

**CITY OF GLASGOW COUNCIL AGENDA  
OCTOBER 19, 2026  
REGULAR COUNCIL MEETING  
CIVIC CENTER – COUNCIL CHAMBERS**

- 1) 5:00 P.M. – CALL MEETING TO ORDER MAYOR KARST PRESIDING**
- 2) PLEDGE OF ALLEGIANCE**
- 3) PUBLIC COMMENT ON ANY AGENDA ITEM**
- 4) \*CONSENT AGENDA – (Note: All matters listed within the Consent Agenda have been distributed to each member of the City of Glasgow City Council)**
  - A) REGULAR COUNCIL AGENDA**
  - B) PAYMENT OF CLAIMS FOR OCTOBER 19, 2026 IN THE AMOUNT OF \$122,456.06**
  - C) PAYMENT OF VALLEY COURT APARTMENT CLAIMS FOR OCTOBER 19, 2026 IN THE AMOUNT OF \$316.47**
  - D) MINUTES OF THE OCTOBER 5, 2026 REGULAR COUNCIL MEETING**
- 5) NANCY BRAATEN TO TALK TO THE COUNCIL ABOUT THE SHULAND CITY PARK**
- 6) \*APPROVAL OF AUGUST 2026 FINANCIALS**
- 7) \*APPROVAL OF A 2.5% WAGE INCREASE FOR UNION AND NON-BARGAINING EMPLOYEES FOR FISCAL YEARS 2026-2027 AND 2027-2028**
- 8) \*APPROVAL TO PAY A 100% OF THE HEALTH INSURANCE PREMIUM FOR UNION EMPLOYEES AND A 100% OF THE HEALTH INSURANCE PREMIUM FOR MMIA INSURANCE PLANS THAT THE NON-BARGAINING EMPLOYEES ARE ENROLLED IN**
- 9) \*APPROVAL OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF GLASGOW AND TEAMSTERS' LOCAL UNION NO. 2 FROM JULY 1, 2026 THROUGH JUNE 30, 2028**
- 10) \*RESOLUTION NO. 3240 – A RESOLUTION DETERMINING THE SALARIES AND COMPENSATION OF ELECTED AND APPOINTED CITY OFFICERS AND ALL CITY EMPLOYEES EXCLUDING POLICE DEPARTMENT; FOR FISCAL YEAR 2026-2027; REVOKING RESOLUTIONS IN CONFLICT HEREWITH; AND ESTABLISHING AN EFFECTIVE DATE FOR SALARIES AND COMPENSATION**
- 11) UNFINISHED BUSINESS:  
-LEVEE SAFETY COMMITTEE REPORT**
- 12) COMMITTEE REPORTS – PERSONNEL, WATER, CEMETERY, GRANT, AND ORDINANCE**
- 13) DEPARTMENT HEAD REPORTS**

- 14) **MAYOR'S REPORT**
- 15) **PUBLIC COMMENT**
- 16) **ADJOURN**

## PART IX. Addressing the Council

### Section 1.

The public is invited to speak on any item under discussion by the Council after recognition by the presiding officer. Time for such comments shall be limited to 3 minutes and shall be an opportunity to comment and not to debate with the council members or member of the public.

The speaker should step to the front of the room and, for the record, give his/her name and address, and if applicable, the person, firm, or organization he/she represents.

Prepared statements are welcomed and should be given to the City Clerk-Treasurer. Prepared statements that are also read, however, shall be deemed unduly repetitious. All prepared statements shall become a part of the hearing record.

### Section 2.

While the Council is in session, the members must preserve order and decorum. A member shall not delay or interrupt the proceedings or the peace of the Council nor disturb any member while speaking or refuse to obey the orders of the Council or its presiding officer.

Any person making personal, impertinent, or slanderous remarks or who shall become boisterous or disruptive during the Council meeting shall be forthwith barred from further presentation to the Council by the presiding officer, unless permission to continue is granted by a majority vote of the Council.

10/14/26  
13:08:28

CITY OF GLASGOW  
Claim Approval List  
For the Accounting Period: 9/26

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Report ID: AP100

For doc #s from 77260 to 77277, OPPORTUNITY BANK  
\* ... Over spent expenditure

| Claim | Check                 | Vendor #/Name/<br>Invoice #/Inv Date/Description | Document \$/<br>Line \$ | Disc \$ | PO #  | Fund Org Acct | Object Proj | Cash<br>Account |
|-------|-----------------------|--------------------------------------------------|-------------------------|---------|-------|---------------|-------------|-----------------|
| 77260 |                       | 1985 DRY PRAIRIE RURAL WATER                     | 500.89                  |         |       |               |             |                 |
|       | 09/30/26              | WATER USAGE ACCT #0379-00 SEPT                   | 163.32                  |         |       | 5310 430640   | 342         | 101000          |
|       | 09/30/26              | WATER USAGE ACCT #0379-00 SEPT                   | 337.57                  |         |       | 1000 460440   | 342         | 101000          |
| 77261 |                       | 6364 CIVICPLUS                                   | 1,840.34                |         |       |               |             |                 |
|       | 389336 09/30/26       | CODIFICATION SERVICES                            | 920.17                  |         |       | 1000 410900   | 377         | 101000          |
|       | 389336 09/30/26       | CODIFICATION SERVICES                            | 920.17                  |         |       | 5310 430610   | 377         | 101000          |
| 77262 |                       | 2647 EZZIE'S WHOLESALE, INC.                     | 1,964.35                |         |       |               |             |                 |
|       | 09/25/26              | GAS - WATER                                      | 290.66                  |         |       | 5210 430550   | 231         | 101000          |
|       | 09/25/26              | GAS - SEWER                                      | 290.67                  |         |       | 5310 430630   | 231         | 101000          |
|       | 09/25/26              | WINDOW WASH - WATER                              | 4.20                    |         |       | 5310 430630   | 232         | 101000          |
|       | 09/25/26              | GAS - STREET                                     | 539.05                  |         |       | 2525 430252   | 231         | 101000          |
|       | 09/25/26              | GAS - CEMETERY                                   | 237.66                  |         |       | 1000 430900   | 231         | 101000          |
|       | 09/25/26              | GAS-FIRE                                         | 483.57                  |         |       | 1000 420400   | 231         | 101000          |
|       | 09/25/26              | GAS-PARKS                                        | 44.35                   |         |       | 1000 460430   | 231         | 101000          |
|       | 09/25/26              | GAS-BUILDING CODE                                | 74.19                   |         |       | 2394 411405   | 231         | 101000          |
| 77263 |                       | 2734 GENERAL DISTRIBUTING CO.                    | 130.00                  |         |       |               |             |                 |
|       | 1685185 09/30/26      | 1YR SERVICE AGREEMENT                            | 130.00                  |         |       | 2525 430252   | 350         | 101000          |
| 77264 |                       | 6269 GLASGOW AUTO SALES                          | 51.38                   |         |       |               |             |                 |
|       | 156281 09/04/26       | BLADE FOR COMMAND RIG                            | 51.38                   |         |       | 1000 420400   | 232         | 101000          |
| 77265 |                       | 520 UTILITIES UNDERGROUND LOCATION               | 62.30                   |         |       |               |             |                 |
|       | 6095083 09/30/26      | EXCAVATION SERVIES (35)                          | 62.30                   |         |       | 5210 430510   | 350         | 101000          |
| 77266 |                       | 000225 VALLEY COUNTY TREASURER                   | 320.00                  |         |       |               |             |                 |
|       | 09/30/26              | HB 124 SEPTEMBER 2026                            | 160.00                  |         |       | 7467 212207   |             | 101000          |
|       | 09/30/26              | HB 118 SEPTEMBER 2026                            | 160.00                  |         |       | 7458 212208   |             | 101000          |
| 77267 |                       | 4305 GLASGOW POLICE DEPT                         | 206.00                  |         |       |               |             |                 |
|       | VICTIM WITNESS HB 257 |                                                  |                         |         |       |               |             |                 |
|       | 09/30/26              | HB 257 SEPTEMBER 2026                            | 206.00                  |         |       | 7100 212205   |             | 101000          |
| 77268 |                       | 4409 SCOTTIE EXPRESS WASH INC                    | 45.25                   |         |       |               |             |                 |
|       | 09/30/26              | PD FLEET ACCT                                    | 45.25                   |         | 11767 | 1000 420100   | 350         | 101000          |
| 77269 |                       | 4453 BS CENTRAL INC                              | 463.00                  |         |       |               |             |                 |
|       | 24880 09/17/26        | #10 REGULAR ENVELOPES                            | 70.00                   |         |       | 1000 411200   | 211         | 101000          |
|       | 24880 09/17/26        | #10 REGULAR ENVELOPES                            | 70.00                   |         |       | 2525 430210   | 211         | 101000          |
|       | 24880 09/17/26        | #10 REGULAR ENVELOPES                            | 70.00                   |         |       | 5310 430670   | 211         | 101000          |
|       | 24878 09/17/26        | ADULT MEMBERSHIP FORMS                           | 253.00                  |         | 29279 | 1000 460440   | 320         | 101000          |

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CITY OF GLASGOW  
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\* ... Over spent expenditure

