

MAYOR
Joe Purcell

POLICE CHIEF
Paul M. George Jr.



PUBLIC WORKS DIRECTOR
Michael Hurff Jr.

FINANCE OFFICER/CITY CLERK
Andrew Lehr

The City of Hardin is inviting you to a scheduled Zoom meeting.

Council Meeting
of Tuesday, October 7, 2025

Held by virtual meeting and the Public is invited to attend in person.

Topics:

City of Hardin Council Meeting – 10/07/2025 6:30 p.m.

Start Time: 6:30p.m. Mountain Time

The meeting will open at 6:15 p.m.

If you will be logging into the Council meeting by:

Computer: Please identify yourself by submitting your first and last name by using the “Chat” function.

Phone: Please identify yourself by stating your First and Last Name.

Join Zoom Meeting

<https://us02web.zoom.us/j/9897104479?omn=88222211362>

Meeting ID: 989 710 4479

One tap mobile

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[+12532050468](tel:+12532050468)..9897104479# US

Dial by your location

- +1 719 359 4580 US
- +1 253 205 0468 US
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
 - +1 669 444 9171 US
- +1 669 900 9128 US (San Jose)
 - +1 309 205 3325 US
- +1 312 626 6799 US (Chicago)
 - +1 360 209 5623 US
 - +1 386 347 5053 US
 - +1 507 473 4847 US
 - +1 564 217 2000 US
- +1 646 558 8656 US (New York)
 - +1 646 931 3860 US
 - +1 689 278 1000 US
- +1 301 715 8592 US (Washington DC)
 - +1 305 224 1968 US

Meeting ID: 989 710 4479

Meetings are Audio Recorded ONLY
Montana Legislature House Bill 890

AGENDA

*The City of Hardin
406 N. Cheyenne Avenue
Hardin, MT 59034*

October 7, 2025

AUDIO RECORDING BEGINS

Swearing in of Police Officers Jake Kinder & Raymond Longstreth

MEETING CALLED TO ORDER AT 6:30 P.M.

PLEDGE OF ALLEGIANCE

ROLL CALL: Mayor: _____

Alderspersons: Steven Hopes _____
Rock Massine _____

Clayton Greer _____
Jeremy Krebs _____

Chris Sharpe _____
Antonio Espinoza _____

CONSENT AGENDA:

Council Meeting 09/16/2025 Claims

PUBLIC COMMENT (agenda items only):

MAYOR:

COMMITTEE REPORTS:

- **Personnel Committee/City Policy:** Mayor
- **Sewer & Water:** Massine
- **Law Enforcement:** Hopes
- **Streets & Alleys:** Espinoza
- **Parks & Playgrounds:** Krebs
- **Finance/Landfill:** Greer
- **Resolutions and Ordinances:** Sharpe

SPECIAL COMMITTEES:

PETITIONS & COMMUNICATIONS:

- Montana Department of Transportation Newsletter

UNFINISHED BUSINESS:

- Chamber of Commerce Bid – Roof and Windows \$63,787

NEW BUSINESS:

- Chamber of Commerce – Street Closure, portable restroom, and handwashing station for Trunk or Treat
- All Traffic Quote - Speed Sign (grant funded) - \$19,424.26
- Intoximeters
- Computers – Police Department
- Police Academy – 2026 tuition \$11,750
- Mayor Purcell – out of town
- Northcon Pay App #2 - \$347,612.09

STAFF REPORTS

- **Public Works:**
- **Finance:** ○ BambooHR software
- **Police:**
- **Legal:**
- **Economic Development:**

RESOLUTIONS & ORDINANCES:

PUBLIC COMMENT:

ANNOUNCEMENTS:

City Offices Closed: Monday, October 13, 2025 for Columbus Day

City-County Planning Board Public Hearing: Gerber Variance Request - Tuesday, October 14, 2025, 7:00 p.m. at City Council Chambers

Local Government Review Study Commission Meetings - 3rd Wednesday of each month, TBD Council Chambers

City of Hardin Job Openings: Full-time positions: Police Officer and Part-Time Building Inspector

Meeting adjourned at _____ P.M.

AUDIO RECORDING ENDS

*Additions to the Agenda can be voted on by Council to add to the Agenda for the next Council meeting.
Agenda items will need to be submitted by Wednesday noon before a Tuesday Council meeting.*

**THE COMMON COUNCIL
CITY of HARDIN, MONTANA**

COUNCIL MEETING: The Regular Council Meeting for September 16, 2025 was called to order at 6:31 p.m. with Mayor Joe Purcell presiding by reciting the Pledge of Allegiance.

The following Aldermen were present: Steven Hopes, Clayton Greer, Chris Sharpe, Rock Massine, Antonio Espinoza, and Jeremy Krebs.

Also present: Finance Officer/City Clerk Andrew Lehr, Public Works Director Michael Hurff, Jr., Deputy City Clerk Angela Zimmer, City Attorney Jordan Knudsen and Police Chief Paul George, Jr.

Also present physically: Several members of the public
There was not anyone present by virtual meeting.

MINUTES OF THE PREVIOUS MEETINGS & CLAIMS: Greer made the motion to approve the Council minutes as written for September 2, 2025. Motion seconded by Hopes. On a voice vote the motion was unanimously approved. Hopes motioned to approve the Public Hearing minutes as written for September 2, 2025. Motion seconded by Greer. On a voice vote the motion was unanimously approved.

Greer made a motion to approve the claims for September 16, 2025.

	CLAIM No.	Monthly Total
June, 2025	32770	\$ 715.85
July, 2025	32871-32872	27,065.50
August, 2025	32771-32776, 32778-32780, 32783, 32785, 32787-32789, 32791, 32798-32823	112,413.67
September, 2025	32777, 32784, 32786, 32790, 32792-32797	<u>494,648.98</u>
Claims Total (Expenditures)		\$ 634,844.00
August, 2025		\$ <u>344,793.56</u>
TOTAL Submitted		\$ 979,637.56

Sharpe seconded. On a voice vote, the motion was unanimously approved.

PUBLIC COMMENT:

Jim Wedel, resident neighboring property, provided a letter to Council and read the letter aloud regarding the M&R Developing, LLC variance request. He and Mrs. Wedel are property owners neighboring the property located on 1st Street South and West Railway. The letter requests for the variance to be denied. They believe the laws that have determined required distances for the setbacks have established for a reason and variances shortening these distances should not be granted. They commend Mr. Ebert for wanting to build on the property, but feel he should revise his plans to stay within the required setbacks. He read the names of neighboring property owners that signed the letter.

George Toyne noted the gentleman wants to build and develop in our town and voiced the idea to bring up to him to maybe swap a vacant property the City owns with him that he could build on and use that property as a park.

MAYOR:

Mayor Purcell reported the Tourism Group has a survey available that gives the opportunity for individuals to provide their input.

Mayor Purcell reported the Coal Board came to Hardin after their meeting last Thursday. The City, in collaboration with the hospital and Big Horn County, gave them a tour; showed them the projects they helped to sponsor and voiced appreciation for their contributions to the projects.

The City-County Planning Board had new appointments to their board that were made by Big Horn County; Erin McCleary, Taylor Sidwell, and Larry Vandersloot. Mayor Purcell announced the City has two appointments that expire in December; Letters of Interest will be advertised.

Jane Lamb, Tobacco Education Specialist, and Deb French, Public Health Nurse for Treasure County, provided information on Senate Bill 390. French noted electronic devices have been added into the CIAA (Clean Indoor Air Act). She provided signage for businesses to post.

COMMITTEE REPORTS:

Personnel Policy/City Policy:

Mayor Purcell reported the City has openings for full-time Police Officers, General Laborer – Landfill, and part-time Building Inspector.

Sewer & Water:

Massine reported dirt work is being done at the Wastewater Treatment Plant and the first part of lining the water tank may start this week.

Law Enforcement:

Streets & Alleys:

Espinoza reported Wharton Asphalt paved Peritsa Creek.

Parks & Playgrounds:

Krebs reported the sprinkler lines have been installed at South Park. The cornhole boards and horseshoe pits will be installed soon; wood chips have been installed in the new playground area and the border has been finished and wood chips have been installed in the new playground equipment in Heimat Park. The splash pad company was delayed and are set to be here on September 29th. He reviewed what needs to be completed before the gazebo is delivered.

Finance/Landfill:

Greer noted there is an advertisement in the Original Briefs about the landfill canister site being open.

Resolutions & Ordinances:

SPECIAL COMMITTEES:

PETITIONS & COMMUNICATIONS:

Mayor Purcell reported the City received the City-County Planning Board meeting minutes of June 9, 2025.

UNFINISHED BUSINESS: N/A

NEW BUSINESS:

Mayor Purcell reported the City received a recommendation from the City-County Planning Board to approve a Conditional Use Application that was submitted by Douglas and Florence Stewart. The request is to build a pole barn on their property at 7 Watson Drive. Krebs asked if the setbacks were adequate. It was noted it is, the issue is the size of the building. Krebs motioned to approve the request. Hopes seconded. On a voice vote the motion was unanimously approved.

Mayor Purcell reported the City received a recommendation from the City-County Planning Board to deny a Variance Application that was submitted by Michael Ebert, M&R Developing, LLC. The request is to build a home on the property addressed 506 W. Railroad Street. Ebert provided an updated drawing of the plans. He noted he understands the concerns. He is omitting the request for any changes to a side setback and doesn't need any changes up front; the only thing they are asking for is a rear setback from twenty to twelve feet. He reviewed the plans. Mayor Purcell asked if the original proposal that was denied was for different setbacks than he is proposing now. Ebert noted yes, they are dropping the requests for the change to the side and front setbacks. Mayor Purcell asked Knudsen if this would have to go back before the City-

County Planning Board. Knudsen noted it would; the plans have changed and it was not considered with the new plans. Ebert asked about changing the address. It was noted 911 Emergency Services at the County takes care of addresses. Mayor Purcell noted because of the change in the application he will have to go back and re-apply to the City-County Planning Board with those changes. Greer motioned to deny the variance due to not meeting those requirements. Hopes seconded. Krebs noted he does not think it would be a good idea to trade lots and put a City park there; there are grain trucks, beet trucks, cars flying, etc. Mayor Purcell asked if there was any more discussion or comments about the motion or this request. There were none. On a voice vote the motion was unanimously approved.

Hurff reported the City was able to get in with the County on the paving of Peritsa Creek Road. Wharton submitted an estimate in the amount of \$13,275 for paving a 2" overlay of asphalt; adding the average price for that is around \$25 - \$30,000. Krebs motioned to approve. Massine Seconded. On a voice vote the motion was unanimously approved.

Alexandria Edwards, Secretary for the Chamber of Commerce and Project Manager for the City, reported the Chamber created a committee for the depot grant. She has been working closely with Lehr, Tina Toyne, and Rachel Mullen from the Montana Department of Commerce on the grant. Toyne did an onsite visit with Conair Engineering and Wyman Construction after the City posted Request for Proposals and there were not any responses. Wyman Construction has been working with the committee to utilize as much of the \$45,000 grant funding as possible to do 18 windows and fix some roofing tiles with a quote in the amount of \$63,787. Within the grant the City committed to \$9,000; a percentage of that could be in-kind. She has written a letter to Big Horn County to ask for a \$9,000 contribution as a match to the City. She reviewed what the original grant included and noted all of those items could not be done within the \$45,000. Mayor Purcell noted the grant was sponsored by the City with the Chamber. It was noted that she reached out to five different contractors and only two responded. Knudsen noted part of the issue was with BNSF, and asked if they had communications with them. The City leases the Depot from BNSF and the City leases the property to the Chamber. BNSF wanted the City to buy their insurance etc. Toyne reviewed communication she has had with them. Knudsen asked if they had something in writing with permission BNSF to do this; the project. Toyne noted she does not have it in writing; she will work on that documentation. Krebs asked Knudsen if his opinion is to wait until something is signed from them; wait on this approval. Knudsen noted it is in the best interest of the City to get something in writing from BNSF or their third party that manages the property. He added he encourages for the contractor to carry general liability insurance. Krebs motioned to table until the next meeting. Hopes seconded. On a voice vote the motion was unanimously approved.

Lehr provided a review of the Tax Incremental Finance District (TIFD) Annual Report. The Power Plant has been paying their current taxes; adding the new company that took over the data mining company is behind on their obligation. Greer motioned to approve the report. Massine seconded. On a voice vote the motion was unanimously approved.

