless duty is continued by emergency operations. The off-going shift members are not released from duty until approved by the shift officer.
- 2) Each shift shall be supervised by the ranking officer. There shall be a captain (or higher-ranking officer) assigned to each shift. There shall be a lieutenant to supervise the shift if a higher-ranking officer is unavailable because of vacation, sick leave, annual leave, etc. During the temporary absence of any engineer, officer, or ~~chief~~ **Interim Fire Chief**; the ~~fire chief~~ **Interim Fire Chief** and/or battalion chief may appoint a qualified individual to fill the vacancy. During such time, the qualified individual shall have the same authority, responsibility, and duties as the position they are filling; for the first 15 days, differential pay is in effect, but full rank pay will apply after 15 days.

not currently serving as a shift officer, the EMS Officer shall have completed (or complete within one year of promotion) Fire Instructor I.

d. Inspector/Deputy Inspector: Five years as a fully paid and full-time member of the Fire Department and be currently certified as Firefighter II. Must complete the International Code Council Fire Inspector 1 Certification for Deputy Inspector and International Code Council Fire Inspector 2 Certification for Inspector. Will complete Fire Investigation Essentials or Fire Inspection Principles 1 within one year of appointment.

D. Assignment Restriction: The Promotional Positions set forth above, and the work assigned to such positions will not be assigned to or carried out by the ~~Chief~~ **Interim Fire Chief** or any other employee not covered under this Agreement unless extenuating circumstances exist.

E. Vacancy Time Limit: A permanent vacancy within the number of employees of the Fire Department, as authorized by Employer for the effective dates of this Agreement, will be filled not later than forty-five calendar days of the occurrence of the vacancy. A vacancy filled through the promotional procedure will be filled not later than forty-five calendar days of the date of the occurrence of the vacancy. In the event that there are insufficient personnel having the necessary requirements to fill promotional vacancies, then selected requirements may be waived subject to agreement between the Union and the Employer.

F. Exceptions to the Time Limit: Employees both eligible and interested in a position as provided in Article 6, Section C and addendum C will submit to the testing, rating and seniority scoring procedures set forth in this Agreement. The employee with the highest number of points accumulated will have the first option of filling the vacancy opened. If the Applicant with the highest number of points declines the opening, the employee with the second highest number of points will then have the option of filling the vacancy, but only after the first ranked employee has declined or failed to accept the position after he has been notified in writing five days prior. If all eligible employees decline the vacancy, then the Employer has the option of seeking qualified applicants from outside the Department and the time limits specified in Section (0) above, will begin anew; providing, such applicants meet the qualifications set forth in Section (C) of this Article.

G. Responsibility for Promotions: ~~The Chief~~ **Interim Fire Chief** of the Department will, during the time limit set forth in this Article, Sections F and G:

a. Determine the eligibility of all employees to be evaluated and notify, in writing, each employee of the same.

b. Follow the Testing Timeline:

C. Battalion Chief of Operations: Battalion Chief of Operations will work a 42-hour work week, most commonly Monday through Thursday. The hours can be adjusted as needed. The Battalion Chief of Operations is still considered as "shift personnel".

a. If the Battalion Chief works a day time shift (0700-1900) for a scheduled or unscheduled vacancy during his/her normal hours, Monday-Thursday (0600-1600), those hours will go towards their 42-hour work week.

b. If the Battalion Chief works a scheduled or unscheduled vacancy outside his/her normal Monday-Thursday schedule, it will be determined as overtime for the Battalion Chief.

ARTICLE 20 - WORKING RULES

The ~~Fire Chief~~ **Interim Fire Chief** will adopt rules for the operation of the Fire Department and the conduct of its employees. Such rules **will** be subject to the final approval of the Mayor and will not be in conflict with any of the provisions of this Agreement. An up-to-date copy will be given to each new employee. It is agreed that the ~~Fire Chief~~ **Interim Fire Chief** has the right to recommend discipline or to discharge an employee for good cause, with the consent of the Mayor, providing that such measures are done in accordance with procedures outlined in MCA 7-33-4123 and MCA 7-33-4124. Disciplinary **measures** may be subjected to grievance and arbitration procedures **as** outlined in Article 17.

ARTICLE 24 - COMPANY STRENGTH

It is agreed **by** both parties that at least three fire fighters, exclusive of the ~~Chief~~ **Interim Fire Chief** and Battalion Chief, **will** be on duty at all times, and when the number of fire fighters falls below three fire fighters per shift, for reasons of **sickness**, vacation leave, or any other reason, the ~~Fire Chief~~ **Interim Fire Chief** will then refer to the overtime schedule as outlined in Article 11 of this Agreement. In the occurrence of an "unscheduled vacancy," which is defined as a vacancy which has been noticed not less than 2 hours prior to the beginning of a shift, the regular overtime protocol shall be followed. If no members are available to fill the unscheduled vacancy, the ~~Chief~~ **Interim Fire Chief** may direct the Battalion Chief to fill said vacancy. In the occurrence of an "emergency fill in" vacancy, defined as a vacancy which has been noticed less than two hours prior to the beginning of a shift, or a vacancy occurring during a shift, the ~~Chief~~ **Interim Fire Chief** may direct the Battalion Chief to fill the vacancy, without following the regular overtime protocol.