| Claim | Check              | Vendor #/Name/<br>Invoice #/Inv Date/Description | Document \$/<br>Line \$ | Disc \$ | PO #  | Fund Org Acct | Object Proj | Cash<br>Account |
|-------|--------------------|--------------------------------------------------|-------------------------|---------|-------|---------------|-------------|-----------------|
| 77270 |                    | 3239 SAND ELECTRIC                               | 3,365.00                |         |       |               |             |                 |
|       | 39551 09/08/26     | LIFT STATION/SWAP MOTORS                         | 235.00                  |         |       | 5310 430630   | 350         | 101000          |
|       | 39571 09/22/26     | ADD NEW CHARGER TO GENERATOR                     | 3,130.00                |         |       | 5310 430630   | 350         | 101000          |
| 77271 |                    | 000060 T & R TRUCKING INC                        | 550.38                  |         |       |               |             |                 |
|       | 43430 09/30/26     | FUEL INCREASE- SEPTEMBER 2026                    | 550.38                  |         |       | 2500 430800   | 231         | 101000          |
| 77272 |                    | 000010 GLASGOW COURIER                           | 424.00                  |         |       |               |             |                 |
|       | 2026-2794 09/30/26 | ITB - MINI EXCAVATOR                             | 48.00                   |         |       | 1000 430900   | 331         | 101000          |
|       | 2026-2465 09/02/26 | LIBRARY ASSOCIATE AD                             | 76.00                   |         |       | 2220 460100   | 350         | 101000          |
|       | 2026-2473 09/02/26 | DISPLAY AD - LUNCH MENU                          | 100.00                  |         | 11765 | 1000 420100   | 238         | 101000          |
|       | 2026-2588 09/09/26 | DISPLAY AD - LUNCH MENU                          | 100.00                  |         | 11765 | 1000 420100   | 238         | 101000          |
|       | 2026-2661 09/16/26 | DISPLAY AD - LUNCH MENU                          | 100.00                  |         | 11765 | 1000 420100   | 238         | 101000          |
| 77273 |                    | 6088 MONTANA MUNICIPAL INTERLOCAL                | 759.50                  |         |       |               |             |                 |
|       | DR1005987 09/30/26 | EV2026013479                                     | 759.50                  |         |       | 1000 510200   | 800         | 101000          |
| 77274 |                    | 000094 PROBST CLEANING SERVICE, INC.             | 325.00                  |         |       |               |             |                 |
|       | 3355 09/01/26      | MONTHLY CLEANING SERVICES                        | 325.00                  |         | 11763 | 1000 420100   | 350         | 101000          |
| 77275 |                    | 000044 MARKLE'S INC                              | 772.73                  |         |       |               |             |                 |
|       | 799873 09/29/26    | HOOK LADDER SCREWIN BULK                         | 15.18                   |         |       | 1000 430900   | 220         | 101000          |
|       | 799873 09/29/26    | CLAW HAMMER RIP 20OZ                             | 35.99                   |         |       | 1000 430900   | 212         | 101000          |
|       | 799873 09/29/26    | GLASS CLEANER FRESH 19OZ                         | 15.96                   |         |       | 1000 430900   | 220         | 101000          |
|       | 799873 09/29/26    | HOLDER TOOL SCREW BULK                           | 17.97                   |         |       | 1000 430900   | 220         | 101000          |
|       | 799873 09/29/26    | HOOK LADDER SCREW IN BULK                        | 16.74                   |         |       | 1000 430900   | 220         | 101000          |
|       | 799873 09/29/26    | OIL TOP CYL MARVEL QT                            | 9.99                    |         |       | 1000 430900   | 231         | 101000          |
|       | 799873 09/29/26    | GLOVES L PALMNO PALM MEN                         | 13.99                   |         |       | 1000 430900   | 208         | 101000          |
|       | 799873 09/29/26    | LINOLEUM KNF BLK/RD 9.5"                         | 9.59                    |         |       | 1000 430900   | 212         | 101000          |
|       | 799873 09/29/26    | PM3 PICCOMICRO CHN 14"                           | 35.99                   |         |       | 1000 430900   | 212         | 101000          |
|       | 799873 09/29/26    | MOTOMIX FUEL 1 GAL                               | 41.99                   |         |       | 1000 430900   | 231         | 101000          |
|       | 799873 09/29/26    | LED BULK A19 E26 15W                             | 21.99                   |         |       | 1000 430900   | 220         | 101000          |
|       | 799875 09/29/26    | TRNSF SHVL 59" FG HNDL                           | 44.99                   |         |       | 2525 430252   | 212         | 101000          |
|       | 799875 09/29/26    | DIPPED GLOVES BLK/RED L                          | 15.99                   |         |       | 2525 430252   | 208         | 101000          |
|       | 799875 09/29/26    | DSP GLOVE NIT XL BLK PF                          | 24.99                   |         |       | 2525 430252   | 208         | 101000          |
|       | 799875 09/29/26    | FLAT WASHER USS 5/16"                            | 17.98                   |         |       | 2525 430252   | 220         | 101000          |
|       | 799875 09/29/26    | HX NT STL USS CRS 5/16"                          | 7.99                    |         |       | 2525 430252   | 220         | 101000          |
|       | 799875 09/29/26    | FLAT WASHER USS 3/8"                             | 23.98                   |         |       | 2525 430252   | 220         | 101000          |
|       | 799874 09/29/26    | PLUMBING                                         | 14.97                   |         |       | 5210 430540   | 220         | 101000          |
|       | 799874 09/29/26    | HD STAPLER PUSHFIRE                              | 14.99                   |         |       | 5210 430510   | 210         | 101000          |
|       | 799874 09/29/26    | STAPLE 1/2" T-50 1250PK                          | 7.59                    |         |       | 5210 430510   | 210         | 101000          |
|       | 799874 09/29/26    | ONE SHOT WEED/GRASS 32OZ                         | 23.99                   |         |       | 5310 430630   | 220         | 101000          |
|       | 799874 09/29/26    | KEYKRAFTER #192 BRASS                            | 5.99                    |         |       | 5310 430610   | 210         | 101000          |
|       | 799874 09/29/26    | KEYKRAFTER #67N CP BRASS                         | 11.98                   |         |       | 5310 430610   | 210         | 101000          |

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CITY OF GLASGOW  
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\* ... Over spent expenditure

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|-----------------------|----------|--------------------------------------------------|-------------------------|---------|-------|---------------|-------------|-----------------|
|                       | 799874   | 09/29/26 KEYKRAFTER #95 BRASS                    | 11.98                   |         |       | 5310 430610   | 210         | 101000          |
|                       | 799874   | 09/29/26 KEYKRAFTER #86 BRASS                    | 5.99                    |         |       | 5310 430610   | 210         | 101000          |
|                       | 799874   | 09/29/26 KEYKRAFTER #91 BRASS                    | 5.99                    |         |       | 5310 430610   | 210         | 101000          |
|                       | 799874   | 09/29/26 KEY KWIKSET KW1-ACE                     | 5.99                    |         |       | 5310 430610   | 210         | 101000          |
|                       | 799874   | 09/29/26 KEY SCHLAGE SC1 250 PK                  | 5.99                    |         |       | 5310 430610   | 210         | 101000          |
|                       | 799874   | 09/29/26 KEY MASTER M1-ACE 250PK                 | 17.97                   |         |       | 5310 430610   | 210         | 101000          |
|                       | 799874   | 09/29/26 KEYKRAFTER #71N CP BRASS                | 5.99                    |         |       | 5310 430610   | 210         | 101000          |
|                       | 799874   | 09/29/26 BE-2 BEST KEY BLANK (S)                 | 5.99                    |         |       | 5310 430610   | 210         | 101000          |
|                       | 799874   | 09/29/26 TEE 1/4X1/4 BRS                         | 11.99                   |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 BALL VLV 600IPS FIP 1/4"                | 12.99                   |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 CLOSE NIPPLE 1/4X1/4                    | 3.59                    |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 HEX NIPPLE 1/4 YLWBRS                   | 5.99                    |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 BOX FAN 20" 3SPD BASIC                  | 55.98                   |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 FAUCET QUICK CONNCTR 3/4"               | 9.99                    |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 LEGEND 6 CAN COOLER                     | 18.99                   |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 ACE RSTP SPRY ALMOND 15OZ               | 7.59                    |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 WOOD FURRING STRIP 1X2X8'               | 17.97                   |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 CAB SCREW 8X1-5/8"                      | 17.00                   |         |       | 5210 430550   | 220         | 101000          |
|                       | 799874   | 09/29/26 TIEDOWN 8' 1000# 2PK                    | 31.99                   |         |       | 5310 430630   | 220         | 101000          |
|                       | 799874   | 09/29/26 RV/MARINE ANTIFREEZE 1G                 | 13.98                   |         |       | 5310 430630   | 231         | 101000          |
|                       | 799874   | 09/29/26 RODENT REPLNT 2.5OZ 4PK                 | 47.98                   |         |       | 5310 430630   | 220         | 101000          |
| 77276                 |          | 000033 CARQUEST AUTO PARTS                       | 74.60                   |         |       |               |             |                 |
|                       | 655348   | 09/23/26 RX VISION BLADE 20IN                    | 29.80                   |         |       | 2525 430252   | 232         | 101000          |
|                       | 655766   | 09/30/26 ENGINE DEGREASER                        | 44.80                   |         |       | 5310 430630   | 231         | 101000          |
| 77277                 |          | 000036 W O W                                     | 120.39                  |         |       |               |             |                 |
|                       | 10452607 | 09/28/26 COPIER SERVICE AGREEMENT                | 50.58                   |         | 11764 | 1000 420100   | 350         | 101000          |
|                       | 10452689 | 09/30/26 COPIER SERVICE AGREEMENT                | 69.81                   |         | 29274 | 1000 460440   | 320         | 101000          |
| # of Claims 18 Total: |          |                                                  | 11,975.11               |         |       |               |             |                 |

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CITY OF GLASGOW  
Fund Summary for Claims  
For the Accounting Period: 9/26

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| Fund/Account                       | Amount           |
|------------------------------------|------------------|
| 1000 GENERAL                       |                  |
| 101000 Cash - Operating            | 4,231.22         |
| 2220 CITY COUNTY LIBRARY           |                  |
| 101000 Cash - Operating            | 76.00            |
| 2394 BUILDING CODE ENFORCEMENT     |                  |
| 101000 Cash - Operating            | 74.19            |
| 2500 SOLID WASTE                   |                  |
| 101000 Cash - Operating            | 550.38           |
| 2525 STREET MAINTENANCE            |                  |
| 101000 Cash - Operating            | 904.77           |
| 5210 WATER UTILITY                 |                  |
| 101000 Cash - Operating            | 552.59           |
| 5310 SEWER UTILITY                 |                  |
| 101000 Cash - Operating            | 5,059.96         |
| 7100 CRIME VICTIMS-HB 257          |                  |
| 101000 Cash - Operating            | 206.00           |
| 7458 COURT INFORMATION TECHNOLOGY  |                  |
| 101000 Cash - Operating            | 160.00           |
| 7467 CRIMINAL CONVICTION SURCHARGE |                  |
| 101000 Cash - Operating            | 160.00           |
| <b>Total:</b>                      | <b>11,975.11</b> |