STAFF REPORTS:

Public Works:

Hurff reported he received an email from Kylee Macks, with the U.S. Department of Agriculture, reporting they will be doing a site visit to remove pest traps that are placed in the City to test for invasive insects (species); the Vac Truck was delivered by Joe Johnson; and the storage unit company has finished the blacktop on 12th Street. He is working to purchase more of the three-hundred-gallon trash cans from Billings.

Finance:

Lehr reviewed the Event Notice – Continuing Disclosures.

The City received the first State Entitlement for FY 2025-2026 in the amount of \$228,230.82. The Montana Main Street Program has finished their review of the Preliminary Architectural Report for the Becker Hotel; they accepted the completion report and the funds in the amount of \$45,000 will be distributed to the City. The third request for the Pilot Tourism Grant will be submitted this week in the amount of just over \$6,500; currently, through the end of August, the City has requested the total of \$14,128.45. The fourth request for the Rural Development Loan for the Wastewater Treatment Plant Project was turned in this week for the amount of \$391,545; this will cover the second pay application from Northcon Construction company and also the engineering invoices for August. Lehr provided a review of funds that have been committed to street projects from a portion

of revenue that is received in the Capital Improvement Fund and reviewed cash reserve fund balances in the water, garbage and landfill funds per Resolution 2406. He reviewed the second pay application submitted by Northcon Inc. for the Wastewater Treatment Plant Project; adding this will go before Council at the next meeting.

Police:

Chief Paul George, Jr. reviewed calls for service and provided a report on arrests that have been made due to public drinking. He announced Officers Jake Kinder and Raymond Longstreth joined the department yesterday.

Legal:

Knudsen reported it has been busy in City Court; he extended a “Thank You” to Chief George.

Economic Development:

RESOLUTIONS & ORDINANCES:

Resolution NO. 2420 – Establishing Wages for the Fire Chief and Assistant Fire Chief. Hopes motioned to approve the resolution. Massine seconded. On a voice vote the motion was unanimously approved.

Resolution NO. 2421 – Authorizing the Submission of Funding Applications in Support of the City of Hardin’s Capital Improvement Plan. Greer motioned to approve the resolution. Hopes seconded. On a voice vote the motion was unanimously approved.

PUBLIC COMMENT: N/A

ANNOUNCEMENTS:

Mayor Purcell announced the following employee anniversaries: Randy Melville, 19 years and LaRicia Smith, 2 years. He reported Local Government Review Study Commission Meetings are held the third Wednesday of each month; the meeting of September 10th has been cancelled.

The City of Hardin has the following Job Openings: Full-time position - Police Officer and General Laborer – Landfill and Part-Time position - Building Inspector. Positions are open until filled.

Espinoza asked Knudsen for an update on the Local Government Review Study. Knudsen reported there was a Community Outreach event two weeks ago; 6-8 community members came and discussed many topics. They are looking at possibly planning another community event.

Greer motioned to adjourn the meeting at 7:26 p.m. Sharpe seconded. On a voice vote the motion was unanimously approved.

Joe Purcell, Mayor

ATTEST:

Andrew Lehr, Finance Officer/City Clerk

City of Hardin

Submitted for Approval

October 7, 2025

Month	CLAIM No.	Monthly Total
July, 2025	32897	\$ 170.00
August, 2025	32824, 32835-32836, 32878-32879, 32908-32909	378,163.41
September, 2025	32825-32834, 32837-32838, 32861-32877, 32880-32896, 32898-32905, 32910, 32913-32915	904,238.12
October, 2025	32839-32860, 32906, 32911-32912	13,470.02
TOTAL Submitted		\$ 1,296,041.55

Claims or Expenditures over \$5,000 per Resolution #2189

Vendor	Purpose	Check #	Amount
MORRISON-MAIERLE	Lodge Grass Lagoon Engineering	-99472	19,611.10
MORRISON-MAIERLE	Lodge Grass Lagoon Engineering	-99471	6,160.50
NORTHCON, INC	Pay App #2 Northcon Inc - WW Project	-99465	347,612.09
STAHLY ENGINEERING & ASSOCIATES INC	WW Upgrade Project Engineering	41918	21,273.30
K9 WORKING DOGS INTERNATIONAL, LLC	2nd payment on police dog	41921	10,000.00
YCHUM CONTRACTING INC	Landfill transfer site construction	41922	242,110.00
HAWKINS, INC	Water treatment chemicals	-99461	5,183.75
STREAMLINK SOFTWARE INC.	Amplifund grant mgmt software	-99469	11,000.00
JORDAN W KNUDSEN	Legal Services	41961	8,500.00
MT DEPARTMENT OF ENVIRONMENTAL QUAL	Quarterly landfill license	41968	10,176.23
<i>Approved previously at the November 19, 2024 meeti</i>			
JOE JOHNSON EQUIPMENT LLC	2025 Vac Truck 2100i	41983	472,637.00
<i>Approved previously at the September 16, 2025 meeting</i>			
WHARTON ASPHALT LLC	Peritsa Creek paving	41947	10,000.00
<i>Approved previously at the September 2, 2025 meeting</i>			
PETERSON QUALITY OFFICE	Copiers for Admin and Police/Legal	41970	13,696.00
CHAVEZ SPRINKLERS	Install sprinklers at south park	41946	5,560.00
<i>Approved previously at the August 19, 2025 meeting</i>			
HARDRIVES CONSTRUCTION, INC.	8th Street and 1st Street sealing	41911	54,592.70

CITY OF HARDIN
Claims Report

For the Accounting Period: July, 2025

Vendor	Claim #	Check	Amount
LOCAL GOVERNMENT SERVICES	CL 32897	41948	170.00

CITY OF HARDIN**Claims Report****For the Accounting Period: August, 2025**

Vendor	Claim #	Check	Amount
FIRST INTERSTATE BANK	CL 32824	-99473	269.49
STAHLY ENGINEERING & ASSOCIATES INC	CL 32835	41919	390.00
STAHLY ENGINEERING & ASSOCIATES INC	CL 32836	41920	609.00
MORRISON-MAIERLE	CL 32878	-99472	19,611.10
MORRISON-MAIERLE	CL 32879	-99471	6,160.50
NORTHCON, INC	CL 32908	-99465	347,612.09
MONTANA DEPARTMENT OF REVENUE	CL 32909	-99460	3,511.23
			378,163.41

756,326.82

CITY OF HARDIN

Claims Report

For the Accounting Period: September, 2025

Vendor	Claim #	Check	Amount
DESTINATIONIQ	CL 32825	41910	3,083.00
WAGeworks, INC.	CL 32826	-99458	34.86
HARDRIVES CONSTRUCTION, INC.	CL 32827	41911	54,592.70
DEAN L BAKER	CL 32828	41912	199.94
MICHAEL HURFF Jr	CL 32829	41913	163.28
PAUL M GEORGE JR	CL 32830	41914	190.50
TYLER NEDENS	CL 32831	41915	61.50
KELLEY CREATE	CL 32832	41916	180.00
NORTHERN CHIROPRACTIC PC	CL 32833	41923	270.00
STAHLY ENGINEERING & ASSOCIATES INC	CL 32834	41918	21,273.30
K9 WORKING DOGS INTERNATIONAL, LLC	CL 32837	41921	10,000.00
Yochum Contracting Inc	CL 32838	41922	242,110.00
MONTANA DAKOTA UTILITIES	CL 32861	41966	756.82
BOB SMITH FORD INC	CL 32862	41952	66.67
C & B OPERATIONS LLC	CL 32863	41953	298.28
CENTURYLINK	CL 32864	-99462	213.15
ENERGY LABORATORIES INC	CL 32865	41956	2,274.00
Yochum Contracting Inc	CL 32866	41981	1,624.61
HAWKINS, INC	CL 32867	-99461	5,183.75
IBS, INC.	CL 32868	41960	132.67
LOCKWOOD ENGINEERING	CL 32869	41963	1,530.00
KNIFE RIVER INC	CL 32870	41962	296.78
MID-AMERICAN RESEARCH CHEMICAL CORP.	CL 32871	41965	227.53
NORTHWEST PIPE FITTINGS	CL 32872	41969	1,676.40
PINE RIDGE FABRICATION LLC	CL 32873	41971	55.00
RDO EQUIPMENT	CL 32874	41973	4,053.17
SAFEGUARD BUSINESS SYSTEMS INC	CL 32875	-99463	1,195.92
ULINE INC	CL 32876	41979	2,218.41
TOWN & COUNTRY SUPPLY ASSN	CL 32877	41977	515.31
ENTERPRISE FLEET MANAGEMENT	CL 32880	-99470	3,459.06
TAMARA TAYLOR	CL 32881	41975	35.29
JEREMY BECKMAN	CL 32882	41943	205.00
TINA M TOYNE	CL 32883	41944	7.50
ALEX EDWARDS	CL 32884	41945	7.50
CITY WATER DEPT	CL 32885	41955	3,709.27
HARDIN DO IT BEST	CL 32886	41959	594.57
BLACK MOUNTAIN SOFTWARE INC	CL 32887	41951	100.00
BOB SMITH FORD INC	CL 32888	41952	872.05
HARDIN BUILDING CENTER	CL 32889	41958	51.92
LYNN'S SUPERFOODS	CL 32890	41964	103.93
PINE RIDGE FABRICATION LLC	CL 32891	41971	70.00
STAHLY ENGINEERING & ASSOCIATES INC	CL 32892	41974	438.00

CITY OF HARDIN**Claims Report****For the Accounting Period: September, 2025**

Vendor	Claim #	Check	Amount
TORGERSON'S	CL 32893	41976	401.63
PETERSON QUALITY OFFICE	CL 32894	41970	13,696.00
CHAVEZ SPRINKLERS	CL 32895	41946	5,560.00
WHARTON ASPHALT LLC	CL 32896	41947	10,000.00
FIRST INTERSTATE BANK WM	CL 32898	41949	2,984.07
STREAMLINK SOFTWARE INC.	CL 32899	-99469	11,000.00
BIG SKY LAWN CARE & PLOWING	CL 32900	41950	800.00
Railroad Management Company III,LLC	CL 32901	41972	1,296.13
JORDAN W KNUDSEN	CL 32902	41961	8,500.00
MOUNTAIN ALARM	CL 32903	41967	464.50
FERGUSON ENTERPRISES INC	CL 32904	41957	3,704.02
CenturyLink	CL 32905	41954	1,209.06
JOE JOHNSON EQUIPMENT LLC	CL 32910	41983	472,637.00
FIRST INTERSTATE BANK (MASTERCARD)	CL 32913	-99468	5,597.17
FIRST INTERSTATE BANK (MASTERCARD)	CL 32914	-99467	1,343.23
FIRST INTERSTATE BANK (MASTERCARD)	CL 32915	-99466	913.67
			904,238.12

CITY OF HARDIN

Claims Report

For the Accounting Period: October, 2025

Vendor	Claim #	Check	Amount
JACK WEICHMAN	CL 32839	41924	100.00
BOB SCHOEN	CL 32840	41925	100.00
PAT BRECKENRIDGE	CL 32841	41926	100.00
TERRY BULLIS	CL 32842	41927	100.00
RON NEDENS	CL 32843	41928	100.00
DENNIS FOX	CL 32844	41929	100.00
HARRY KAUTZMAN	CL 32845	41930	100.00
ROB BRYSON	CL 32846	41931	100.00
KENTON G KEPP	CL 32847	41932	100.00
JAY LUNDBERG	CL 32848	41933	100.00
DANIEL J KLINGENSTEIN	CL 32849	41934	100.00
LARRY W VANDERSLOOT	CL 32850	41935	100.00
JIM WEDEL	CL 32851	41936	100.00
TIM A WAGNER	CL 32852	41937	100.00
TEDDY J BURROUGHS	CL 32853	41938	100.00
KATHERINE M JOHNSON	CL 32854	41939	50.00
SANDRA K BIERY	CL 32855	41940	50.00
JERRY WEMPLE	CL 32856	41941	100.00
MARK BETTS	CL 32857	41942	100.00
WISPWEST.NET	CL 32858	41980	115.12
U.S. POSTAL SERVICE	CL 32859	41978	522.35
MT DEPARTMENT OF ENVIRONMENTAL QUALITY	CL 32860	41968	10,176.23
VISIONARY BROADBAND	CL 32906	41984	260.22
APPLIED CONCEPTS, INC.	CL 32911	41982	262.50
TIMECLOCK PLUS, LLC	CL 32912	-99464	333.60
			13,470.02