Articles referenced and amended: Miles City Fire and Rescue Working Rules and Regulations 2022.

ARTICLE 6 - OFFICERS AND PROMOTIONAL PROCEDURE

A. Slate of Officers: There will be an Officer, exclusive of the Chief ~~Chief~~ **Interim Fire Chief**, in charge of each regularly scheduled work shift. Said officer will have, as a minimum, been promoted to the position of Lieutenant commensurate with the requirements of Article 6, Section C of the current Agreement between the Union and the Employer. Vacancies in the position of work shift officer will be filled by the Lieutenant, whenever possible.

B. Promotional Procedure: When a permanent vacancy occurs in a position covered by this collective bargaining unit or by virtue of a newly created position refer to Addendum C.

C. Eligibility for Promotion: To be eligible for promotion to one or more of the following positions or rank, the following criteria will apply:

a. Required Training Manuals: Completed in order as determined by the Fire Training Officer for the following ranks.

i. Firefighter 1 - IFSTA Building Construction, IFSTA Vehicle Extrication, and IFSTA Search and Rescue.

ii. Firefighter 2 - IFSTA Hydraulics and Water Supply and IFSTA Rapid Intervention Teams.

iii. Engineer - IFSTA Truck Company Operations and IFSTA Fire Detection and Suppression Systems.

iv. Captain - IFSTA Company Officer, IFSTA Code Enforcement, IFSTA Fire Officer 1.

v. Battalion Chief - IFSTA Fire Officer 2. Must complete IFSTA Chief Officer or equivalent as determined by the FTO and Chief of Department within 12 months of acceptance.

vi. Manuals listed above may be reconstituted as needed.

b. Fire Training Officer: Five years as a fully paid and full-time member of the Fire Department and be currently certified at the Miles City Fire Officer I and Miles City Fire Instructor I levels. Obtain Live Fire Instructor and Modern Fire Attack Instructor within two years of appointment.

c. EMS Officer/Deputy EMS Officer: Five years as a fully paid and full-time member of the Fire Department. Have a current certification as a State of Montana EMS Lead Instructor within one year (if extenuating circumstances exist, this may be extended). If

1. Post no later than 90 calendar days the dates of the written tests and Assessment Panels/Interviews.

ii. Written tests will be administered no earlier than 14 calendar days from the posting of promotional assessment.

iii. Post no later than 60 calendar days prior to the Assessment Panel/Interviews the comprehensive list of additional education and training.

iv. Review items to be considered for addition to the comprehensive list of additional education and training, which must be submitted by candidates to the chief no later than 45 days prior to the Assessment Panel/Interviews.

v. Post no later than 30 days prior to the Assessment Panel/Interviews the final comprehensive list for additional education and training.

vi. Procure all written test materials, or make prior arrangements for the tests to be administered by a designated and approved proctor. (Approved by Test Security Agreements or rules of the testing agency.)

vii. Administer or cause to have administered the written tests to all qualified Applicants.

viii. Administer or cause to have administered the written tests to all qualified Applicants.

ix. Calculate points earned by seniority.

x. Compile and summarize the composite scores of all Applicants.

The Fire Chief Interim Fire Chief will make all promotions expeditiously and in a manner consistent with the requirements of Articles 6 and 7 of this Agreement.

ARTICLE 10 HOURS OF DUTY Section 8 and C

B. Shift Personnel: The work schedule will consist of a 24-hour work shift followed by 72 hours off duty. In working the 24-72 schedule, the work week averages 42 hours per week. The ~~Fire Chief~~ **Interim Fire Chief** will determine who works on each shift. All shift personnel will work a 28-day cycle, with a maximum of 212 hours, for determination of overtime compensation. Overtime is addressed in the Wage Addendum. For the purposes of interpreting the contract, a 24-hour shift will be deemed to be three working days.

Non-Binding Agreement:

This MOU is intended as a statement of mutual intentions and does not create any legally binding obligations unless both parties agree to negotiate during negotiations.

Signatures:

Miles City Acting Mayor- Brant Kassner

Ed Kanduch – Interim Fire Chief

Mara Lovett – Human Resources

Casey Miller- Local 600 President

Jake Richards- Local 600 Vice President

Tanner Gordon- Local 600 Secretary/Treasurer

Articles referenced and amended: L600 and the City of Miles City CBA

ARTICLE 1 - RECOGNITION

This Employer recognizes the Union as the sole exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all Union members of the Miles City Fire Department, and also those covered under the provisions of Article 3, but excluding the 8-ftief Interim Fire Chief. The Union recognizes the City of Miles City and any agent it may name as the representative of the City.