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13:09:30

CITY OF GLASGOW  
Claim Approval List  
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For doc #s from 77278 to 77304, OPPORTUNITY BANK  
\* ... Over spent expenditure

| Claim | Check            | Vendor #/Name/<br>Invoice #/Inv Date/Description | Document \$/<br>Line \$ | Disc \$ | PO # | Fund Org Acct | Object Proj | Cash<br>Account |
|-------|------------------|--------------------------------------------------|-------------------------|---------|------|---------------|-------------|-----------------|
| 77278 |                  | 6624 DIS TECHNOLOGIES                            | 1,425.00                |         |      |               |             |                 |
|       | 19743 10/05/26   | IT SERVICES                                      | 203.60                  |         |      | 1000 411200   | 213         | 101000          |
|       | 19743 10/05/26   | IT SERVICES                                      | 305.34                  |         |      | 1000 411400   | 213         | 101000          |
|       | 19743 10/05/26   | IT SERVICES                                      | 203.56                  |         |      | 1000 460440   | 213         | 101000          |
|       | 19743 10/05/26   | IT SERVICES                                      | 203.56                  |         |      | 2525 430210   | 213         | 101000          |
|       | 19743 10/05/26   | IT SERVICES                                      | 305.34                  |         |      | 5210 430540   | 213         | 101000          |
|       | 19743 10/05/26   | IT SERVICES                                      | 203.60                  |         |      | 5310 430670   | 213         | 101000          |
| 77279 |                  | 4068 EBSCO                                       | 3,527.64                |         |      |               |             |                 |
|       | 1064879 10/06/26 | NEWSPAPERS/MAGAZINES                             | 3,527.64                |         |      | 2220 460100   | 333         | 101000          |
| 77280 |                  | 550 PACE, INC.                                   | 34,145.85               |         |      |               |             |                 |
|       | 8313120 10/06/26 | VAC TRUCK MOB/DEMOB                              | 832.50                  |         |      | 5310 430630   | 359         | 101000          |
|       | 8313120 10/06/26 | CLEAN 8" SEWER                                   | 27,858.60               |         |      | 5310 430630   | 359         | 101000          |
|       | 8313120 10/06/26 | CLEAN 10" SEWER                                  | 2,731.40                |         |      | 5310 430630   | 359         | 101000          |
|       | 8313120 10/06/26 | CLEAN 12" SEWER                                  | 2,723.35                |         |      | 5310 430630   | 359         | 101000          |
| 77281 |                  | E 000026 MDU                                     | 2,010.88                |         |      |               |             |                 |
|       | 10/06/26 10      | LASAR DR 654 6821000-3                           | 146.40                  |         |      | 5210 430550   | 344         | 101000          |
|       | 10/06/26 NS      | FIRE STATION 7446821000-5                        | 41.94                   |         |      | 1000 420400   | 344         | 101000          |
|       | 10/06/26         | CEMETERY SHOP 3186821000-1                       | 41.33                   |         |      | 1000 430900   | 344         | 101000          |
|       | 10/06/26         | CITY PUMP HOUSE 4067821000-2                     | 95.23                   |         |      | 5310 430630   | 344         | 101000          |
|       | 10/06/26         | FIRE DEPT 4336731000-0                           | 93.87                   |         |      | 1000 420400   | 344         | 101000          |
|       | 10/06/26         | SCREEN BUILDING 8588831000-1                     | 191.08                  |         |      | 5310 430640   | 344         | 101000          |
|       | 10/06/26         | UV BUILDING 9588831000-0                         | 74.12                   |         |      | 5310 430640   | 344         | 101000          |
|       | 10/06/26         | GENERATOR WTP 9777821000-1                       | 311.10                  |         |      | 5210 430540   | 344         | 101000          |
|       | 10/06/26         | CIVIC CENTER 2367918888-0 50%                    | 123.69                  |         |      | 2525 430252   | 344         | 101000          |
|       | 10/06/26         | CIVIC CENTER 2367918888-0 50%                    | 123.70                  |         |      | 1000 411200   | 344         | 101000          |
|       | 10/06/26         | FACILITIESMAINTPD 3456407873-0                   | 111.97                  |         |      | 1000 420120   | 344         | 101000          |
|       | 10/06/26         | MAINT MRF 6492747231-2                           | 106.60                  |         |      | 1000 420120   | 344         | 101000          |
|       | 10/06/26         | MECHANICAL BLDG 4300866209-0                     | 392.86                  |         |      | 1000 460445   | 344         | 101000          |
|       | 10/06/26         | SWIM POOL 9497993407-5                           | 46.81                   |         |      | 1000 460445   | 344         | 101000          |
|       | 10/06/26         | LIBRARY 3377821000-6                             | 47.37                   |         |      | 2220 460100   | 344         | 101000          |
|       | 10/06/26         | PD GENERATOR 2722733542-2                        | 62.81                   |         |      | 1000 420120   | 344         | 101000          |
| 77282 |                  | E 000080 NORVAL ELECTRIC CO-OP                   | 140.35                  |         |      |               |             |                 |
|       | 10/05/26         | 402 MILK RIVER DRIVE                             | 41.23                   |         |      | 7015 411805   | 350         | 101000          |
|       | 10/05/26         | 5 WHATLEY LN                                     | 99.12                   |         |      | 5210 430530   | 349         | 101000          |

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For doc #s from 77278 to 77304, OPPORTUNITY BANK  
\* ... Over spent expenditure

| Claim | Check | Vendor #/Name/<br>Invoice #/Inv Date/Description | Document \$/<br>Line \$ | Disc \$ | PO #  | Fund Org Acct | Object Proj | Cash<br>Account |
|-------|-------|--------------------------------------------------|-------------------------|---------|-------|---------------|-------------|-----------------|
| 77283 | E     | 5366 SYSTEMS TECHNOLOGY CONSULTANTS              | 70.00                   |         |       |               |             |                 |
|       |       | 7599 10/02/26 PD AGREEMENT-COMPUTERS             | 70.00                   |         | 11766 | 1000 420100   | 213         | 101000          |
| 77284 |       | 6112 WATER & ENVIROMENTAL<br>UTILITY RATE STUDY  | 21,750.00               |         |       |               |             |                 |
|       |       | 18542 10/08/26 PROFESSIONAL SERVICES             | 5,437.50                |         |       | 5210 430540   | 350         | 101000          |
|       |       | 18542 10/08/26 PROFESSIONAL SERVICES             | 5,437.50                |         |       | 5210 430550   | 350         | 101000          |
|       |       | 18542 10/08/26 PROFESSIONAL SERVICES             | 5,437.50                |         |       | 5310 430630   | 350         | 101000          |
|       |       | 18542 10/08/26 PROFESSIONAL SERVICES             | 5,437.50                |         |       | 5310 430640   | 350         | 101000          |
| 77285 |       | 4921 GLASGOW WRESTLING CLUB                      | 2,500.00                |         |       |               |             |                 |
|       |       | 10/05/26 TBID GRANT                              | 2,500.00                |         |       | 7015 411805   | 350         | 101000          |
| 77286 |       | 000091 ENERGY LABORATORIES, INC.                 | 61.00                   |         |       |               |             |                 |
|       |       | 818632 10/07/26 FREIGHT                          | 61.00                   |         |       | 5310 430640   | 310         | 101000          |
| 77287 |       | 612 HAWKINS, INC.                                | 2,153.03                |         |       |               |             |                 |
|       |       | 7586754 10/02/26 CHLORINE CYLINDER (2)           | 2,013.03                |         |       | 5210 430540   | 222         | 101000          |
|       |       | 7586754 10/02/26 FREIGHT                         | 140.00                  |         |       | 5210 430540   | 310         | 101000          |
| 77288 |       | 4567 NORTHERN MONTANA TEXTILE                    | 79.77                   |         |       |               |             |                 |
|       |       | 76842 10/06/26 MAT 4X8 SLATE                     | 34.62                   |         | 11768 | 1000 420100   | 350         | 101000          |
|       |       | 77327 10/13/26 MATS & TOWELS                     | 31.63                   |         |       | 2525 430252   | 350         | 101000          |
|       |       | 77327 10/13/26 MAT 4X6 SLATE                     | 13.52                   |         |       | 1000 411200   | 220         | 101000          |
| 77289 | E     | 593 MASTERCARD                                   | 4,684.80                |         |       |               |             |                 |
|       |       | 09/09/26 USPS                                    | 22.10                   |         | 11769 | 1000 420100   | 310         | 101000          |
|       |       | 09/11/26 OPTICSPLANET.COM                        | 124.96                  |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/13/26 UA.COM                                  | 44.97                   |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/13/26 SP DEFENDER DYNAMICS                    | 78.46                   |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/13/26 STRYKER SALES CORP                      | 1,099.00                |         | 11769 | 1000 420100   | 220         | 101000          |
|       |       | 09/13/26 5.11 INC                                | 335.00                  |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/13/26 SP FIRST LITE.COM                       | 184.45                  |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/13/26 EX TACTI                                | 172.98                  |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/13/26 BACKCOUNTRY.COM                         | 129.48                  |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/14/26 LA POLICE GEAR                          | 109.75                  |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/16/26 NEMONT TELEPHONE                        | 870.00                  |         | 11769 | 1000 420100   | 345         | 101000          |
|       |       | 09/16/26 TACTICALGEAR.COM                        | 176.96                  |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/18/26 AMAZON                                  | 64.99                   |         | 11769 | 1000 420100   | 220         | 101000          |
|       |       | 09/18/26 OPTICSPLANET.COM                        | 149.24                  |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/20/26 TORANI                                  | 73.08                   |         | 11769 | 1000 420100   | 220         | 101000          |
|       |       | 09/20/26 AMAZON                                  | 128.10                  |         | 11769 | 1000 420100   | 226         | 101000          |
|       |       | 09/23/26 AMAZON                                  | 9.99                    |         | 11769 | 1000 420100   | 210         | 101000          |
|       |       | 09/23/26 SP RUBBERSTAMPS.COM                     | 39.67                   |         | 11769 | 1000 420100   | 210         | 101000          |

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For doc #s from 77278 to 77304, OPPORTUNITY BANK  
\* ... Over spent expenditure