CITY OF HARDIN

Check Report

10/7/2025

Vendor	Claim #	Check	Amount
DESTINATIONIQ	CL 32825	41910	3,083.00
HARDRIVES CONSTRUCTION, INC.	CL 32827	41911	54,592.70
DEAN L BAKER	CL 32828	41912	199.94
MICHAEL HURFF Jr	CL 32829	41913	163.28
PAUL M GEORGE JR	CL 32830	41914	190.50
TYLER NEDENS	CL 32831	41915	61.50
KELLEY CREATE	CL 32832	41916	180.00
STAHLY ENGINEERING & ASSOCIATES INC	CL 32834	41918	21,273.30
STAHLY ENGINEERING & ASSOCIATES INC	CL 32835	41919	390.00
STAHLY ENGINEERING & ASSOCIATES INC	CL 32836	41920	609.00
K9 WORKING DOGS INTERNATIONAL, LLC	CL 32837	41921	10,000.00
YOCUM CONTRACTING INC	CL 32838	41922	242,110.00
NORTHERN CHIROPRACTIC PC	CL 32833	41923	270.00
JACK WEICHMAN	CL 32839	41924	100.00
BOB SCHOEN	CL 32840	41925	100.00
PAT BRECKENRIDGE	CL 32841	41926	100.00
TERRY BULLIS	CL 32842	41927	100.00
RON NEDENS	CL 32843	41928	100.00
DENNIS FOX	CL 32844	41929	100.00
HARRY KAUTZMAN	CL 32845	41930	100.00
ROB BRYSON	CL 32846	41931	100.00
KENTON G KEPP	CL 32847	41932	100.00
JAY LUNDBERG	CL 32848	41933	100.00
DANIEL J KLINGENSTEIN	CL 32849	41934	100.00
LARRY W VANDERSLOOT	CL 32850	41935	100.00
JIM WEDEL	CL 32851	41936	100.00
TIM A WAGNER	CL 32852	41937	100.00
TEDDY J BURROUGHS	CL 32853	41938	100.00
KATHERINE M JOHNSON	CL 32854	41939	50.00
SANDRA K BIERY	CL 32855	41940	50.00
JERRY WEMPLE	CL 32856	41941	100.00
MARK BETTS	CL 32857	41942	100.00
JEREMY BECKMAN	CL 32882	41943	205.00
TINA M TOYNE	CL 32883	41944	7.50
ALEX EDWARDS	CL 32884	41945	7.50
CHAVEZ SPRINKLERS	CL 32895	41946	5,560.00
WHARTON ASPHALT LLC	CL 32896	41947	10,000.00
LOCAL GOVERNMENT SERVICES	CL 32897	41948	170.00
FIRST INTERSTATE BANK WM	CL 32898	41949	2,984.07
BIG SKY LAWN CARE & PLOWING	CL 32900	41950	800.00
BLACK MOUNTAIN SOFTWARE INC	CL 32887	41951	100.00

CITY OF HARDIN

Check Report

10/7/2025

Vendor	Claim #	Check	Amount
BOB SMITH FORD INC	CL 32862	41952	66.67
BOB SMITH FORD INC	CL 32888	41952	872.05
C & B OPERATIONS LLC	CL 32863	41953	298.28
CenturyLink	CL 32905	41954	1,209.06
CITY WATER DEPT	CL 32885	41955	3,709.27
ENERGY LABORATORIES INC	CL 32865	41956	2,274.00
FERGUSON ENTERPRISES INC	CL 32904	41957	3,704.02
HARDIN BUILDING CENTER	CL 32889	41958	51.92
HARDIN DO IT BEST	CL 32886	41959	594.57
IBS, INC.	CL 32868	41960	132.67
JORDAN W KNUDSEN	CL 32902	41961	8,500.00
KNIFE RIVER INC	CL 32870	41962	296.78
LOCKWOOD ENGINEERING	CL 32869	41963	1,530.00
LYNN'S SUPERFOODS	CL 32890	41964	103.93
MID-AMERICAN RESEARCH CHEMICAL CORP.	CL 32871	41965	227.53
MONTANA DAKOTA UTILITIES	CL 32861	41966	756.82
MOUNTAIN ALARM	CL 32903	41967	464.50
MT DEPARTMENT OF ENVIRONMENTAL QUALITY	CL 32860	41968	10,176.23
NORTHWEST PIPE FITTINGS	CL 32872	41969	1,676.40
PETERSON QUALITY OFFICE	CL 32894	41970	13,696.00
PINE RIDGE FABRICATION LLC	CL 32873	41971	55.00
PINE RIDGE FABRICATION LLC	CL 32891	41971	70.00
Railroad Management Company III,LLC	CL 32901	41972	1,296.13
RDO EQUIPMENT	CL 32874	41973	4,053.17
STAHLY ENGINEERING & ASSOCIATES INC	CL 32892	41974	438.00
TAMARA TAYLOR	CL 32881	41975	35.29
TORGERSON'S	CL 32893	41976	401.63
TOWN & COUNTRY SUPPLY ASSN	CL 32877	41977	515.31
U.S. POSTAL SERVICE	CL 32859	41978	522.35
ULINE INC	CL 32876	41979	2,218.41
WISPWEST.NET	CL 32858	41980	115.12
YOCUM CONTRACTING INC	CL 32866	41981	1,624.61
APPLIED CONCEPTS, INC.	CL 32911	41982	262.50
JOE JOHNSON EQUIPMENT LLC	CL 32910	41983	472,637.00
VISIONARY BROADBAND	CL 32906	41984	260.22
WAGeworks, INC.	CL 32826	-99458	34.86
MONTANA DEPARTMENT OF REVENUE	CL 32909	-99460	3,511.23
HAWKINS, INC	CL 32867	-99461	5,183.75
CENTURYLINK	CL 32864	-99462	213.15
SAFEGUARD BUSINESS SYSTEMS INC	CL 32875	-99463	1,195.92
TIMECLOCK PLUS, LLC	CL 32912	-99464	333.60

CITY OF HARDIN

Check Report

10/7/2025

Vendor	Claim #	Check	Amount
NORTHCON, INC	CL 32908	-99465	347,612.09
FIRST INTERSTATE BANK (MASTERCARD)	CL 32915	-99466	913.67
FIRST INTERSTATE BANK (MASTERCARD)	CL 32914	-99467	1,343.23
FIRST INTERSTATE BANK (MASTERCARD)	CL 32913	-99468	5,597.17
STREAMLINK SOFTWARE INC.	CL 32899	-99469	11,000.00
ENTERPRISE FLEET MANAGEMENT	CL 32880	-99470	3,459.06
MORRISON-MAIERLE	CL 32879	-99471	6,160.50
MORRISON-MAIERLE	CL 32878	-99472	19,611.10
FIRST INTERSTATE BANK	CL 32824	-99473	269.49
			1,296,041.55

Fall 2025

The Grand Opening of Yellowstone Airport's New Terminal



On June 4, the Montana Department of Transportation (MDT) hosted the grand opening of the new terminal at the Yellowstone (WYS) Airport. Many gathered to celebrate the hard work and dedication that went into this project. Members of the Federal Aviation Association (FAA), National Park Service, MDT staff, Forest Service, Aeronautics Board and West Yellowstone Mayor Jeff McBirnie, among others attended the event. Deputy Director Larry Flynn, Mayor McBirnie, Tim Conway, Aeronautics Administrator, and Jeff Kadlec, Airport Manager, spoke on the project and the incredible impact the airport has on the aviation community, West Yellowstone, and the Park.

The Yellowstone Airport provides commercial air service through United and Delta, but also serves the community through general aviation, military exercises, search and rescue, aerial surveying, and aerial wildland firefighting. Additionally, the airport serves as the base for the US Forest smoke jumper program. The airport has an economic impact on the town of West Yellowstone, contributing more than \$17 million annually in its short operational season. The old terminal was in dire need of replacement to better serve these needs.

This terminal would not have been possible without the significant investment of the FAA. Their contribution almost fully funded this \$46 million dollar project. MDT is grateful to all those involved in the successful completion of the terminal which will serve generations to come.



Pictured from left to right: Adam Moulton (WYS Airport Facilities Specialist); Larry Flynn (MDT Deputy Director); Diane Stilson (FAA - retired); Jeff Kadlec (WYS Airport Manager); Tim Conway (MDT Aeronautics); Karen Hallenbeck (MDT Aeronautics); Bron Hansen (WYS Airport Operations Specialist)

This past July, MDT was honored to host the 2025 Annual Western Association of State Highway and Transportation Officials (WASHTO) Meeting in Missoula. 700 delegates, including representatives from all 18 state DOTs that comprise WASHTO, along with numerous consultants and supporting companies, were in attendance. This collaborative effort provided a space to discuss vital transportation issues, build and strengthen relationships, and share success stories.



MDT Director Chris Dorrington speaking with Dave Sabey, Chairman and President of Sabey Corporations, during the WASHTO Opening General Session.



MDT Employees Lenci Kappes, Jacob Brotzler, and Bodie Henderson presenting on Digital Project Delivery.



Federal Surface Transportation Program Status

Funding for most federal agencies happens on an annual basis through an appropriations act, typically following the federal fiscal year of October 1, through September 30. When an appropriations act is not passed before the beginning of the federal fiscal year, the flow of federal funding is halted. When this happens, federal agencies may be directed to begin a shutdown of the affected programs and activities. One of the tools Congress uses to keep government from shutting down is a continuing appropriations act, more commonly known as a continuing resolution (CR). A CR provides temporary funding to continue certain programs and activities, typically at the current or prior year's funding level. The CR provides budget authority for a specific length of time and prohibits new activities not funded in the previous appropriations act. The goal of the CR is to provide Congress more time to pass a regular appropriations act. Nationally, we have been operating under a CR since October 1, 2024.



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➤ **By email:** leichenfels@mt.gov

➤ **By phone*:** 406-444-7614

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NOTE: Due to State costs associated with printing and mailing, all returned copies of the Newsline will be removed from future mailings to that address and/or contact. New subscriptions may be requested at any time by contacting the Newsline Editor (see options above). We thank you in advance for your help in reducing waste and your assistance in providing updates to your subscription information as they occur.



After being recognized in 2024, MDT was honored to receive the BNSF Railway's "Tracking to Zero" Award again in 2025. This award was given to five state DOTs with shared commitment to improving grade crossing safety.

Pictured from left to right: Rich Scott, Assistant Director Public Projects - Northern Region, BNSF Railway; Dustin Rouse, Chief Engineer, MDT; John Althof, Manager Rail-Highway Safety Unit, MDT; Mary Ann Monaldi, Manager Public Project MT, WY, ID, BNSF Railway; French Thompson, General Director, Public Infrastructure and Investments, BNSF Railway

MCS Nationally Honored for UCR Enforcement Efficiency

MDT's Motor Carrier Services (MCS) plays a critical role in ensuring the safe, efficient and lawful movement of commercial motor vehicles (CMVs) on Montana's roadways. MCS Officer Brett Hoagland exemplifies the commitment to serve, coming to the department in January 2023, after retiring from the Dawson County Sheriff's Office where he served as Senior Deputy. Prior to that role, he worked for the Glendive Police Department.

In May 2025, Officer Hoagland noted 23 Unified Carrier Registration (UCR) violations on inspections. Subsequently, he was recognized as 3rd in the country for highest UCR enforcement efficiency. In addition to this individual honor, the MCS team received an award for the third highest increase in enforcement efficiency: from 1% in 2023 to 63% in 2024. In May 2025, thanks to the outstanding work of Officer Hoagland and others on the enforcement team, MCS was even more efficient at identifying the violation, noting it about 83% of the time.

UCR is a fee that is charged to interstate commercial carriers based upon the number of vehicles in their fleet. For most carriers, this fee is relatively nominal (fee schedule can be found at: plan.ucr.gov/fee-brackets/). These fees are then distributed to participating jurisdictions, and the money can be used for several things related to infrastructure and UCR enforcement. There are only 40 participating jurisdictions, so a carrier based in a non-participating jurisdiction that travels into one of the participating jurisdictions must still register.

Congratulations to Officer Hoagland and the greater MCS team for the well-deserved recognition! Thank you for all that you do to keep Montana moving forward safely and efficiently.



See Tracks? Think Train® Week — New Name, Same Purpose!