| Claim | Check  | Vendor #/Name/<br>Invoice #/Inv Date/Description | Document \$/<br>Line \$ | Disc \$ | PO #  | Fund Org Acct | Object Proj | Cash<br>Account |
|-------|--------|--------------------------------------------------|-------------------------|---------|-------|---------------|-------------|-----------------|
|       |        | 10/02/26 OPTICSPLANET.INC                        | 79.54                   |         | 11769 | 1000 420100   | 226         | 101000          |
|       |        | 10/02/26 SP GOHUNT.COM                           | 63.99                   |         | 11769 | 1000 420100   | 226         | 101000          |
|       |        | 10/02/26 YELLOSTONE NARCOTICS                    | 349.00                  |         | 11769 | 1000 420100   | 375         | 101000          |
|       |        | 10/04/26 SIRIUSXM                                | 25.99                   |         | 11769 | 2812 420100   | 248         | 101000          |
|       |        | 10/06/26 OKUPFURNITURE HONG KONG                 | 349.60                  |         | 11769 | 1000 420100   | 210         | 101000          |
|       |        | 10/06/26 INTERNATIONAL TRANS FEE                 | 3.50                    |         | 11769 | 1000 420100   | 210         | 101000          |
| 77290 |        | 6753 MOW                                         | 210.00                  |         |       |               |             |                 |
|       | 6      | 10/12/26 MOWING/WEED EATING - 3RD AVE N          | 150.00                  |         |       | 1000 431100   | 350         | 101000          |
|       | 6      | 10/12/26 MOWING/WEED EATING - 432 MAHON          | 60.00                   |         |       | 1000 431100   | 350         | 101000          |
| 77291 |        | 000033 CARQUEST AUTO PARTS                       | 52.03                   |         |       |               |             |                 |
|       | 656099 | 10/06/26 BELTS                                   | 6.46                    |         |       | 1000 420400   | 232         | 101000          |
|       | 655856 | 10/01/26 TWIST LOCK COUPLER 3/4" MALE            | 12.36                   |         | 29273 | 1000 460440   | 212         | 101000          |
|       | 655856 | 10/01/26 TWIST LOCK COUPLER 3/4"                 | 22.96                   |         | 29273 | 1000 460440   | 212         | 101000          |
|       | 655856 | 10/01/26 U STYLE M BRASS CPLR                    | 10.25                   |         | 29273 | 1000 460440   | 212         | 101000          |
| 77292 |        | 000044 MARKLE'S INC                              | 412.14                  |         |       |               |             |                 |
|       | 800259 | 10/03/26 TRUE 3' MICRO CABLE                     | 5.99                    |         |       | 1000 420400   | 220         | 101000          |
|       | 800259 | 10/03/26 CORD 10' USB-C X USB-C                  | 14.99                   |         |       | 1000 420400   | 220         | 101000          |
|       | 800259 | 10/03/26 TW AUX/LIGHTNING                        | 19.99                   |         |       | 1000 420400   | 220         | 101000          |
|       | 799863 | 09/29/26 ALL PURPOSE CEMENT 4OZ                  | 9.59                    |         | 29276 | 1000 460440   | 240         | 101000          |
|       | 799863 | 09/29/26 PRIMER CPVC/PVC 4OZ PRPL                | 7.59                    |         | 29276 | 1000 460440   | 240         | 101000          |
|       | 799863 | 09/29/26 COUPL1.5INSX1.5INS POLYP                | 7.96                    |         | 29276 | 1000 460440   | 240         | 101000          |
|       | 800022 | 10/01/26 VLV BOX W/COVR 6-1/2"                   | 9.99                    |         | 29276 | 1000 460440   | 240         | 101000          |
|       | 800022 | 10/01/26 COUPL BRS 3/4MH-3/4 MH ACE              | 9.59                    |         | 29276 | 1000 460440   | 240         | 101000          |
|       | 800022 | 10/01/26 COUPL BRS 3/4FH 3/4 FIP                 | 9.59                    |         | 29276 | 1000 460440   | 240         | 101000          |
|       | 800022 | 10/01/26 REDUCING COUPLING 1/2X1/4               | 11.99                   |         | 29276 | 1000 460440   | 240         | 101000          |
|       | 800022 | 10/01/26 HEX NIPPLE 3/4X1/2 BRS                  | 13.99                   |         | 29276 | 1000 460440   | 240         | 101000          |
|       | 800022 | 10/01/26 IMPELLER KIT                            | 16.99                   |         | 29276 | 1000 460440   | 212         | 101000          |
|       | 800064 | 10/01/26 BT HLDR ALY STL 3"                      | 13.99                   |         | 29277 | 1000 460440   | 212         | 101000          |
|       | 800064 | 10/01/26 DW TORX BIT SET 1" 7PK                  | 16.99                   |         | 29277 | 1000 460440   | 212         | 101000          |
|       | 800064 | 10/01/26 DW HEX BIT SET 1" 9PK                   | 16.99                   |         | 29277 | 1000 460440   | 212         | 101000          |
|       | 800453 | 10/06/26 IN-3 INDEPENDENT KEY (S)                | 5.99                    |         | 29277 | 1000 460440   | 220         | 101000          |
|       | 800453 | 10/06/26 PRIMER/CEMENT 8OZ ORG                   | 12.99                   |         | 29277 | 1000 460440   | 240         | 101000          |
|       | 800453 | 10/06/26 CEMENT PVC 8OZ CLR                      | 9.99                    |         | 29277 | 1000 460440   | 240         | 101000          |
|       | 800453 | 10/06/26 TRU BLU PIPESEALANT 4OZ                 | 15.99                   |         | 29277 | 1000 460440   | 240         | 101000          |
|       | 800453 | 10/06/26 IMPELLER KIT                            | 16.99                   |         | 29277 | 1000 460440   | 212         | 101000          |
|       | 800671 | 10/08/26 RV/MARINE ANTIFREEZE 1G                 | 48.00                   |         | 29277 | 1000 460440   | 231         | 101000          |
|       | 800671 | 10/08/26 REPLC BRUSH KIT PUMP                    | 42.99                   |         | 29277 | 1000 460440   | 212         | 101000          |
|       | 800671 | 10/08/26 REPLC 4PC REPAIR KIT PUMP               | 54.99                   |         | 29277 | 1000 460440   | 212         | 101000          |
|       | 800671 | 10/08/26 DRILL PWRD PUMP HB 85GHP                | 17.99                   |         | 29277 | 1000 460440   | 212         | 101000          |

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For doc #s from 77278 to 77304, OPPORTUNITY BANK  
\* ... Over spent expenditure

| Claim | Check | Vendor #/Name/<br>Invoice #/Inv Date/Description | Document \$/<br>Line \$ | Disc \$ | PO #  | Fund Org Acct | Object Proj | Cash<br>Account |
|-------|-------|--------------------------------------------------|-------------------------|---------|-------|---------------|-------------|-----------------|
| 77293 | E     | 593 MASTERCARD                                   | 2,633.40                |         |       |               |             |                 |
|       |       | 09/16/26 CEMOTORS                                | 219.69                  |         |       | 1000 460440   | 220         | 101000          |
|       |       | 09/18/26 SCANDIA MFG                             | 387.67                  |         |       | 1000 460440   | 220         | 101000          |
|       |       | 09/20/26 ALBERTSONS                              | 59.97                   |         |       | 1000 410100   | 220         | 101000          |
|       |       | 09/21/26 ADOBE                                   | 19.99                   |         |       | 1000 411200   | 210         | 101000          |
|       |       | 09/21/26 CONOCO - BILLINGS                       | 120.65                  |         |       | 5310 430630   | 231         | 101000          |
|       |       | 09/25/26 MSU BOZEMAN - WATER SCHOOL              | 1,125.00                |         |       | 5210 430540   | 375         | 101000          |
|       |       | 09/25/26 FAIRMONT HOT SPRINGS                    | 110.00                  |         |       | 1000 410360   | 375         | 101000          |
|       |       | 09/29/26 EXXON MILES CITY                        | 57.63                   |         |       | 5310 430630   | 231         | 101000          |
|       |       | 10/04/26 SPI DIRECT TV                           | 189.99                  |         |       | 1000 460440   | 330         | 101000          |
|       |       | 10/04/26 AMAZON - GLOVES/EAR PLUGS               | 102.87                  |         |       | 5310 430630   | 220         | 101000          |
|       |       | 10/05/26 AMAZON - OFFICE FURNITURE               | 239.94                  |         |       | 1000 410360   | 210         | 101000          |
| 77294 |       | 000035 D & G SPORTS                              | 89.85                   |         |       |               |             |                 |
|       |       | 202852 10/10/26 CLOTHING ALLOWANCE - DEVIN       | 89.85                   |         |       | 1000 430900   | 226         | 101000          |
|       |       | *** Claim from another period ( 6/26) ****       |                         |         |       |               |             |                 |
| 77295 |       | 5025 O'REILLY AUTO PARTS                         | 143.30                  |         |       |               |             |                 |
|       |       | 498095 10/06/26 (2) 1 QT TRANSFLD                | 19.98                   |         |       | 1000 430900   | 232         | 101000          |
|       |       | 498095 10/06/26 SPARK PLUG                       | 25.88                   |         |       | 1000 430900   | 232         | 101000          |
|       |       | 498171 10/07/26 5 QT MOTOROIL                    | 31.99                   |         |       | 1000 430900   | 232         | 101000          |
|       |       | 498524 10/10/26 (3) 1 QT MOTOROIL                | 31.47                   |         | 11770 | 1000 420100   | 232         | 101000          |
|       |       | 498524 10/10/26 (2) 1 GAL ANTIFREZ               | 33.98                   |         | 11770 | 1000 420100   | 232         | 101000          |
| 77296 |       | 0071 DALE PLUMBING & HEATING, INC.               | 20.30                   |         |       |               |             |                 |
|       |       | 97012 10/06/26 2" BLK CAP                        | 13.00                   |         | 29278 | 1000 460445   | 240         | 101000          |
|       |       | 97012 10/06/26 2" BLK PLUG                       | 7.30                    |         | 29278 | 1000 460445   | 240         | 101000          |
| 77297 |       | 3784 DEQ - WATER PROTECTION BUREAU               | 3,040.00                |         |       |               |             |                 |
|       |       | 512700660 10/01/26 COMMUNITY CONNECTION FEE      | 3,040.00                |         |       | 5210 430540   | 335         | 101000          |
| 77298 |       | 000081 THE BOEING COMPANY                        | 13,358.98               |         |       |               |             |                 |
|       |       | 10/13/26 SEPTEMBER 26 WATER BILL                 | 13,358.98               |         |       | 5210 430530   | 360         | 101000          |
| 77299 |       | 6885 MOBILE TINT                                 | 555.00                  |         |       |               |             |                 |
|       |       | 6453 10/04/26 WINDOW TINT POOL                   | 555.00                  |         | 29272 | 1000 460445   | 350         | 101000          |
| 77300 | E     | 000018 NORTHWESTERN ENERGY                       | 975.29                  |         |       |               |             |                 |
|       |       | 09/28/26 0340882-0 DEPT OF HIGHWAYS              | 975.29                  |         |       | 2400 430263   | 341         | 101000          |

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For doc #s from 77278 to 77304, OPPORTUNITY BANK  
\* ... Over spent expenditure

| Claim                                                        | Check     | Vendor #/Name/<br>Invoice #/Inv Date/Description | Document \$/<br>Line \$ | Disc \$                     | PO #  | Fund Org Acct | Object Proj | Cash<br>Account |
|--------------------------------------------------------------|-----------|--------------------------------------------------|-------------------------|-----------------------------|-------|---------------|-------------|-----------------|
| 77301                                                        |           | 4503 DIAGNOSTIC PEST SOLUTIONS                   | 183.25                  |                             |       |               |             |                 |
|                                                              | 62487     | 10/13/26 PEST CONTROL                            | 42.75                   |                             |       | 2394 411405   | 350         | 101000          |
|                                                              | 62487     | 10/13/26 PEST CONTROL                            | 42.75                   |                             |       | 1000 460440   | 350         | 101000          |
|                                                              | 62487     | 10/13/26 PEST CONTROL                            | 42.75                   |                             |       | 1000 411200   | 350         | 101000          |
|                                                              | 62488     | 10/13/26 PEST CONTROL                            | 55.00                   |                             |       | 1000 420400   | 350         | 101000          |
| 77302                                                        |           | 3531 THOMPSON AND SONS                           | 240.00                  |                             |       |               |             |                 |
|                                                              | 393475    | 09/17/26 FILL DIRT FOR SULLIVAN PARK             | 240.00                  |                             | 29275 | 1000 460440   | 207         | 101000          |
| 77303                                                        |           | 6909 CATERPILLAR FINANCIAL SERVICES              | 15,769.25               |                             |       |               |             |                 |
| LEASE PAYMENT ON MINI-EXCAVATOR - 1ST PAYMENT PRINCIPAL ONLY |           |                                                  |                         |                             |       |               |             |                 |
|                                                              | AGRMNT    | 10/14/26 LEASE PAYMENT - MINI EX                 | 3,942.31*               |                             |       | 1000 431200   | 650         | 101000          |
|                                                              | AGRMNT    | 10/14/26 LEASE PAYMENT - MINI EX                 | 3,942.31*               |                             |       | 1000 430900   | 650         | 101000          |
|                                                              | AGRMNT    | 10/14/26 LEASE PAYMENT - MINI EX                 | 3,942.31*               |                             |       | 5210 430550   | 650         | 101000          |
|                                                              | AGRMNT    | 10/14/26 LEASE PAYMENT - MINI EX                 | 3,942.32*               |                             |       | 5310 430630   | 650         | 101000          |
| 77304                                                        | E         | 6763 AT&T MOBILITY                               | 249.84                  |                             |       |               |             |                 |
|                                                              | x10112026 | 10/03/26 WIRELESS SERVICE                        | 249.74                  |                             | 11771 | 1000 420100   | 345         | 101000          |
|                                                              |           | 09/03/26 WIRELESS SERVICE 9/3 OVERPAYME          | 0.10                    |                             |       | 1000 420100   | 345         | 101000          |
| # of Claims 27 Total:                                        |           |                                                  | 110,480.95              |                             |       |               |             |                 |
| Total Electronic Claims                                      |           |                                                  | 10,764.56               | Total Non-Electronic Claims |       | 99,716.39     |             |                 |

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CITY OF GLASGOW  
Fund Summary for Claims  
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| Fund/Account                               | Amount            |
|--------------------------------------------|-------------------|
| 1000 GENERAL                               |                   |
| 101000 Cash - Operating                    | 17,736.17         |
| 2220 CITY COUNTY LIBRARY                   |                   |
| 101000 Cash - Operating                    | 3,575.01          |
| 2394 BUILDING CODE ENFORCEMENT             |                   |
| 101000 Cash - Operating                    | 42.75             |
| 2400 SID LIGHT MAINTENANCE                 |                   |
| 101000 Cash - Operating                    | 975.29            |
| 2525 STREET MAINTENANCE                    |                   |
| 101000 Cash - Operating                    | 358.88            |
| 2812 Victim Assistant Program              |                   |
| 101000 Cash - Operating                    | 25.99             |
| 5210 WATER UTILITY                         |                   |
| 101000 Cash - Operating                    | 35,356.28         |
| 5310 SEWER UTILITY                         |                   |
| 101000 Cash - Operating                    | 49,869.35         |
| 7015 TOURISM BUSINESS IMPROVEMENT DISTRICT |                   |
| 101000 Cash - Operating                    | 2,541.23          |
| <b>Total:</b>                              | <b>110,480.95</b> |

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CITY OF GLASGOW  
Claim Approval List  
For the Accounting Period: 10/26

For doc #s from VC4364 to VC4366, OPPORTUNITY BANK - O&M - Valley Court  
\* ... Over spent expenditure

| Claim                | Check  | Vendor #/Name/<br>Invoice #/Inv Date/Description | Document \$/<br>Line \$ | Disc \$ | PO # | Fund Org Acct | Object Proj | Cash<br>Account |
|----------------------|--------|--------------------------------------------------|-------------------------|---------|------|---------------|-------------|-----------------|
| VC4364               |        | 6753 MOW                                         | 38.00                   |         |      |               |             |                 |
|                      | 6      | 10/12/26 MOWING AT VC APARTMENTS                 | 38.00                   |         |      | 5810 470001   | 350         | 101060          |
| VC4365               |        | 000044 MARKLE'S INC                              | 235.72                  |         |      |               |             |                 |
|                      | 800663 | 10/08/26 HX WH SMS Z 6X1/2                       | 6.79                    |         |      | 5810 470001   | 240         | 101060          |
|                      | 800663 | 10/08/26 GREAT STUFF BIG GAP                     | 15.98                   |         |      | 5810 470001   | 240         | 101060          |
|                      | 800663 | 10/08/26 DRILL BIT 3/8 CBLT 3FLT                 | 22.99                   |         |      | 5810 470001   | 240         | 101060          |
|                      | 800663 | 10/08/26 PIP END CAP CRMPD 4"                    | 19.98                   |         |      | 5810 470001   | 240         | 101060          |
|                      | 800663 | 10/08/26 V20 RP DRILL 1/2 1 BAT                  | 144.99                  |         |      | 5810 470001   | 240         | 101060          |
|                      | 800663 | 10/08/26 DRVR BIT SET 54P MW                     | 24.99                   |         |      | 5810 470001   | 240         | 101060          |
| VC4366               |        | 4503 DIAGNOSTIC PEST SOLUTIONS                   | 42.75                   |         |      |               |             |                 |
|                      | 62487  | 10/13/26 PEST CONTROL                            | 42.75                   |         |      | 5810 470001   | 350         | 101060          |
| # of Claims 3 Total: |        |                                                  | 316.47                  |         |      |               |             |                 |

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CITY OF GLASGOW  
Fund Summary for Claims  
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| Fund/Account                                   | Amount |
|------------------------------------------------|--------|
| 5810 Valley Court Apartments                   |        |
| 101060 FCB - Operations and Maintenance Valley | 316.47 |
| Total:                                         | 316.47 |

## REGULAR COUNCIL MEETING ----- OCTOBER 5, 2026

The Regular Council Meeting was called to order at 5:00 p.m. by Mayor Karst. The following Council members were present: Schindler, Ozark, Heitman, Koski, and Austin. Council member Brabeck was absent. Street Foreman Runningen, Chief Lytle, and Captain Edwards were in attendance. Candy Lagerquist, Ed Malone, Lenore Durell, DeeDee Hicks, Louise Lemieux, John Bach from Interstate Engineering, and Bob Nelson from T&E were also in attendance. City Clerk Amundson and City Attorney Pekovitch attended via Google Meets. The media was represented by Jonathan Aungst from the Glasgow Courier.

Council member Schindler led the Pledge of Allegiance.

Public Comment on any Agenda Item: NONE

Council member Koski made a motion approving the consent agenda including the payment of claims for October 5, 2026 in the amount of \$126,794.52, the Valley Court Apartment claims in the amount of \$1,083.43, and the minutes of the September 21, 2026 Regular Council Meeting. The motion was seconded by Council member Austin, and carried unanimously.

Mayor Karst said the bid opening for the mini-excavator will now take place. The city received four (4) bids. The first bid opened was from Border Plains. They were thankful for the opportunity to submit a bid, but they were unable to submit a formal proposal at this time because they do not possess the inventory to meet the city's specific needs. The second bid opened was from Tractor & Equipment. Their bid included one (1) new 2026 Caterpillar Model 304 Excavator with all the standard equipment in addition to the additional specifications listed below. The listing price was \$78,300.00 with a trade in allowance of \$7,000.00 for a balance of \$71,300.00. They also included four (4) different financing options for the city to choose from. The third bid received was from RDO Equipment. Their bid included a New 2026 John Deere with the listing price of \$107,740.07, a customer discount of \$28,226.07 from the Sourcewell contract, radio and attachment total was \$5,300.00 with a trade in allowance of \$7,500.00, with financing an amount of \$77,314.00, and included a leasing option. The final bid that was opened was from Torgerson's Equipment. The bid included a New 2026 Case IH in the amount of \$79,150.00. There was no trade in allowance or financing option. Council member Ozark made a motion to take the bids under advisement. The motion was seconded by Council member Austin. Mayor Karst asked if the council if they would allow him to authorize the purchase after the bids are reviewed to speed up the process and then he would inform the council on the decision. The council gave Mayor Karst the authorization to purchase after the bids are reviewed. Motion carried.

John Bach told the council that he had reviewed the bids that were received and Century was over the typical 15% for mobilization costs and the city does have the right to waive any informalities in the bids and he would recommend awarding the bid to Century, since there was a large cost difference between the two (2) bids. Council member Koski made a motion awarding the storm damage paving bid to Century Companies in the amount of \$981,246.00. The motion was seconded by Council member Schindler, and carried unanimously.

Council member Austin made a motion appointing Hannah Casillas to the Recreation Board for a three (3) year term effective October 6, 2026. The motion was seconded by Council member Heitman, and carried unanimously.

The council members that were present for the interview said that he would be a good candidate for the position. Council member Schindler asked if they had discussed wages. They suggested an annual salary of \$130,000.00. Mayor Karst mentioned the first candidate the city offered \$150,000.00 and they declined. They also talked about increases after six (6) months and a year following a performance review. Mayor Karst said the conditional offer would allow the city to begin the background check on the candidate, so the process can proceed forward. Council member Austin made a motion to send the conditional offer to the Director of Public Works candidate. The motion was seconded by Council member Koski, and carried unanimously.

Council member Schindler made a motion to approve the updated mechanic's job description. The motion was seconded by Council member Heitman, and carried unanimously.

Mayor Karst told the council that the personnel committee talked about a range between \$30.00 and \$35.00, depending on experience. Council member Schindler made a motion to accept the recommendation from the personnel committee of a starting wage for the mechanic between \$30.00 and \$35.00 per hour, depending on experience. The motion was seconded by Council member Koski, and carried unanimously.

Mayor Karst introduced and offered for adoption **Resolution No. 3239** – A Resolution Levying a Special Assessment for Unpaid Nuisance Weed Cutting and/or Removal for the Year 2026. Council member Koski moved for the adoption of **Resolution No. 3239**. The motion was seconded by Council member Schindler; whereby **Resolution No. 3239** was unanimously adopted.

Unfinished Business – Levee Safety Committee Report – Mayor Karst stated that Great West has submitted the updated SWIF plan to the Corps.

Committee Reports: There was no reports for personnel or water. Mayor Karst mentioned Devin has started a policy for the cemetery that the committee will be able to review. Captain Edwards talked about the FEMA grant that would help the police department purchase radios, but Grant Writer Ryan didn’t have the time to be able to apply, so Ed Malone has volunteered to assist the police department in applying for that grant. Ed told the council the Sheriff’s department will also be included in this grant, but it’s through Homeland Security and not FEMA; it’s due the 28<sup>th</sup> of October. City Attorney Pekovitch said the nuisance letters were mailed and the property owners have until the 18<sup>th</sup> of October to contact the city with a plan for clean-up.