This year marks the ninth annual safety collaboration between Operation Lifesaver Inc. (OLI), State OLI Programs and rail safety partners across the country. Formerly known as Rail Safety Week, the effort combats railroad crossing trespass incidents across North America by concentrating public attention on the need for rail safety education. The week starts on Monday September 15, when news media, government officials, OLI Partners and the general public concentrate on ending track tragedies. Tuesday's "Operation Clear Track" brings in Law Enforcement and First Responders, followed by a broader focus on Wednesday for "Crossing Safety," which includes the general public, professional drivers, outdoor enthusiasts and more. Thursday's message narrows in on professional drivers and public transit users. Friday's and Saturday's themes zoom back out to a wider audience as the program introduces "Wear Red for Rail Safety" and "Trespass Prevention," respectively. The week wraps up with Sunday's "No Photo/Video/Selfie is Worth the Risk," where photographers and social media influencers take the spotlight.

If you have any questions or would like more information, please contact John Althof, State Coordinator - Montana Operation Lifesaver, at 406-444-7247 or jalthof@mt.gov.

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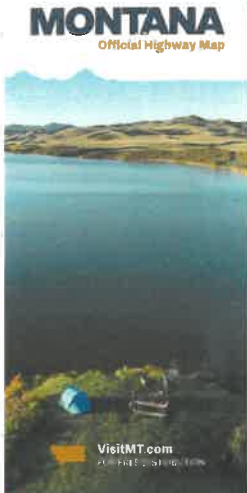
@mtdot



/montanadot



Montana Department of Transportation



2025 Official Highway Map Available

The 2025 edition of the Montana Official Highway Map has been released! The map is available electronically as a PDF at mdt.mt.gov/publications/maps.aspx, or look for the printed maps at a Chamber of Commerce near you. You can also request a print copy online at visitmt.com/order-guidebooks, or by calling 800-847-4868.

If you or someone you know owns a business that would like to promote tourism in Montana, contact the Office of Tourism at 406-841-2870 to request a case of maps. It's all free!

Montana Freight Plan Update

MDT Planning has begun its update to the State's Freight Plan. The Plan is a critical guide for freight-related transportation investments and provides a comprehensive evaluation of freight transportation within the state. The update began in July 2025 and is anticipated to be completed by the fall of 2026. For more information, go to mdt.mt.gov/freightplan/2026-update.aspx.

MDT Hosts Research Symposium

In May 2025, MDT hosted its first Research Symposium in Helena, bringing together 72 participants from across the department, as well as academic institutions and the research community. This Research Symposium was designed to:

- Build authentic relationships between MDT and the research community
- Create shared awareness of each other's needs and priorities
- Spark new research ideas through open dialogue
- Inspire personal and organizational commitments to advancing transportation research

The event embraced the spirit of collaboration and curiosity, inviting participants to explore where interests align and where innovation could take root. Attendees reported high satisfaction in the event and requested more frequent, low-stakes creative engagement and collaboration. MDT plans to virtually host more creative and idea-provoking events in the future and hopes to host a second Symposium in 2026.

Non-Metropolitan Local Official Cooperation Process

Local officials are encouraged to review MDT's non-metropolitan transportation planning and programming participation process and submit comments or proposed modifications to the MDT Statewide and Urban Planning Section. The process for coordinating and cooperating with non-metropolitan local officials on transportation planning and programming issues is not only good business, but also a product of multiple federal and state statutes and intergovernmental agreements. This participation process occurs at both the statewide and small urban area levels and includes:



The process for coordinating and cooperating with non-metropolitan local officials on transportation planning and programming issues is not only good business, but also a product of multiple federal and state statutes and intergovernmental agreements. This participation process occurs at both the statewide and small urban area levels and includes:

- The ongoing implementation of TranPlanMT, MDT's overall policy goals and direction for the State's transportation programs
- Biennial public and stakeholder surveys on the state-of-transportation in Montana and MDT's public involvement activities. Stakeholder groups include bicycle/pedestrian, economic development, environmental, Tribal planners, cities and towns (Mayors), counties (County Commissioners), intermodal freight, passenger transportation, and state/federal government groups
- MDT support of Small Urban Area plans and coordinating committees
- Cooperation with local officials on the annual Statewide Transportation Improvement Program (STIP) development process
- Coordination between MDT and local governments for review of major developments to protect the safety and capacity of state and local roadway systems
- Direct involvement in the selection or nomination of federally funded projects using Surface Transportation Program (STP) funds for the Secondary and Urban Highway Systems
- Many other issue-specific public involvement processes that provide opportunities for consultation with non-metropolitan local officials

MDT will continue to provide early and continuing public involvement opportunities throughout the planning and programming process as described in the Non-Metropolitan Local Official Participation Process. Local officials are encouraged to review the process located on MDT's website (mdt.mt.gov/publications/docs/manuals/consultation_process.pdf) and submit comments or any proposed modifications by November 14, 2025.

MDT MS4 Program Update

On June 30, 2025, the Montana Department of Transportation (MDT) announced a public review and comment period for its draft updated Municipal Separate Storm Sewer System (MS4) Storm Water Management Program (SWMP). The duration of this public comment period was 30- days, closing on July 30, 2025. The intent of this public comment period was to solicit input on the draft final SWMP document to improve the implementation of MDT's program since the public can be an effective partner in improving water quality by building greater environmental awareness, leveraging support in achieving water quality goals, and increasing compliance.

The efforts to complete the 2025 SWMP update continue to demonstrate MDT's commitment to foster and improve its storm water program. MDT recognizes public involvement and public participation as an important component of a successful program. MDT received two comments during the public comment period. The comments, as well as MDT's response to the comments, will be included in the finalized 2025 SWMP.

To learn more, please visit the SWMP website: mdt.mt.gov/pubinvolve/stormwater/, or email mdtms4datamanager@mt.gov with any questions or general comments.

MDT Uses Grant Funding to Enhance Traffic Monitoring in MPO Areas

MDT's Traffic Data Collection and Analysis Section recently received a grant from the department's State Highway Traffic Safety Section to acquire and install 10 new traffic monitoring devices in each of Montana's five Metropolitan Planning Organization (MPO) areas.

These devices feature advanced technology and mark a significant upgrade from the department's older in-road traffic counters. Unlike traditional counters embedded in pavement, the new monitors are non-intrusive and mounted roadside, allowing for safer, faster installation and easier maintenance. Since they're not embedded into the roadway, another advantage is that they remain intact during road resurfacing or other maintenance activities and can be reconfigured to monitor traffic during lane closures and detours.

The new equipment collects comprehensive data, including vehicle volumes, classifications (as defined by the Federal Highway Administration (FHWA)), and speeds. This dataset will support both MPO planning efforts and MDT's annual reporting requirements as mandated by FHWA. As with all traffic data collected by MDT, the information will be publicly accessible on MDT's traffic data web page: mdt.mt.gov/publications/datatats/traffic-maps.aspx.

Two devices will be installed in each MPO area at locations, jointly selected by MDT and the respective MPO. Installations began in Bozeman in July, and continue through Fall 2025.



Pictured top right, bottom left: MDT installing traffic monitoring devices in Missoula.

MDT, OPI Partner to Improve Access to Driver's Education

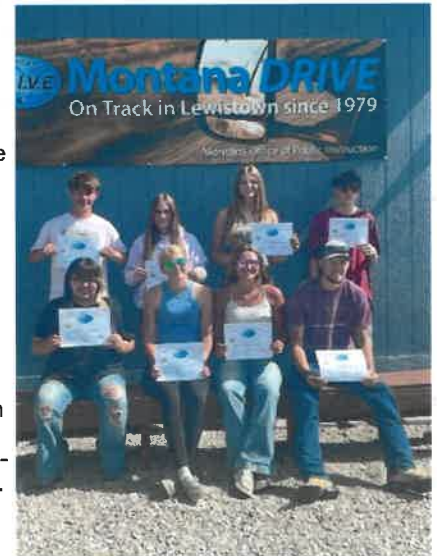
During 2025, Montana teens had the opportunity to improve their safety and skills behind the wheel at the Montana DRIVE Program in Lewistown. Through National Highway Traffic Safety Administration (NHTSA) grant funding, this project offered at-risk youth the chance to attend Montana DRIVE, a driver's education program offered by the Office of Public Instruction (OPI), with MDT's State Highway Traffic Safety Section assisting with travel expenses. Without this project, the opportunity to attend Montana DRIVE may not have been accessible to the 26 students in attendance this year.

MDT pursued this project because many teens in Montana do not have access to a driver's education program in their community. State law requires that training be provided by a certified teacher, and many communities do not have those resources. While many young drivers in Montana lack access to any formal training, driving remains a transportation necessity in rural areas. Through Montana DRIVE, these teens receive exposure to some driver training, even if not the full driver's education experience.

In addition to the Montana DRIVE Program offered through OPI, the NHTSA grant funded scholarships for Tribal teachers to become certified driver's education instructors through Montana State University (MSU)-Northern. Three scholarships with all expenses paid to attend were awarded to new instructors in Tribal communities.

MDT recently added these driver's education projects after realizing the inconsistencies throughout the state in accessing drivers' education. This is an important piece of a larger, statewide effort to reduce teen crashes, injuries and fatalities throughout Montana.

For more information on this project, contact Sheila Cozzie at 406-444-7301 or scozzie@mt.gov.



Teen driver graduates of the 2025 Montana Drive Program, pictured with their certificates of completion.

2025 Legislative Session Successes for Traffic Safety

Montana Revised Child Passenger Safety Law

Montana Revised Child Passenger Safety Law will go into effect **October 1, 2025**. The focus of the law is to have parents and caregivers keep children in each car seat stage for best practice protection. The law states that starting October 1, children from birth to age 2 need to be in a rear-facing seat. From age 2 until age 4, children should be in a forward-facing seat. Finally, children ages 4 through 9 need to be in a booster seat. All car seats must be installed based on the manufacturer's instructions. The goal of the program is not to fine people, but rather to encourage parents and caregivers to ensure children are properly secured in the vehicle based on the above-mentioned riding ages.

Bobby's Law

Bobby's Law, also known as House Bill 267, strengthens DUI penalties in Montana, specifically for cases involving fatal DUI crashes. This law was brought to the legislature based on a grassroots movement driven by family and friends of Bobby Dewbre, who was killed by a drunk driver. The law creates the offense of aggravated vehicular homicide while under the influence. If convicted the law mandates a three-year minimum sentence for drivers who cause a death while under the influence and have one of the DUI aggravating factors. These factors include a blood alcohol concentration (BAC) of 0.16 or higher, being under an ignition interlock device (IID) order, or having a DUI-related license suspension or revocation.



Montana Traffic Safety Dates

⇒ **September 15-21, 2025**

See Tracks? Think Train® Week (Operation Lifesaver)

⇒ **September 21-27, 2025**

Child Passenger Safety Week (National Seat Check Saturday is September 27, 2025)

⇒ **October 1-31, 2025**

National Pedestrian Safety Month (National Walk & Roll to School Day is October 8, 2025: walkbiketoschool.org)

⇒ **October 19-25, 2025**

National Teen Driver Safety Week

⇒ **October 20-24, 2025**

National School Bus Safety Week

⇒ **October 21, 2025**

Montana Teen Driver Safety Day (Third Tuesday in October: MCA 1-1-229)

⇒ **October 31, 2025**

Halloween Holiday—Drive Sober, Watch for Pedestrians!

⇒ **November 17-21, 2025**

National Crash Responder Safety Week (CRSW)

⇒ **November 26-30, 2025**

Thanksgiving & Holiday Travel—Impaired Driving & Drug Impaired Driving

⇒ **December 10, 2025—January 1, 2026***

Winter-Holiday Drive Sober Enforcement

*Selective Traffic Enforcement Program (STEP) Mobilization Periods

Note: There are STEP participating across the state that conduct intensive enforcement of specific traffic safety laws with extensive communication, education, and outreach informing the public about the enforcement activity. For more information, contact Kevin Dusko, MDT State Traffic Safety Section Supervisor, at 406-444-7411 or kedusko@mt.gov.



Safe Driving Around School Buses



You should allow a *minimum* of 30 feet between your vehicle and a school bus making a passenger stop. But what might 30 feet look like?

2 Car Lengths



2.5 Snow Plows



3 Bison Lengths



22.5 Road Cones



Drive Smart This Fall: School's Back in Session!

Backpacks are on, crosswalks are busy, and school buses are hitting the roads again, it's officially back-to-school season! As students return to classrooms this fall, drivers are reminded to be extra cautious during morning and afternoon commutes.