Department Head Reports:

Captain Edwards mentioned there was vandalism that happened over the weekend to a business in town, a vehicle, and a house.

Chief Lytle updated the council about his first day in the office. He has requested a quote for Secure Warrant, which is an online system to doing search warrants.

Street Foreman Runningen said that his department finished up patching last week, the signs that were damaged have been replaced, they will start chip sealing, and Torey has been busy in the parks.

City Attorney Pekovitch asked Street Foreman Runningen if he was able to get a full restitution amount to the police department for the signs that were damaged. He did. She said she had talked with the County Attorney and they are going to keep this case in city court and try to get restitution and give community service hours for it.

Mayor Karst said Council member Schindler attended the department head meeting on Friday morning. He also mentioned an employee at the water department has given his notice, so there will be an open position, we received one application for the Deputy Clerk position that will be reviewed and the swim pool is being winterized.

Public Comment: Louise Lemieux was in attendance to talk to the council about the issues she has been having with one of her neighbors and the continuous barking from their dogs. She voiced her frustration with their cats that keep entering into her home. Captain Edwards told Chief Lytle that he will update him on the situation.

Council member Austin made a motion to adjourn the meeting. The motion was seconded by Council member Koski, the meeting adjourned at 5:33 p.m.

ATTEST:

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|                                         |                    |
|-----------------------------------------|--------------------|
| Stacey Amundson<br>City Clerk-Treasurer | Rod Karst<br>Mayor |
|-----------------------------------------|--------------------|

# **COLLECTIVE BARGAINING A G R E E M E N T**

**By and Between**

**CITY OF GLASGOW**

**And**

**TEAMSTERS LOCAL UNION NO. 2**

**July 1, 2026 Through June 30, 2028**

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## AGREEMENT

This AGREEMENT made and entered into at Glasgow, Montana, effective July 1, 2026, by and between the City of Glasgow, hereinafter referred to as City, and Teamsters Local Union No. 2, hereinafter referred to as Union.

WHEREAS, the parties hereto mutually desire to set forth their rights and obligations towards one another, respecting employment by the City of Union members, for and in consideration of the mutual covenants and agreements herein contained, the parties hereto agree as follows:

### ARTICLE 1. RECOGNITION

The City recognizes the Union signatory hereto as the exclusive representative of its employees, **(Mechanics, Streets, Water Plant, Forestry, Cemetery, Parks, Facilities, and Compliance Officer Employees)** subject to the terms of this Agreement, for the purpose of Collective Bargaining with respect to pay, wages, hours, and working conditions.

The terms hereof are intended to cover only minimums in wages, hours, working conditions and other employee benefits. Employer may place superior wages, hours, working conditions, and other employee benefits in effect and may reduce the same to the minimums herein prescribed, without the consent of Union. Provided, however, that for a period of ninety (90) days after the execution of this Agreement, Employer agrees to refrain from reducing the hourly wages of above-scale employees.

### ARTICLE 2. MANAGEMENT RIGHTS

The City retains the right to direct, assign, hire, layoff, promote, demote, transfer, suspend and discharge employees. The City can relieve employees from duty because of lack of work or lack of money to carry on the City's operation of any activity, or when conditions are such that continuation of the work would be inefficient or unproductive. The City agrees that Department heads will not do any bargaining unit work covered under this agreement. The City retains the right to maintain efficiency of its operations, and to determine the methods, means, job classifications and personnel by which such operations are to be conducted. The City has the exclusive duty and right to manage its affairs, direct the work force and schedule the work. The City further has the right to take whatever action may be necessary to carry out its obligations in emergency situations.

The foregoing enumeration of the City's management rights shall not be deemed to exclude other functions not specifically set forth, and the City retains all rights not specifically limited pursuant to this Agreement. Any matter involving the management of City operations vested in law of the City and not covered by this Agreement is in the province of the City.

The City is not obligated to consult with the Union on matters in which it reserves the right to take

independent action, as described in the preceding paragraphs. The parties agree that all subjects not specifically listed herein are retained by the City.

### **ARTICLE 3. UNION SECURITY**

To assist the employees covered by this Agreement as a group in meeting the costs of planning, negotiating and administering this Agreement and of protecting and promoting their interests, each employee, as a condition of initial and continuing employment, shall be required to either maintain membership in or make equal contributions by paying to the appropriate jurisdictional Union a sum equal to the regular Union initiation fee and regular monthly dues of such Union.

Employees are no longer required to join the union, it is their choice, employees working in a union position may choose to join the union by paying initiation fees and monthly dues.

### **ARTICLE 4. HOURS OF WORK**

Subject to special work schedules because of emergencies, the normal work week shall be a calendar week. Insofar as is possible, the City will attempt to give each permanent full-time employee the opportunity of working at least forty (40) hours during each work week, consisting of five (5) days, Monday through Friday, eight (8) hours of continuous work each day except for a lunch period. One and one-half (1-1/2) times the regular rate of hourly pay will be paid for all hours worked in excess of forty (40) hours in one work week or eight (8) hours in one day.

During work weeks in which any legal holiday falls on a workday, the City will attempt, insofar as workload and budgetary limitations allow, to give each permanent full-time employee the opportunity of working thirty-two (32) hours per week.

An employee required to work on a holiday, as hereinafter defined in Article 7, shall be paid at the rate of two and one-half (2-1/2) times his regular pay.

Certain job classifications, including janitorial, servicemen, repairmen, street crews, Water Department employees and others, require special work schedules which may require breaking the normal eight (8) hour day and working on days other than Monday through Friday.

It is understood and agreed that the appropriate City supervisory personnel may assign such employee's work on special scheduling, but the forty (40) hour week shall be adhered to for purposes of computing regular and overtime pay.

#### **Water Plant Employees - Hours of Work - 24 Hour Operation**

##### **Work Hours:**

8:00 a.m. - 5:00 p.m. - Day Shift - 1-hour lunch  
4:00 p.m.-12:30 a.m. - Afternoon Shift - 1/2 hr. lunch  
12:00 midnight - 8:30 a.m. - Midnight Shift – 1/2 hr. lunch

## **2-Shift Operation**

1st Shift: Start times between 6:00 a.m. - 9:00 a.m. + 1 hr. lunch

2nd Shift: Start times between 10:00 a.m. - 2:00 p.m. + 1 hr. lunch

## **Day Shift**

1 - Shift Operation: 8:00 a.m. - 5:00 p.m. (1 hr. lunch)

Water Plant employees are required to carry a cell phone during after-hours to be rotated on a weekly basis.

## **ARTICLE 5. CALL BACK**

An employee who reports to work after call by his supervisor shall be paid for a minimum of two (2) hours even though he may not have worked or may have worked less than two (2) hours. An employee of the Water and Sewer Department who is called and reports to work on a day other than his regular workday shall be paid one and one-half (1-1/2) times the regular hourly rate for actual time worked, but in no event less than two (2) hours at time and one-half (1-1/2). Water Department employees so called shall be subject to recall at no additional pay for a period of two (2) hours from the time first called.

## **ARTICLE 6. STANDBY**

Employees on call shall receive \$1.50 for every hour that they are on call status, this would apply to all departments. Such employee, who is on standby and is called out to work shall, in addition to standby pay, receive a minimum of two (2) hours pay at the rate of one and one-half (1-1/2) times his regular hourly rate of pay for each call-out.

An employee, on call, who fails to report for duty within thirty (30) minutes from time of placement of the initial call to work, shall forfeit his compensation for standby time to which he would otherwise have been entitled.

Supervisors may, from time to time, work standby as is required in emergency situations, on holidays, or when City employees are temporarily unavailable for standby work.

The Director of Public Works or, in his absence, his designee shall be the only people who have the authority to place employees on standby status. The Director of Public Works and the Street Supervisor will meet before the weekend and if needed will place an employee on stand-by.

## **ARTICLE 7. STATUTORY REGULATION**

All vacations, sick leave, unemployment compensation, pay for jury duty and health and welfare protection shall be in accordance with appropriate Montana statutes. A holiday, for purposes of this Agreement, shall be that as is defined in Section 1-1-216, Montana Code Annotated, but shall not include Sundays.

## **ARTICLE 8. SENIORITY**

Seniority means the rights secured by permanent full-time employees by length of continuous service with the City. Seniority rights shall apply to layoffs and be considered in scheduling of vacations and upgrading of employees; that is, the last employee hired shall be the first laid off. Seniority shall not be effective until a six-month (180 day) probationary period has been completed, after which seniority shall date back to the date of last hiring.

Seniority shall be broken by: (a) quit; (b) retirement; (c) discharge; (d) failure to report after layoff within seven (7) calendar days following written notification to employee and Union to return to work sent to last address known to City; (e) absence from City employment for layoff or illness for twelve (12) months or more. No new full-time employee shall be hired in a craft or department until all laid off employees who retain seniority in that classification and are qualified to fill the open job have been given an opportunity to return to work.

## **ARTICLE 9. WAGES**

The wage schedule attached hereto as Schedule A shall be the wage schedule during the duration of this Agreement for covered employees. Employees covered by this Agreement shall be paid in the same manner as established by the policy of the City Council for all other city employees, but in any event, they shall be paid at least once per month.

## **ARTICLE 10. SEASONAL EMPLOYEES**

The City retains the right to employ seasonal and short-term employees as defined in MCA 2-18-101 (23,24) to maintain efficiency of its services or operations, and such employees, are specifically excluded from jurisdiction of the Union. However, in the event any seasonal employee, whether part-time or full-time, remains continuously employed for a period of one hundred fifty (150) days, without a break in service of at least two (2) weeks, then the City and the Union shall mutually agree upon such employee's future job classification. For terms of this Agreement, the following definitions shall apply:

**Part-time employee:** An Employee who normally works less than forty (40) hours per week.

**Full-time employee:** An employee who normally works forty (40) hours per week.

**Seasonal employee:** An employee assigned to fill a position as seasonal to a department of the City which has permanent need but which is interrupted by the seasonal nature of the assignment.

**Short Term Worker:** An employee who may not work for the agency for more than 90 days in a continuous 12-month period.

Seasonal and Short Term employees will not be used to eliminate a permanent full-time position or delay filling a full-time vacated position.

In the event any seasonal employee shall become a full-time City employee, the wages during the period of time in which he was a seasonal employee shall not be covered under this Agreement.