With school back in session, more children will be walking, biking, and riding buses, and the roads around schools and neighborhoods will be more active. Kids, especially younger ones, may be excited or distracted and might not always follow traffic rules perfectly. That's why it's so important for motorists to stay alert and drive with care.

Smart Driving Tips for the Back-to-School Season:

- Slow down in school zones and be ready to stop at crosswalks.
- Stop for school buses when their lights are flashing and the stop arm is extended. It's the law!
- Watch for children near bus stops, on sidewalks, and at intersections.
- Stay off your phone and avoid all distractions behind the wheel.

A few extra seconds of patience can make all the difference in keeping kids safe. Let's work together—drivers, parents, and the community—to make this school year a safe and successful one for everyone.

As traffic picks up around schools, giving yourself a little extra time in the morning and afternoon can help reduce stress and prevent risky driving behavior. Safety starts with awareness—so keep your eyes up, your speed down, and let's give kids a safe path to a great year ahead.



October is National Pedestrian Safety Month

In 2020, the National Highway Traffic Safety Administration (NHTSA) launched National Pedestrian Safety Month in October (nhtsa.gov/events/national-pedestrian-safety-month-kickoff), aiming to draw attention to pedestrian safety. This October marks the sixth annual observance of this essential campaign, reminding us that every day, "we are all pedestrians."

This month, we encourage Montanans to engage with the latest updates and resources on pedestrian safety. Keep an eye on MDT's website and social media for informative content and practical safety tips designed to keep pedestrians safe. For ongoing guidance and resources on nonmotorized travel, visit mdt.mt.gov/travinfo/bikeped/. Let's make our community a safer place for everyone, one step at a time.

SIAP Success Stories

MDT's Systems Impact Action Process (SIAP) Section coordinates reviews for various types of permits including encroachments, approaches and utilities. Coordination and communication between MDT and applicants/developers are key elements to successful Systems Impact coordination.

A notable Systems Impact review that benefited both the states of Montana and North Dakota was the Interstate Highway 94 (I 94) Crossover project, coordinated by SIAP's Transportation Planning Engineer, Jean Riley. With this project, the North Dakota Department of Transportation (NDDOT) needed to upgrade the existing pavement on I 94 east of the Montana/North Dakota state line. With the upgrades NDDOT were requiring, there needed to be a crossover installed. During the review, it was determined that a permanent crossover available for use by either state DOT when roadway closures are in place was necessary. After discussion, the crossover was located within MDT right-of-way west of the North Dakota border. NDDOT developed the plans with MDT's input. The two states entered into an agreement that covered construction, maintenance, and use of the crossover. NDDOT has used the crossover constructed since 2023 during their construction projects for the I-94 upgrades. MDT will use the same crossover when needed for construction projects on I 94 within the state of Montana. This project proved to have a successful outcome and positively affects all parties involved, as having the permanent crossover reduces costs for both states and allows for use as needed.

Another SIAP project review concerning the Kalispell North Town Center (KNTC)/Stillwater Bend Subdivision (SB) Signal led by MDT Planner, Mike Tierney, demonstrated the first successful partnership between two independent developers seeking permits with impacts to the same intersection under MDT review in the SIAP. In 2020, SIAP began working with the SB developer for an access permit granting a 4th leg at the Rose Crossing intersection with US Highway 93 (US 93). By that time, MDT had already approved the KNTC to build and operate a three-leg, stop controlled intersection, which included a financial guarantee for signalization when warranted. MDT soon realized that the addition of a fourth leg (SB approach) to the Rose Crossing intersection would trigger the signal warrants for the signal in later phases of the SB development. SIAP and MDT staff met with all stakeholders to lay the groundwork for getting the developers together, the plans updated, and the signal built to a four-leg intersection design. The developers then worked out an equitable arrangement to complete the project under MDT guidance, and the signal was built by the developer's contractors in the spring of 2023. In conclusion, the SIAP process helped to broker the agreement between the developers and led to a successful outcome for all parties.



Pictured above is the four-way signalized intersection at Rose Crossing and US 93 near mile post 117 in Kalispell.

MDT's TMC: 2024/2025 Winter Season Overview

After the end of the winter season, MDT reflects on the critical role played by the Transportation Management Center (TMC) in ensuring the safety and efficiency of our roadways. During the 2024/2025 season, the TMC handled a significant volume of calls, demonstrating its importance in managing Montana's transportation network during the harsh winter months.

Call Volume and Service Requests

Throughout the winter season, the TMC received 18,053 calls from MDT staff, local law enforcement, Montana Highway Patrol, and local EMS. These calls ranged from general inquiries to urgent requests for assistance. Out of these, 6,478 were calls for service, requiring action from our team. The TMC's prompt response to these calls was crucial in mitigating the impact of winter weather on our transportation system.

Incident Management Corridor: Three Forks to Billings

A key focus area this winter was the incident management corridor between Three Forks and Billings. This corridor is vital for both local and through traffic, and managing incidents here is essential for maintaining traffic flow and safety. Through the use of a strategic management plan and Intelligent Transportation System (ITS) infrastructure like dynamic message signs (DMS) and road closure gates, the TMC is able to support local operations and provide vital information to the traveling public.

Collaboration with Local Emergency Communication Centers and Montana Highway Patrol

The success of our operations in this corridor was greatly enhanced by our collaboration with local emergency communication centers and the Montana Highway Patrol. We conducted training sessions with first responders on road closure procedures, ensuring they were well-prepared to handle any situation. Additionally, the Montana Highway Patrol and local emergency communication centers partnered closely with the TMC to proactively determine messages for winter conditions, wrong way drivers, and traffic incident management, significantly reducing the risk of incidents.

24/7 Operations and Support

The TMC is staffed 24/7, providing continuous support to MDT employees, local law enforcement, highway patrol, and emergency management services. Our team assists with highway information and dispatching, ensuring that all stakeholders have the information they need to respond effectively to any situation.

Public Access to Information

The public can access real-time data through 511MT.net or by dialing 511 on any phone in Montana. This service provides up-to-date information on road conditions, closures, and other critical updates.

Year-Round Services

While winter poses unique challenges, the TMC remains active year-round. During the summer months, the center posts load restrictions, construction details, and traffic incidents on MDT's roadways. This continuous flow of information helps keep Montana's transportation network running smoothly throughout the year.

Looking Ahead

As we look forward to the next winter season, MDT remains committed to improving our response strategies and enhancing our collaboration with local agencies. The lessons learned and the partnerships strengthened this season will undoubtedly contribute to even more effective transportation management in the future. For more information about the TMC, contact:

- Curtis Buckley, at 406-444-6372 or cbuckley@mt.gov, or
- Phill Balsley, at 406-444-6305 or pbalsley@mt.gov.

For MDT travel information and resources, visit mdt.mt.gov/travinfo/.

“A Free and Safe Road Over the Jefferson River”: Parsons’ Bridge

By Jon Axline, MDT Historian

In 1867 or 1868, Helena photographer E. H. Train toured southwestern Montana photographing significant places in the territory like Helena, Virginia City, Fort Benton, Diamond City, and the Great Falls of the Missouri River. One of the photos taken by him during his sojourn was of this bridge spanning the Jefferson River on the toll road between Virginia City and Prickly Pear City (now Montana City). The bridge was named for its builder and toll collector, Nelson M. Parsons. The photograph, which Train sold copies of from his studio, is the most well-known image of a territorial toll bridge.



E. H. Train's well-known image of the territorial toll bridge spanning the Jefferson River, circa the late 1860's.

Train's photograph shows the bridge a year or so after Parsons refurbished the structure and re-opened it for wagon traffic. The structure was 300 feet in length and built of logs Parsons and his hired hands obtained from the nearby Tobacco Root Mountains. The bridge consisted of three approach spans and two Queen Post pony truss spans. Logs also served as the abutments and piers supporting the structure. The lower part of the photo shows a cable strung across the Jefferson River. On the right side of the photo are five buildings, including a false-fronted structure. They housed a hotel/saloon, general store, stage station, and toll house. One may have served as the living quarters for Parsons' family – his wife, Aramintha, and five daughters. Aramintha was critical to the bridge's operation – she collected the tolls and managed the businesses.

Born in the Hudson River valley in southern New York in 1823, Nelson Parsons farmed in New York and Wisconsin before returning to his home state to enlist in the 168th Infantry during the Civil War; he deserted the army eight days after enlisting and had arrived in Montana by August 1864 when his name first appears in the *Montana Post*. He likely worked first as a placer miner in Alder Gulch before he turned his attention to a more lucrative occupation as a toll road keeper. In late 1864, he and his unnamed "legal associates" incorporated the Nevada City and Red Rock Wagon Road Company to build a toll road from Nevada City to the head of

Beaverhead River canyon south of today's Dillon, where it intersected the Bannack branch of the Montana-Utah Road.

It is not known precisely when Parsons built this bridge. It was in place by early 1865, but it was not on the wagon road he had a license to operate. The cable shown in the lower half of the photograph was for a ferry that Parsons built at the site in June 1866. When Parsons opened his ferry, the *Montana Post* described it as being near the "old Jefferson Bridge." The newspaper called the ferry "one of the finest and best arranged means of transport in this Territory." In any case, the bridge in the photograph was in place when Train photographed the structure.

In April 1866, the second territorial legislature granted a license to Elijah Crawford and William Horner to build and maintain a toll bridge over the Jefferson River about five miles above Parsons' bridge. In an advertisement in the *Montana Post*, the men declared the "Monopoly ... at an end" and charged reduced tolls to attract travelers and undercut Parsons' business. Unfortunately for Crawford and Horner, high water washed out their bridge a short time after they built it. The partners abandoned their business venture.

In 1865 or 1866, Parsons extended his toll road north to the southern end of what is now known as Montana City. From there a different toll road carried traffic into Helena. Parsons Bridge was a critical link in his toll road empire. By 1866, a small settlement, called Jefferson Bridge, grew up around the river crossing. That same year, the federal government appointed Parsons' business partner, Charles Flanagan, the postmaster of Jefferson Bridge; Parsons officially took over the post in 1869 (the post office closed in 1870 and moved to nearby Fish Creek). The settlement also served as a voting precinct and, in 1874, sent a delegate to the Madison County Republican convention in Virginia City.

Toll roads and bridges could be a profitable business – if managed correctly and under the terms of the territorial license. Apparently, Parsons was not a good manager. In February 1869, he declared bankruptcy and moved to Nevada City where "fortune's smiles gladden him with more comfort than when he took the toll by the Jefferson." Three years later, in 1872, the territorial legislature abolished the toll road system in the territory, making Parsons' Bridge a "free bridge." Parsons listed his occupation in the 1870 US census as a farmer. He was still in territory in 1878. Two years later he was living in Modesto, California and working as a stock speculator. Parsons died in Modesto in December 1906.

In May 1871, an arsonist set a fire that destroyed the bridge shown in Train's photograph. High water wrecked the two replacement bridges in 1876 and 1880. By that time, the bridge was in "perilous condition." Madison County didn't replace the bridge until 1883. The commissioners hired farmer Pat Carney, "the Potato King of Waterloo," to build a new bridge for \$750 (over \$25,000 in 2025 dollars). Madison County constructed a steel through truss at the site in 1899. It was partially destroyed by an earthquake in the winter of 1960. The Montana State Highway Commission replaced the bridge in 1961. That bridge still stands and is known as Parsons Bridge. While Nelson Parsons' time in Montana was relatively short, his name is indelibly stamped on the Montana landscape and to the history of Big Sky Country.

To request an alternative accessible format of this document, please contact MDT's ADA Coordinator at 406-444-5416, Montana Relay Service at 711, or by email at mmaze@mt.gov.

MDT Wants Your Comments on New Projects

To receive a list of highway projects MDT plans to present to the Transportation Commission, please visit mdt.mt.gov/other/webdata/external/planning/proposed_proj.pdf, mdt.mt.gov/pubinvolve/stip.aspx, or call 800-714-7296. You can mail comments on proposed projects to MDT Project Analysis Manager, PO Box 201001, Helena, MT 59620-1001 or email them to mdtstip@mt.gov.

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Contact Information

Only the most frequently requested numbers are listed here. For an area or person not listed, call 800-714-7296 (in Montana only) or 406-444-3423. The TTY number is 800-335-7592.

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Environmental-Tom Martin (tomartin@mt.gov).....	406-444-0879
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System Impact-LeRoy Wosoba (lwosoba@mt.gov).....	406-444-9233
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This document is printed at state expense. Information on the cost of publication may be obtained by contacting the Department of Administration.

MDT's mission is to plan, build, operate, and maintain a safe and resilient transportation system to move Montana forward. Newsline is a quarterly publication of the Montana Department of Transportation, representing planning-related information and updates from across the department.

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Alexandria Edwards
Board of Directors, Secretary
P.O. Box 446
Hardin, MT 59034
406-679-0028
hardinchamber@gmail.com

September 10, 2025

Dear Mayor and City Council Members,

On behalf of the Hardin Area Chamber of Commerce, we respectfully submit this updated recommendation regarding the use of the \$45,000 Eastern Montana Initiative Grant awarded to the City of Hardin for the improvement and restoration of the Historic Hardin Depot.

The City of Hardin is serving as the grant sponsor and administrator, with the Chamber providing input and recommendations through its recently appointed Depot Subcommittee, composed of Violet Hankel, Rhonda Lehr, Gregory Llyod and Alexandria Edwards.

An initial Request for Proposals (RFP) was developed by the City of Hardin and posted from June 11 to July 2, 2025. Despite outreach, no proposals were received during this period.

To ensure forward progress, Alexandria Edwards contacted five local contractors directly. Two responded with interest, but one declined to move forward, citing insufficient funding relative to the original project scope outlined in the grant application.

Recognizing these limitations, Alexandria contacted Rachel Mullen at the Montana Department of Commerce. In a follow-up email dated July 8, Rachel clarified that:

"Hardin is approved to work with a contractor to identify the key areas of improvement for the depot and then modify and submit a proposed budget amendment."

She also confirmed that the required local match remains at \$9,000, with up to 25% of that amount eligible as in-kind.

Following this guidance, Wyman Construction and Con'eer Engineering toured the Depot on July 10. Wyman Construction concluded that, within the available grant funding, they could address two critical priorities:

1. Roof Repairs – necessary to protect the structural integrity of the building
2. Window Replacement/Repair – as funds allow, to improve energy efficiency and security

Wyman then coordinated with local roofing and window vendors to obtain quotes and move forward with the most cost-effective options. The resulting proposal reflects a realistic scope that can be executed within the grant's adjusted parameters, which is reflected in Attachment A.

To fully fund the proposal developed by Wyman Construction, the Chamber is preparing a request for an additional \$9,000 contribution from Big Horn County. This funding would bridge the remaining financial gap and allow the project to proceed in full without delays or further scope reductions.

This project represents a critical step toward preserving a key piece of Hardin's historical and civic infrastructure. The Depot has the potential to serve not only as a historical site, but also as a revitalized space for community use, tourism, and potential transportation infrastructure, especially considering Big Horn County's membership in the Big Sky Passenger Rail Authority (BSPRA).

We thank the City for sponsoring and managing this grant and respectfully recommend moving forward with the revised scope as proposed by Wyman Construction. We also urge the City Council to support the Chamber's request to Big Horn County for additional funding to complete the project as envisioned.

Alexandria Edwards, MBA

Alexandria^{CA} Edwards

Approved Project Budget

	EMI GRANT FUNDS	APPLICANT FUNDS	OTHER SOURCE(S) OF FUNDS	IN-KIND CONTRIBUTIONS Reasonable in-kind services, in-kind labor, and/or volunteer hours may count up to 25% of applicant match.	TOTAL
PROJECT RELATED ACTIVITIES - MATERIALS - LABOR					
HVAC	\$9,000.00	\$2,250.00			\$11,250.00
Windows	\$7,500.00				\$7,500.00
Doors	\$2,000.00				\$2,000.00
Paint	\$2,000.00				\$2,000.00
Structural repairs	\$9,000.00				\$9,000.00
Plumbing/water heater repair	\$7,000.00	\$1,500.00			\$8,500.00
Kitchen appliance update	\$2,000.00				\$2,000.00
Labor	\$6,500.00			\$1,250.00	\$7,750.00
					\$0.00
					\$0.00
					\$0.00
TOTAL PROJECT RELATED ACTIVITIES	\$45,000.00	\$3,750.00	\$0.00	\$1,250.00	\$50,000.00
ADVERTISEMENT AND MARKETING					
Signage			\$1,000.00		\$1,000.00
Web based marketing			\$2,500.00		\$2,500.00
Promotional pamphlet printing			\$500.00		\$500.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
TOTAL ADVERTISEMENT/MARKETING	\$0.00	\$0.00	\$4,000.00	\$0.00	\$4,000.00
TOTAL PROPOSED PROJECT COSTS	\$45,000.00	\$3,750.00	\$4,000.00	\$1,250.00	\$54,000.00

Description/Narrative of Costs:

September 8, 2025

Mrs. Alexandria Edwards
10 East Railway Street
Hardin, Montana 59034



RE: Hardin Depot

Mrs. Edwards

Wyman Construction is pleased to present herewith the following construction proposal for your new windows, located at 10 East Railway Street, Hardin, MT, in the amount of:

\$ 63,787

Our proposal is based on the following inclusions, qualifications, and assumptions:

- 1 Labor, material, and equipment to perform the work, as discussed during our site visit on 07/10/25.
- 2 Assume work can be performed during normal business hours.
- 3 Demo and replace existing windows at the Depot with new Anderson E-Series.
- 4 Interior of windows will be pine stained to match existing interior trim.
- 5 Exterior of windows will have an aluminum exterior to minimize maintenance.
- 6 Exterior windows will be trimmed to match existing style.
- 7 Interior windows will be trimmed with 3" stained wood.
- 8 We propose to remove the small overhang over the door facing the train tracks.
- 9 Assume no prevailing wage and no performance bond (Performance bond provided for added cost).
- 10 Please add \$4,500 to change interior window wood to oak
- 11 Window delivery once ordered is approximately 6 weeks.
- 12 Remove broken concrete tile from roof.
- 13 Remove debris underneath broken tiles and dispose.
- 14 Inspect the integrity of the batten strip. Replace batten strip as needed.
- 15 Install new concrete bar tile. Color to match as close as possible.
- 16 Trees will need to be trimmed prior to roof installation (exlcuded).
- 17 We have located 50 red tiles to replace. Should we need to replace more than 50, they will be replaced on a time and material basis.
- 17 Clean-up & disposal of construction debris.
- 18 Anticipated construction duration will be 2 weeks.
- 19 Proposal is valid for thirty (30) days.

September 8, 2025
Page 2
RE: Hardin Depot



Our proposal excludes the following:

- 1 Any work not specifically mentioned above.
- 2 Any remodel / build-out work in adjacent spaces.
- 3 Any concrete, fire sprinkler or landscaping work or material.
- 4 All plumbing, HVAC or electrical work or material.
- 5 Any flooring material or labor or removal of any concrete.
- 6 Any repair/replacement of wet/damaged wood decking, structural members, fascia, soffit, corroded ventilation pipes &/or any other defective conditions encountered.
- 7 Any repair to exterior of the building unless specifically noted above.
- 8 Testing and / or removal of hazardous material.
- 9 Builder's Risk Insurance or permit.
- 10 Overtime.
- 11 Unforeseen / existing conditions and unforeseen building code upgrades.

Thank you for allowing us the opportunity to provide this construction proposal. We are prepared to start upon your approval and direction. If there are any questions at all, please don't hesitate in contacting our office to discuss.

Respectfully Submitted,


Sean Wyman - Project Manager

Acceptance:

Name

Date

On Sep 8, 2025, at 4:44 PM, Alex Edwards <aedwards@hardinmt.com> wrote:

Sean,

Thank you for this proposal. I am excited to share this with the Board this evening. Is there any chance you can provide an amount to each Line Item? This does not have to be done tonight, but by the end of the day Tuesday, if possible, so we can get it added to the City Council Meeting next week.

Thank you!

Alexandria Edwards, MBA
City of Hardin
Project Manager
406.665.9260
406.679.0028 Cell
<image.png>

From: Sean Wyman <sean@wymanbuilt.com>
Sent: Monday, September 8, 2025 4:31 PM
To: Alex Edwards <aedwards@hardinmt.com>
Cc: Jeff Gruizenga <jeffg@coneer.com>; Tina Toyne <ttoyne@hardinmt.com>
Subject: Re: Hardin Depot

Good evening All!

I hope your day has been productive!
Attached please find our proposal for your new windows and roof repair.
Please let me know if you have any questions!

Thanks for allowing us the opportunity to bid!
Continued Success!
Sean

On 9/8/2025 11:29 AM, Alex Edwards wrote:

Hello Sean,

The Chamber Board of Directors will be meeting this evening, and I hope to share some information with them. Do you have an update I can provide to them?

Thank you for your time and effort on this project. We are very excited to get these much-needed upgrades done.

Alexandria Edwards, MBA

City Finance

From: Alex Edwards
Sent: Wednesday, September 10, 2025 8:19 AM
To: City Finance
Cc: Tina Toyne
Subject: Fw: Hardin Depot

Forwarding for Drew.

Alexandria Edwards, MBA
City of Hardin
Project Manager
406.665.9260
406.679.0028 Cell



From: Sean Wyman <sean@wymanbuilt.com>
Sent: Tuesday, September 9, 2025 3:52 PM
To: Alex Edwards <aedwards@hardinmt.com>
Cc: Jeff Gruizenga <jeffg@coneer.com>; Tina Toyne <ttoyne@hardinmt.com>
Subject: Re: Hardin Depot

Good evening All!
The roofing amount is \$9,000 and the windows are the remainder.
Please advise if you would like additional information.
Thanks!
Sean



Sean Wyman Project Manager
Office: (406) 65-BUILT
Cell: (406) 861-9997
Wymanbuilt.com

Sent from iPad



Hardin City Council
406 N Cheyenne
Hardin, MT 59034

Dear Mayor Purcell and Members of the City Council,

On behalf of the Hardin Area Chamber of Commerce and Agriculture, I am writing to request support for our upcoming Trunk-or-Treat community event, scheduled for Friday, October 31, 2025, from 4:00–6:00 PM in downtown Hardin.

To ensure the safety and success of the event, we respectfully request the following:

1. **Street Closure:** Closure of the 200 block of Center Avenue on Friday, October 31st from 2:00 PM – 7:00 PM (to allow time for set-up and tear-down).
2. **Street Cleaning:** Assistance with street cleaning prior to the event to provide a clean and safe space for families.
3. **Sanitation Support:** Placement of one portable restroom with a handwashing station near the event area for public use.
4. **Safety Support:** Police presence during the event to provide a safe environment for families.

This family-friendly event provides a safe trick-or-treating experience, supports local businesses, and brings our community together downtown. Last year, 800+ children participated, and we anticipate even greater attendance this year.

We deeply appreciate the City of Hardin's continued partnership in helping us host safe and successful community events. Thank you for considering our request, and we would be happy to provide any additional information needed.

Sincerely,

A handwritten signature in blue ink that reads "Alexandria Edwards". The signature is fluid and cursive, with a small star-like flourish at the end of the last name.