When a seasonal employee becomes a full-time City employee, all time worked by that employee in the previous six-month (180 day) period will be credited to the employee's progression rate of pay as set forth in Schedule A. The City is not liable to that employee for any retroactive application of the full-time pay scale as set forth on Schedule A merely because a seasonal employee is subsequently hired as a full-time employee and does receive credit for purposes of the progressive pay rate for determination of his starting pay as a full-time employee. Seniority shall be determined to be the first date of employment, including all seasonal employment time. No seasonal employee shall be used to replace a full-time position.

#### **ARTICLE 11. REPRESENTATION AND GRIEVANCE PROCEDURE**

A grievance is defined as any dispute involving the interpretation, application or alleged violation of a provision of this Agreement. If a grievance is not presented within the time limits set forth, it shall be considered waived. A time limit in each Step may be extended by mutual written agreement of the Employer and the Union.

Employer grievances shall be filed with the Union representative at Step 2 of the procedure.

Grievances or disputes which may arise shall be settled in the following manner (working days shall be defined as Monday through Friday excluding holidays):

Step 1: Within ten (ten) working days after its occurrence, the aggrieved party shall discuss the complaint with the Division Superintendent or the Superintendent's designee. Within ten (10) additional working days the division head will reply to the complaint. The employee may have his Union representative present.

Step 2: If the grievance is not settled satisfactorily at Step 1, the grievance shall, within ten (10) additional working days, be submitted in writing, through the Union to the Director of Public Works. The written grievance shall set forth the nature of the grievance, the facts on which it is based, the provisions of the Agreement allegedly violated, and the relief requested. The Director of Public Works shall have seven (7) working days to respond to the grievance in writing.

Step 3: If the grievance is not settled satisfactorily at Step 2, the grievance may, within seven (7) additional working days, be submitted in writing to the Mayor or, his/her designee, and the Human Resources Department. The written materials shall include the nature of the grievance, the facts on which it is based, provisions of the collective bargaining agreement allegedly violated and proposed remedies. A conciliation meeting will be held with the parties involved as a final attempt to settle the dispute prior to proceeding to the Grievance Panel. The Mayor, or his designee, shall within seven (7) additional working days after the conciliation meeting is held, respond to the grievance in writing.

Step 4: If the City's grievance resolution is not satisfactory to the Union, the Union may request

a grievance hearing, within fifteen (15) working days, to Board of Personal Appeals (BOPA) in the manner herein provided.

The mediator will use whatever method he/she deems necessary to resolve the grievance or dispute. The mediator's recommended settlement will be applied to the particular case at hand. The recommendation of the mediator is binding on the Union and City.

Any grievance involving termination shall skip Step 4 and move directly to Step 5.

Step 5: Any dispute which has not been resolved by the above grievance procedure may be submitted to arbitration by the aggrieved party, providing it is submitted within ten (10) working days after the completion of step 4 or in case of a termination Step 3. The aggrieved party shall notify the other party in writing of the matter to be arbitrated and the contract provisions allegedly violated. The aggrieved party shall request a list of five (5) qualified names from the State Board of Personnel Appeals (BOPA). The Union and the Employer shall each strike one (1) name in alternate order, and the remaining shall be the Arbitrator. In cases where an employee is the aggrieved party, authorization to submit the grievance to arbitration must come from the Union. Decisions of the Arbitrator shall be final and binding on both parties. Costs incurred for the Arbitrator shall be borne equally by both parties.

Authority of the Arbitrator is limited to matters of interpretation or application of the express provisions of this Agreement that directly pertain to the issue(s) submitted in writing for arbitration. The Arbitrator shall consider and decide only the special issue(s) submitted in writing, and shall have no power or authority to add to, subtract from, amend, or modify any of the terms or provisions of this Agreement.

**No Strike or Lock-out:** It is mutually agreed that there shall be no work stoppage or lock-out by either party during the life of this Agreement or extension thereof, except as provided in Step 4. The parties hereto may mutually agree to extend any of the time limits set forth herein.

#### **ARTICLE 12. LEAVE OF ABSENCE**

It is understood and agreed by the parties hereto that the City may grant leave of absence of up to one (1) year, provided an employee, while on leave of absence, shall not accrue any benefits whatsoever.

Any leave of absence shall be granted under terms and conditions set forth by the Mayor.

#### **ARTICLE 13. REST BREAK**

There shall be a fifteen (15) minute break midway in the first half of the shift and midway in the second half of the shift for all employees.

#### **ARTICLE 14. SEVERANCE PAY**

Any employee who has completed the six month (180-day) probationary period as decided upon by the City and who is terminated by the City except for cause, shall be given fourteen (14) days notice of said termination, or in lieu of notice, ten (10) working days pay, computed at the employee's normal base rate.

#### **ARTICLE 15. HEALTH AND SAFETY**

The health and safety of employees shall be reasonably protected while in the service of the City, and the City shall hold safety meeting at least once a month with the employees. The parties to this Agreement shall appoint a Safety Committee consisting of one (1) UNION member from the Street Department, one (1) UNION member from the Water Department, the Supervisor of the Street Department, and two (2) council members appointed by the Mayor. Said Committee shall be responsible for the development of reasonable safety rules and regulations and shall meet once each month during normal work hours. Unsafe equipment or working conditions may be reported by employees to the Mayor if they should develop between meetings of this Committee. Unsafe equipment and working conditions shall be corrected by the City as soon as possible.

If the parties do not agree as to what constitutes unsafe equipment or working conditions, the UNION may utilize the grievance procedure, with the interpretation of state and federal regulations as the controlling authority in such grievance procedure. The City shall provide coverage for workers' compensation as provided by law. Both parties to this Agreement hold themselves responsible for the mutual cooperative enforcement of safety rules and regulations. All safety equipment or clothing that is mandated will be paid for by the City of Glasgow.

The City agrees to pay monthly premiums as listed below toward the premium to provide health insurance for all regular employees, excluding seasonal and short-term employees.

Effective 7/1/26 the City will pay 100% of the premium on health and welfare, per regular employee.

Effective 7/1/27 the City will pay 100% of the premium on health and welfare, per regular employee.

By a majority vote of the bargaining unit members, they may move to a different insurance plan or an entirely new policy during the term of this Agreement. It is understood that the City's only obligation is to pay such amounts as agreed. (It is understood that if we move to a different policy that is less than the amount specified above, per month, the difference does not go on the employee's base pay.)

It is understood that if any other City employee receives increases towards their insurance premium that exceeds the amount specified above, per month, Teamsters covered by this contract shall receive the same increase.

The City of Glasgow agrees to be bound by the Trust Agreement.

### **Clothing Allowance**

All employees who have worked more than one (1) year shall receive on July 1 of each year \$200.00 as a clothing allowance. (We do not want to replace the safety allowance for boots and safety gear that is already in place. This is for clothing such as coats, pants, shirts, etc.)

### **ARTICLE 16. PENSION PLAN**

The City agrees to administer the handling of withheld funds for any pension plan which the employees covered by this Agreement may wish to adopt. The Union understands and agrees that the City is under no obligation to make any contribution to any pension or retirement plan established by the employees covered by this Agreement which may be in addition to the Public Employees Retirement System, which is or may be in effect for the employees as required by State Law. The City agrees in the handling of the withheld funds upon any private pension or retirement plan established by the employees that the funds will be forwarded to the designated agent or authority handling said plan.

### **ARTICLE 17. TERM OF AGREEMENT**

This Agreement shall be in full force and effect as of July 1, 2026 through midnight, June 30, 2028, and thereafter shall be automatically renewed for a successive period of twelve (12) months, unless either party shall serve written notice upon the other on or before May 1, 2027, that it desires cancellation, revision or modification of any provision hereof. In that event, the parties shall attempt to reach an agreement with respect to the proposed change or changes, and on their failure to do so, this Agreement be terminated.

**DATED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2026.**

**CITY OF GLASGOW, MONTANA**

**TEAMSTERS LOCAL UNION NO. 2**

**BY \_\_\_\_\_**  
**Rod Karst, Mayor**

**BY \_\_\_\_\_**

**APPROVED:**

**BY \_\_\_\_\_**  
**Attorney for City of Glasgow**

**ATTEST: \_\_\_\_\_**  
**Stacey Amundson, City Clerk - Treasurer**

## **SCHEDULE "A"**

### **WAGE SCALE FOR THE CITY OF GLASGOW**

**Effective 7/1/2026**

**Base Rate Per Hour**

|                                                         |                |
|---------------------------------------------------------|----------------|
| <b>Teamsters – Street/Parks/Code Compliance Officer</b> | <b>\$28.05</b> |
| <b>Teamsters – Street Foreman</b>                       | <b>\$30.68</b> |
| <b>Teamsters – Cemetery</b>                             | <b>\$29.06</b> |
| <b>Teamsters – Mechanic</b>                             | <b>\$33.00</b> |
| <b>Water Plant Employees</b>                            | <b>\$28.41</b> |
| <b>Water Plant Supervisor</b>                           | <b>\$31.70</b> |

**Effective 7/1/2027**

**Base Rate Per Hour**

|                                                         |                |
|---------------------------------------------------------|----------------|
| <b>Teamsters – Street/Parks/Code Compliance Officer</b> | <b>\$28.75</b> |
| <b>Teamsters – Street Foreman</b>                       | <b>\$31.45</b> |
| <b>Teamsters – Cemetery</b>                             | <b>\$29.79</b> |
| <b>Teamsters – Mechanic</b>                             | <b>\$33.83</b> |
| <b>Water Plant Employees</b>                            | <b>\$29.12</b> |
| <b>Water Plant Supervisor</b>                           | <b>\$32.49</b> |

**Fiscal Year 2026-2027 a 2.5% increase**

**Fiscal Year 2027-2028 a 2.5% increase**

#### **Water Department**

For a newly hired water/sewer operator with no certifications they will adhere to the Schedule "A" for a starting wage.

A water/sewer operator who receives their Class 2A – Water Distribution System Certification will receive a \$.50 wage increase.

A water/sewer operator who receives their Class 1B – Water Treatment Plant Certification will receive a \$.50 wage increase.

A water/sewer operator who receives their Class 3C – Wastewater Treatment Plant Certification will receive a \$.50 wage increase.

To receive the increase for each certification, the operator must provide proof of each certification to be kept in their employee file. There is a total of \$1.50 increase for receiving all certifications.

For an employee who already has the three (3) certifications listed above, will receive a one (1) time increase in pay of \$1.50 to their base wage effective July 1, 2018 after the contract is signed.

If an employee receives a certification, within the 10 months, graduated pay scale the \$.50 wage increase per each certification will also adhere to this scale.

Water Plant employees who are temporarily assigned to duties in other departments within the City of Glasgow shall not be reduced from their regular rate of pay.

All other employees temporarily assigned to the Water Plant shall receive the wage rate in effect for Water Department employees. All employees who work on water breaks, etc. shall receive the Water Plant scale of pay.