Alexandria Edwards
Secretary, Board of Directors
Hardin Area Chamber of Commerce and Agriculture
hardinchamber@gmail.com | 406-679-0028



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QUOTE Q-102168

DATE: 09/27/2025

**PAGE
NO:** 1

Questions contact:

**MANUFACTURER:
All Traffic Solutions**

John De Schepper
(571) 685-8478
X
jdeschepper@alltrafficsolutions.c
om

Independent Sales Rep:

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Hardin Police Department-MT
406 North Cheyenne Avenue
Hardin, MT 59034

Billing Contact:

SHIP TO:

Hardin Police Department-MT
415 North Center Avenue
Suite B
Hardin, MT 59034
Attn: Paul George

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Police Department-MT

CONTACT:(406) 665-9268

ITEM NO:	DESCRIPTION:	QTY:	EACH:	EXT. PRICE:
4000750	App, Mobile User Interface perpetual license (only 1 required per account—Bluetooth required, enabled separately)	1	\$100.00	\$100.00
4000745	SpeedAlert 24 Radar Message Sign (RMS); base unit (select mount separately)	1	\$9,777.72	\$9,777.72
4001299	3 Year Warranty	1	\$0.00	\$0.00
4000874	All Options Activation: Bluetooth, Traffic Data, Violator Alert, Camera/Pictures, (\$3000 Value, requires Traffic or Message Suite)	1	\$0.00	\$0.00
4000647	App, Traffic Suite (12mo); Equip Mgmt, Reporting, Image Mgmt, Alerts, Mapping and PremierCare	1	\$1,500.00	\$1,500.00
4001626	VZW communications prep	1	\$0.00	\$0.00
4002017	ATS-5 Trailer for IA/SA24 includes: 470Ah AGM Batteries & Trailer Certificate of Origin	1	\$6,150.00	\$6,150.00
4500142	Solar Controller 20A, up to 200W solar panel	1	\$210.00	\$210.00
4001413	Solar panel, 160W: includes bracket for ATS-5 trailer and harness; requires 20A solar controller	1	\$1,290.00	\$1,290.00
4000879	Violator Strobe, Red and Blue for ATS-5 for use with SA24	1	\$840.48	\$840.48
4000120	Trailer wheel lock, ATS-5	1	\$146.88	\$146.88
4001889	Shipping and Handling	1	\$1,688.00	\$1,688.00

4001190

Discount - New Purchase

1 (\$2,278.82) (\$2,278.82)

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– Sgt. Zach Finrock, Clarendon Hills IL Police Department





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sales@alltrafficsolutions.com



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All Traffic Solutions, 14201 Sullyfield Circle, Suite 300, Chantilly, VA 20151

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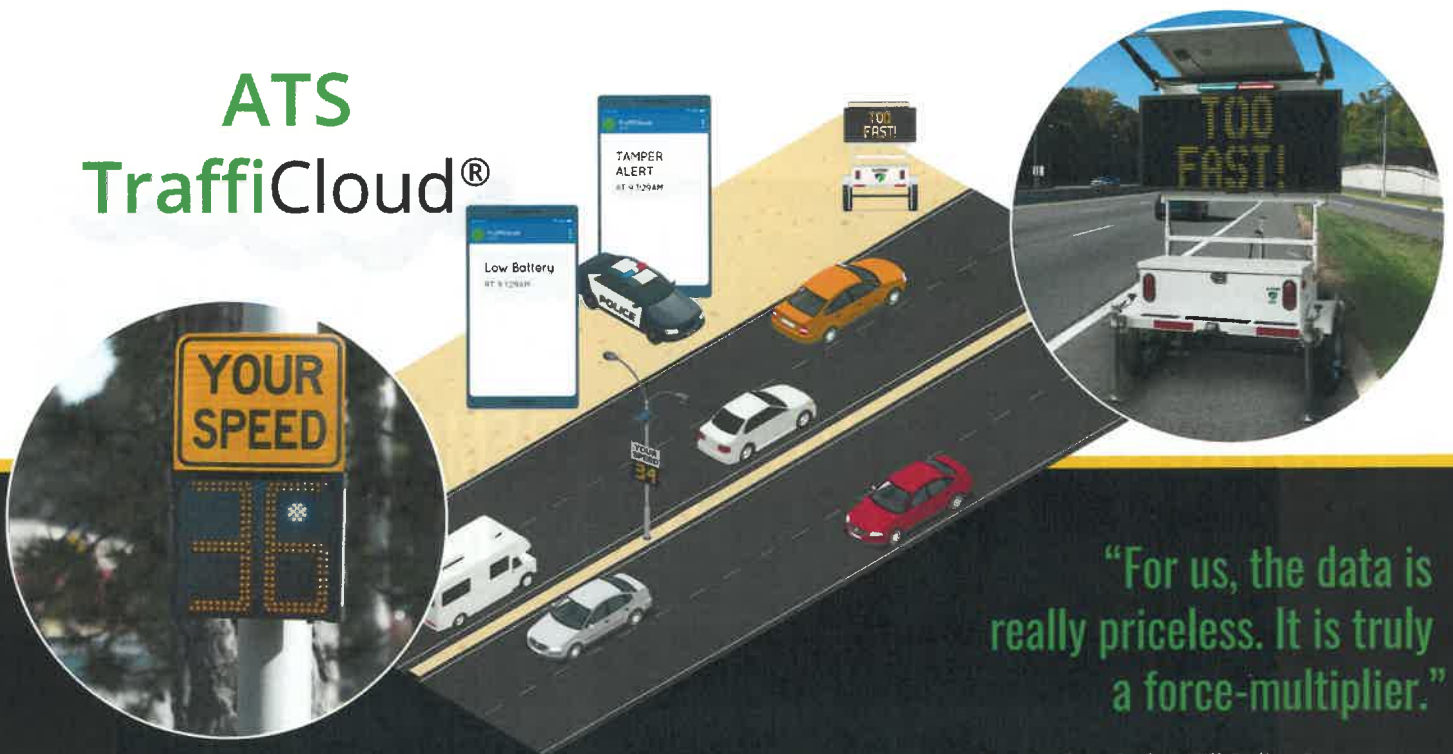


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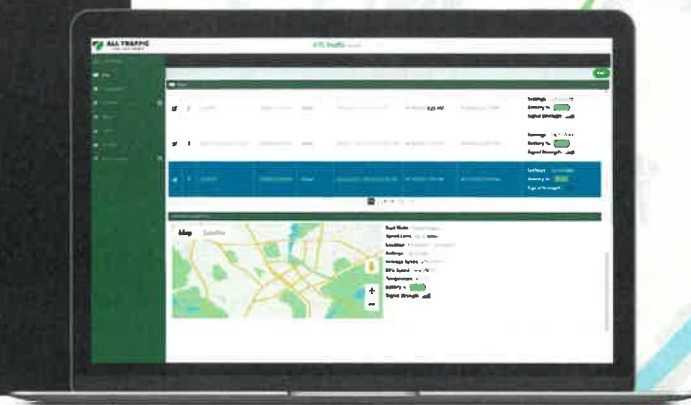
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Pricing

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\$418.99
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Price



Lenovo ThinkCentre Neo50a Gen 5 All-in-One Business Desktop PC | 24" FHD IPS Display | Intel Core i5-13420H | 32GB DDR5 RAM | 1TB SSD | ...

\$799.99

In Stock

Shipped from: ProTech PC

FREE delivery Oct 6 - 8 for Prime members

Style: 32GB RAM | 1TB SSD

Qty: 5

Request quote for 13+

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Subtotal (5 items): \$3,999.95

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POLICE EXECUTIVE RESEARCH FORUM

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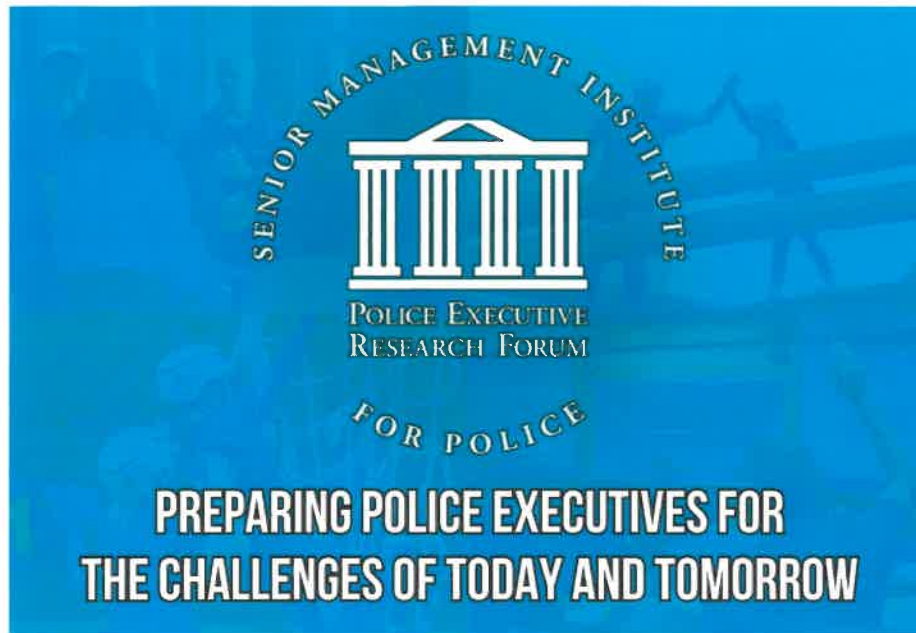
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PERF will host four Senior Management Institute for Police (SMIP) sessions in June and July of 2026 at Boston University. Registration for the 2026 SMIP program is closed. Please register for the 2026 Waitlist if you did not register for a session.

Dates for the 2026 program are:

Session 98: May 31 - June 18 (FULL)

Session 99: June 1 - June 19 (FULL)

Session 100: July 5 - July 23 (FULL)

Session 101: July 6 - July 24 (FULL)

[SMIP 2026 WAITLIST](#)

PERF will maintain SMIP tuition at \$11,750 for the 2026 sessions.

If you applied for the 2025 waitlist, please plan to reapply for the 2026 sessions. We do not automatically roll over waitlist applications to 2026 sessions.

If you have any questions, please review the [SMIP FAQ page](#).

Upcoming Events

October 1-2: [ICAT Train-the-Trainer in Decatur, Illinois](#) (Session full)

October 19, 1:00-5:00 MT: [2025 PERF Town Hall Meeting at IACP in Denver](#)

November 4-5: [ICAT Train-the-Trainer in Decatur, Illinois](#) (Session full)

December 2-3: [ICAT Train-the-Trainer in Decatur, Illinois](#)

February 9-10, 2026: [National ICAT Conference](#)

Contractor's Application for Payment

Owner:	City of Hardin	Owner's Project No.:	C301316
Engineer:	HDR Engineering, Inc.	Engineer's Project No.:	10332175
Contractor:	Northcon, Inc.	Contractor's Project No.:	HAY502
Project:	Hardin WWTP Upgrades		
Contract:	Wastewater Treatment Plant Upgrades		

Application No.:	2	Application Date:	9/11/2025
Application Period:	From 8/1/2025	to	8/31/2025

1. Original Contract Price	\$	13,385,736.00
2. Net change by Change Orders	\$	453,000.00
3. Current Contract Price (Line 1 + Line 2)	\$	13,838,736.00
4. Total Work completed and materials stored to date (Sum of Column G Lump Sum Total and Column J Unit Price Total)	\$	732,742.96
5. Retainage/MT Gross Receipts		
a. 5% X \$ 732,742.96 Work Completed =	\$	36,637.15
b. X \$ - Stored Materials =	\$	-
c. Total Retainage (Line 5.a + Line 5.b)	\$	36,637.15
6. Amount eligible to date (Line 4 - Line 5.c)	\$	696,105.81
7. Less previous payments (Line 6 from prior application)	\$	344,982.49
8. Amount due this application	\$	351,123.32
9. Less MT Gross Receipts Tax (1%)	\$	3,511.23
10. Current Payment Due	\$	347,612.09
11. Balance to finish, including retainage (Line 3 - Line 4 + Line 5.c)	\$	13,142,630.19

Contractor's Certification

The undersigned Contractor certifies, to the best of its knowledge, the following:

- (1) All previous progress payments received from Owner on account of Work done under the Contract have been applied on account to discharge Contractor's legitimate obligations incurred in connection with the Work covered by prior Applications for Payment;
- (2) Title to all Work, materials and equipment incorporated in said Work, or otherwise listed in or covered by this Application for Payment, will pass to Owner at time of payment free and clear of all liens, security interests, and encumbrances (except such as are covered by a bond acceptable to Owner indemnifying Owner against any such liens, security interest, or encumbrances); and
- (3) All the Work covered by this Application for Payment is in accordance with the Contract Documents and is not defective.