All future City employees shall be subject to the following graduated scale:

Employees from date of initial employment up to six (6) months of service shall receive ninety per cent (90%) of Teamsters' hourly rate.

Employees with seven (7) to nine (9) months of service shall receive ninety-five per cent (95%) of Teamsters' hourly rate.

Employees with nine (9) completed months of service shall receive one hundred per cent (100%) of Teamsters' hourly rate.

**Lead worker:**

A lead worker designated by the Director of Public Works shall be paid thirty-five cents (\$.35) per hour over their regular rate of pay for hours worked when the regular Department Supervisor is gone.

**Postings:** All Job openings will be posted in all Teamster shop locations

**Longevity – Employee Retention Schedule:**

**0-5 years - \$50.00 per every year of service**

**6-10 years - \$75.00 per every year of service**

**11 and up - \$100.00 per every year of service**

**Will be paid a one-time payment on the 1st payroll in July of the new fiscal year.**

**CDL:** The employee will be required to obtain their CDL within a 6-month time frame. The City will pay for the physical and cost of the license.

The City shall pay the full cost for a D.O.T. physical for employees who are required to have a D.O.T. physical.

The City shall pay for time while getting a CDL Physical within 200 miles of the Town of Glasgow.

Employer will pay for licensing fees for Commercial Driver's License

**RESOLUTION NO. 3240**

**A RESOLUTION DETERMINING THE SALARIES AND COMPENSATION OF ELECTED AND APPOINTED CITY OFFICERS AND ALL CITY EMPLOYEES EXCLUDING POLICE DEPARTMENT; FOR THE FISCAL YEAR 2026-2027; REVOKING RESOLUTIONS IN CONFLICT HERewith; AND ESTABLISHING AN EFFECTIVE DATE FOR SALARIES AND COMPENSATION**

WHEREAS, Section 7-4-4201, Montana Code Annotated, mandates the establishment of salaries and compensation of elected and appointed city officers and all city employees by ordinance or resolution, and

WHEREAS, the City Council of the City of Glasgow is desirous of establishing by resolution the salaries and compensation of elected and appointed city officers and all city employees, excluding the Police Department,

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

Section 1. That all resolutions or any portion thereof in conflict herewith are hereby revoked.

Section 2. That the salaries and compensation of the elected and appointed city officers and all city employees excluding the Police Department for the Fiscal Year 2026-2027, are hereby established as set forth in Schedule A attached hereto and by this reference made a part hereof.

Section 3. That the salaries and compensation shall be effective as of July 1, 2026.

PASSED AND APPROVED THIS \_\_\_\_\_ day of October, 2026.

\_\_\_\_\_  
ROD KARST, MAYOR

ATTEST:

\_\_\_\_\_  
STACEY A. AMUNDSON  
City Clerk Treasurer

## CITY OF GLASGOW

JULY 1, 2026

## SCHEDULE A

| POSITION                                                                       | COMPENSATION |
|--------------------------------------------------------------------------------|--------------|
| MAYOR (MONTHLY)                                                                | 1015.37      |
| COUNCIL MEMBERS (MONTHLY)                                                      | 405.00       |
| CITY CLERK-TREASURER                                                           | 38.13        |
| DEPUTY CLERK-TREASURER                                                         | 22.00        |
| UTILITY BILLING CLERK/ADMINISTRATIVE ASSISTANT                                 | 17.41        |
| ASSISTANT DIRECTOR OF PUBLIC WORKS                                             | 28.05        |
| DIRECTOR OF PUBLIC WORKS                                                       | 62.50        |
| RECREATION DIRECTOR                                                            | 30.68        |
| RECREATION ADMINISTRATION ASSISTANT                                            | 17.35        |
| RECREATION MAINTENANCE PERSON                                                  | 26.78        |
| POLICE ADMINISTRATION ASSISTANT                                                | 27.00        |
| POLICE DEPARTMENT GRANT WRITER                                                 | 31.56        |
| STREET EMPLOYEES/PARKS (UNION)                                                 | 28.05        |
| WATER DEPARTMENT SUPERVISOR                                                    | 31.70        |
| WATER EMPLOYEES (UNION) + \$.50 FOR EACH CERTIFICATION                         | 28.41        |
| STREET-PARK FOREMAN (UNION)                                                    | 30.68        |
| STREET LEADMAN                                                                 | 28.40        |
| VICTIM WITNESS ADVOCATE (GRANT POSITION)                                       | 24.00        |
| STREET & PARKS DEPARTMENT-SEASONAL/TEMPORARY+.50 INCREASE UPON SEASONAL RETURN | 14.50        |
| POOL EMPLOYEES (QUALIFICATIONS & EXPERIENCE)                                   | 14.00-14.50  |
| SUMMER RECREATION INSTRUCTORS (QUALIFICATIONS & EXPERIENCE)                    | 13.00        |
| RECREATION CLERK (QUALIFICATIONS & EXPERIENCE)                                 | 11.78        |
| CEMETERY SUPERVISOR (UNION)                                                    | 29.06        |
| CITY JUDGE (SALARIED POSITION, MONTHLY)                                        | 4296.96      |
| VOLUNTEER FIRE CHIEF (PAID POSITION EFFECTIVE 1-1-2013)                        | 10.00        |
| MECHANIC – PUBLIC WORKS DEPARTMENT                                             | 33.00        |

Council Work session minutes – October 5, 2026

The meeting was called to order at 4:00 P.M.

Members Present: Mayor Karst, Council members Austin, Heitman, Ozark, Schindler, and Koski. Council member Brabeck was absent. Street Foreman Runningen, Union Representative Rocco Houseman, and Candy Lagerquist was in attendance. City Clerk Amundson attended via Google Meets. The media was represented by Jonathan Aungst of the Glasgow Courier.

The council reviewed the 4<sup>th</sup> counter offer from the union. Schedule A – they declined the offer of 2.5% per our wage increase and request stays at 4.5% per hour wage increase. Article 15 health and wellness – they declined the offer of no increase and counter offered with 94% of health insurance paid. They talked about the percentage of increases that have been given over the past three (3) years. Council member Schindler commented that the employees aren't even in compliance with their job descriptions and once they are, then it can be discussed next year. Mayor Karst asked what aren't they in compliance with. She said the ability to run all the machinery. She asked if anyone knows how to operate the blade yet. Street Foreman Runningen said that TJ is in the process of training on it along with Torey and Adam. The council's consensus was to stay at the 2.5% increase for wages. Street Foreman Runningen brought up the fact that other increases have been given when the union wasn't negotiating and the fact that a first day employee will be offered \$30.00-\$35.00. They talked about the separation of the mechanic position from being supervised by the Street Foreman to the Director of Public Works, but the starting wage amount was decided by the city council. The offer of 2.5% increase on wages will remain the same. Street Foreman Runningen and Union Representative Houseman left the council chambers to talk. After they returned, the union is proposing a 3.5% increase in wages and hold on the 94% of the health insurance be paid. Mayor Karst said that comes to \$216.00 extra per month, per employee, plus the 3.5% increase in salary. They talked about the minimal movement on negotiations from each side. Rocco asked who is supposed to be the responsible party for making sure the members are being trained on equipment. If it's management's responsibility; then why aren't they taking care of it. They also discussed that all employees within the street department should be trained on all pieces of equipment. Council member Ozark suggested the 2.5% increase and the amount of health insurance they are requesting. They asked City Clerk Amundson what the amount of a 2.5% increase would come to. City Clerk Amundson said the lowest wage in the union is \$27.37 and with a 2.5% increase it would be about \$.68/hour, which calculates to about \$1,400.00 per person for the year. Council member Koski suggested staying at the 2.5% increase, but paying 100% of the insurance, so the additional increase in benefits wouldn't have to be paid on wages. Council member Ozark said he would be ok with offering what Council member Koski proposed. The rest of the council was in agreement on this. Street Foreman Runningen and Union Representative Houseman left the meeting to talk. Rocco said for the record, they are going to take the offer to the membership for a vote and should have an answer in the morning. Council member Ozark asked if the union would consider a two (2) year contract with the same figures that were offered. Rocco said he would take that to the membership also, but there are no guarantees.

Public Comment: NONE

The meeting adjourned at 4:20 p.m.

Respectfully Submitted,  
Stacey A. Amundson  
City Clerk-Treasurer

Council Work session minutes – October 12, 2026

The meeting was called to order at 4:00 P.M.

Members Present: Mayor Karst, Council members Brabeck, Heitman, Schindler, and Koski. Council member Austin was absent. City Attorney Pekovitch, Council member Ozark, and City Clerk Amundson attended via Google Meets.

Mayor Karst explained a candidate that was interviewed previously has resubmitted his resume for the mechanics position, since the starting wage was going to be higher than the \$27.37 that it was first advertised at and the health insurance would be 100% paid by the city. They discussed what the candidate is currently making at his job. Council member Schindler made a motion to offer the candidate \$33.00 per hour. The motion was seconded by Council member Brabeck, and carried unanimously.

They then talked about the wage increase for non-bargaining employees for fiscal year 2026-2027. Mayor Karst explained that the non-bargaining employees usually get what the union employees receive. Council member Koski made a motion to give the non-bargaining employees a 2.5% increase for the next two (2) fiscal years to match the union bargaining agreement. The motion was seconded by Council member Schindler. The increase will be retroactive to July 1, 2026. Motion carried.

Mayor Karst told the council that he had talked with City Clerk Amundson and said that it was unfair to other employees that the union was going to receive 100% of their health insurance paid, and the non-bargaining employees had to pay a portion out of pocket. Since MMIA has deadlines for the enrollment, the capped amount had to be decided before July 1, 2026. Council member Koski made a motion to pay 100% of the health insurance premium for non-bargaining employees for the current plans they are on. The motion was seconded by Council member Heitman. Mayor Karst asked if the amounts that have been paid out of pocket already would be reimbursed or just start with the next payroll. City Clerk Amundson said the next payroll coming up would be a good place to start because the 2<sup>nd</sup> payroll of the month pays for the 1<sup>st</sup> half of the next month, and the 1<sup>st</sup> payroll of the next month, pays the remainder of the month. The council decided that they would not reimburse any health insurance for any employees that has already been paid out of pocket. Motion carried

All of the items discussed at tonight's meeting will be added to the October 19, 2026 council meeting for final approval.

Mayor Karst informed the council that the conditional offer letter was sent to the Director of Public Works candidate and they accepted the offer and the background check process will be started. Council member Schindler asked if the council should sit down with the candidate and talk to them about their expectations. The council agreed that they should.

Public Comment: NONE

The meeting adjourned at 4:12 p.m.

Respectfully Submitted,  
Stacey A. Amundson  
City Clerk-Treasurer