Contractor: Northcon, Inc.**Signature:** [Signature]**Date:** 9/15/25**Recommended by Engineer****By:** [Signature]**Title:** Chief Operating Officer**Date:** 9/15/2025**Approved by Owner****By:** [Signature]**Title:** Mayor**Date:** 9/16/25**Approved by Funding Agency****By:** _____**Title:** _____**Date:** _____**By:** _____**Title:** _____**Date:** _____

Progress Estimate - Lump Sum Work

Contractor's Application for Payment

Owner:	City of Hardin	Owner's Project No.:	C301316
Engineer:	HDR Engineering, Inc.	Engineer's Project No.:	10332175
Contractor:	Northcon, Inc.	Contractor's Project No.:	HAV502
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Application No.: 2		Application Period: From 08/01/25 to 08/31/25		Application Date: 09/11/25				
A	B	C	D	E	F	G	H	I
Item No.	Description	Scheduled Value (\$)	Work Completed		Materials Currently Stored (not in D or E) (\$)	Work Completed and Materials Stored to Date (D + E + F) (\$)	% of Scheduled Value (G / C) (%)	Balance to Finish (C - G) (\$)
			(D + E) From Previous Application (\$)	This Period (\$)				
Original Contract								
1	Mobilization	345,968.00	6,919.36	81,000.00		87,919.36	25%	258,048.64
2	Mobilization Subs	153,630.00	3,072.60	5,000.00		8,072.60	5%	145,557.40
3	General Conditions	470,488.00	235,244.00	47,000.00		282,244.00	60%	188,244.00
4	Divisions 1 (16 Months)	1,813,900.00	117,903.50	117,903.50		235,807.00	13%	1,578,093.00
5	Demobilization	138,387.00				-	0%	138,387.00
	HEADWORKS					-		-
6	Excavation	170,000.00		17,000.00		17,000.00	10%	153,000.00
7	Building Work Concrete	299,288.00				-	0%	299,288.00
	HEADWORKS MECHANICAL							
8	Labor	22,317.00				-	0%	22,317.00
9	Material	13,911.00				-	0%	13,911.00
10	Equipment	144,920.00				-	0%	144,920.00
11	Duct Wrap	8,180.00				-	0%	8,180.00
12	Crane	3,500.00				-	0%	3,500.00
13	Test & Balance	3,485.00				-	0%	3,485.00
14	Permit	2,215.00				-	0%	2,215.00
15	Project Management	50,550.00		5,000.00		5,000.00	10%	45,550.00
	HEADWORKS ELECTRICAL							
16	Light Fixtures	18,000.00				-	0%	18,000.00
17	Switchgear	75,000.00				-	0%	75,000.00
18	Controls	110,000.00				-	0%	110,000.00
19	Material	72,500.00				-	0%	72,500.00
20	Labor	115,000.00				-	0%	115,000.00
	HEADWORKS BUILDING CONSTRUCTION							
21	Precast Wall Panels	235,000.00		-		-	0%	235,000.00
22	Labor	120,000.00				-	0%	120,000.00
23	Cabinets	33,000.00				-	0%	33,000.00
24	Roofing	97,500.00				-	0%	97,500.00
25	Doors	25,000.00				-	0%	25,000.00
26	Metal Works/Decking/Fiberglass	130,000.00				-	0%	130,000.00
27	Fire Stop and Sealants	12,000.00				-	0%	12,000.00
28	Mechanical Hardware	975,000.00				-	0%	975,000.00
29	Labor	93,000.00				-	0%	93,000.00
30	Plumbing	65,000.00				-	0%	65,000.00

Lump Sum

Progress Estimate - Lump Sum Work

Contractor's Application for Payment

Owner:	City of Hardin	Owner's Project No.:	C301316
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A	B	C	D		E	F	G	H	I
			Work Completed						
Item No.	Description	Scheduled Value (\$)	(D + E) From Previous Application (\$)	This Period (\$)	Materials Currently Stored (not in D or E) (\$)	Work Completed and Materials Stored to Date (D + E + F) (\$)	% of Scheduled Value (G / C) (%)	Balance to Finish (C - G) (\$)	
31	ADMIN/UV Excavation	45,000.00				-	0%	45,000.00	
32	Concrete Work ADMIN/UV MECHANICAL	250,000.00				-	0%	250,000.00	
33	Labor	23,530.00				-	0%	23,530.00	
34	Material	12,000.00				-	0%	12,000.00	
35	Equipment	28,237.00				-	0%	28,237.00	
36	Duct Wrap	2,400.00				-	0%	2,400.00	
37	Test & Balance	3,485.00				-	0%	3,485.00	
38	Project Management ADMIN/UV ELECTRICAL	50,550.00		5,000.00		5,000.00	10%	45,550.00	
39	Light Fixtures	9,200.00				-	0%	9,200.00	
40	Switchgear	145,000.00				-	0%	145,000.00	
41	Controls	165,000.00				-	0%	165,000.00	
42	Materials	48,000.00				-	0%	48,000.00	
43	Labor ADMIN/UV BUILDING CONSTRUCTION	81,000.00				-	0%	81,000.00	
44	Precast Wall Panels	95,000.00				-	0%	95,000.00	
45	Labor	60,000.00				-	0%	60,000.00	
46	Roofing	43,500.00				-	0%	43,500.00	
47	Cabinets	12,000.00				-	0%	12,000.00	
48	Doors	12,600.00				-	0%	12,600.00	
49	Metal Works/Decking/Fiberglass	50,100.00				-	0%	50,100.00	
50	Fire Stop and Sealants	5,000.00				-	0%	5,000.00	
51	Mechanical	360,000.00				-	0%	360,000.00	
52	Plumbing	7,000.00				-	0%	7,000.00	
53	Material	8,000.00				-	0%	8,000.00	
54	Labor ADMIN/UV BUILDING ELECTRICAL	5,000.00				-	0%	5,000.00	
55	Light Fixtures	32,150.00				-	0%	32,150.00	
56	Switchgear	134,000.00				-	0%	134,000.00	
57	Controls	220,000.00				-	0%	220,000.00	
58	Generator	246,150.00				-	0%	246,150.00	
59	Material	100,000.00				-	0%	100,000.00	
60	Labor	225,000.00		10,500.00		10,500.00	5%	214,500.00	

Lump Sum

Progress Estimate - Lump Sum Work

Contractor's Application for Payment

Owner:	City of Hardin	Owner's Project No.:	C301316
Engineer:	HDB Engineering, Inc.	Engineer's Project No.:	10332175
Contractor:	Northcon, Inc.	Contractor's Project No.:	HAV502
Project:	Hardin WWTP Upgrades		
Contract:	Wastewater Treatment Plant Upgrades		

Application No.: 2		Application Period: From 08/01/25 to 08/31/25		Application Date: 09/11/25						
A	B	C	D		E	F	G	H		I
			Work Completed							
Item No.	Description	Scheduled Value (\$)	(D + E) From Previous Application (\$)	This Period (\$)	Materials Currently Stored (not in D or E) (\$)	Work Completed and Materials Stored to Date (D + E + F) (\$)	% of Scheduled Value (G / C) (%)	Balance to Finish (C - G) (\$)		
61	Labor to Move Blowers	5,000.00		4,200.00		4,200.00	84%	800.00		
	CLARIFIER COMPLEX					-		-		
62	Material	15,000.00				-	0%	15,000.00		
63	Labor	50,000.00				-	0%	50,000.00		
64	Excavation	203,000.00		7,500.00		7,500.00	4%	195,500.00		
65	Concrete Work	675,000.00				-	0%	675,000.00		
	CLARIFIER COMPLEX ELECTRICAL									
66	Material	30,000.00				-	0%	30,000.00		
67	Labor	25,000.00				-	0%	25,000.00		
	CLARIFIER 1 NEW CLARIFIER									
68	Labor	75,000.00				-	0%	75,000.00		
69	Material	495,000.00				-	0%	495,000.00		
	CLARIFIERS 2 AND 3									
70	Labor	55,000.00				-	0%	55,000.00		
71	Material	310,000.00				-	0%	310,000.00		
72	Coatings	100,000.00				-	0%	100,000.00		
	RAS VAULT & LIFT STATION									
73	Material	270,700.00				-	0%	270,700.00		
74	Concrete Work	112,000.00				-	0%	112,000.00		
75	Excavation	25,000.00				-	0%	25,000.00		
76	Labor/Demo	12,000.00				-	0%	12,000.00		
	RAS VAULT & LIFT STATION ELECTRICAL									
77	Electrical	2,500.00				-	0%	2,500.00		
78	Labor	8,500.00				-	0%	8,500.00		
	DIGESTER									
79	Material	405,000.00				-	0%	405,000.00		
80	Coatings	20,000.00				-	0%	20,000.00		
81	Labor	55,000.00				-	0%	55,000.00		
	DIGESTER ELECTRICAL									
82	Material	2,500.00				-	0%	2,500.00		
83	Labor	8,500.00				-	0%	8,500.00		
	OXIDATION DITCH									
84	Demo	92,645.00				-	0%	92,645.00		
85	Concrete Work	75,000.00				-	0%	75,000.00		
86	Material	205,000.00				-	0%	205,000.00		

Lump Sum

Progress Estimate - Lump Sum Work

Contractor's Application for Payment

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Engineer:	HDR Engineering, Inc.	Engineer's Project No.:	10332175
Contractor:	Northcon, Inc.	Contractor's Project No.:	HAV502
Project:	Hardin WWTP Upgrades		
Contract:	Wastewater Treatment Plant Upgrades		

Application No.: 2 Application Period: From 08/01/25 to 08/31/25 Application Date: 09/11/25

A	B	C	D		F	G	H	I
			(D + E) From Previous Application (\$)	This Period (\$)		Work Completed and Materials Stored to Date (D + E + F) (\$)	% of Scheduled Value (G / C) (%)	Balance to Finish (C - G) (\$)
Item No.	Description	Scheduled Value (\$)			Materials Currently Stored (not in D or E) (\$)			
87	Metal Fab and Install	75,000.00				-	0%	75,000.00
88	Labor	33,000.00				-	0%	33,000.00
89	Coatings	75,000.00				-	0%	75,000.00
	OXIDATION DITCH ELECTRICAL							
90	Material	2,500.00				-	0%	2,500.00
91	Labor	8,500.00				-	0%	8,500.00
	SITWORK/PIPE WORK							
92	Site Material	750,000.00				-	0%	750,000.00
93	Labor/Equipment	390,000.00		29,000.00		29,000.00	7%	361,000.00
94	Concrete Work	150,000.00				-	0%	150,000.00
95	Bypass Pumping	300,000.00		17,500.00		17,500.00	6%	282,500.00
96	Shoring	250,000.00		19,000.00		19,000.00	8%	231,000.00
	SITWORK/PIPE WORK ELECTRICAL							
97	Material	54,750.00		1,000.00		1,000.00	2%	53,750.00
98	Labor	122,000.00		3,000.00		3,000.00	2%	119,000.00
Original Contract Totals		\$ 13,838,736.00	\$ 363,139.46	\$ 369,603.50	\$ -	\$ 732,742.96	5%	\$ 13,105,993.04

Progress Estimate - Lump Sum Work

Contractor's Application for Payment

Owner:	City of Hardin	Owner's Project No.:	C301316
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Application No.:	2
Application Period:	From 08/01/25 to 08/31/25
Application Date:	09/11/25

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Contractor's Application for Payment

Owner's Project No.:	C301316
Engineer's Project No.:	10332175
Contractor's Project No.:	HAY502

Application Date: 09/11/25

J	K	L
Work Completed and Materials Stored to Date (H + I) (\$)	% of Value of Item (J / K) (%)	Balance to Finish - J) (\$)
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
\$ -	-	\$ -

Contractor's Application for Payment

Owner's Project No.:	C301316
Engineer's Project No.:	10332177
Contractor's Project No.:	HAY502

Application Date: 09/11/25

J	K	L
Work Completed and Materials Stored to Date (H + I) (\$)	% of Value of Item (J / F) (%)	Balance to Finish (F - J) (\$)
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
-	-	-
\$ -		\$ -

Contractor's Application for Payment

Owner's Project No.:	C301316
Engineer's Project No.:	10332175
Contractor's Project No.:	HAY502

Application No.:	2
Application Period:	From 08/01/25 to 08/31/25
Application Date:	09/11/25

[illegible]

The ROI of Switching to BambooHR from Spreadsheets

How much can you save with BambooHR?

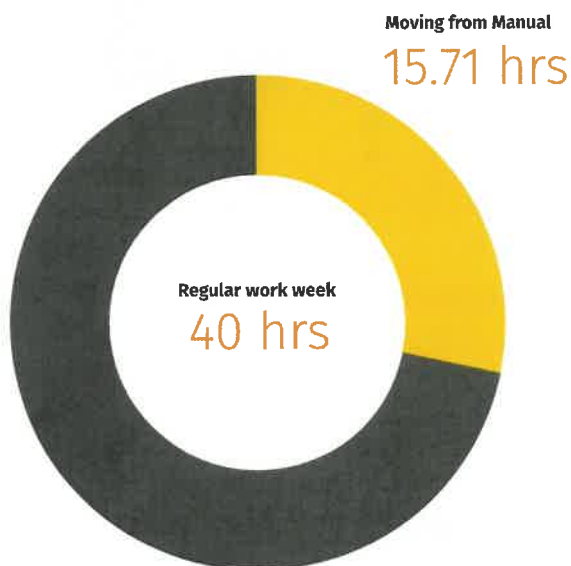
Here's what our customers found.

Weekly Savings By Switching to BambooHR

WEEKLY TIME SAVED AFTER SWITCHING

15.71 hrs a week

(That's almost 2 full days of work!)

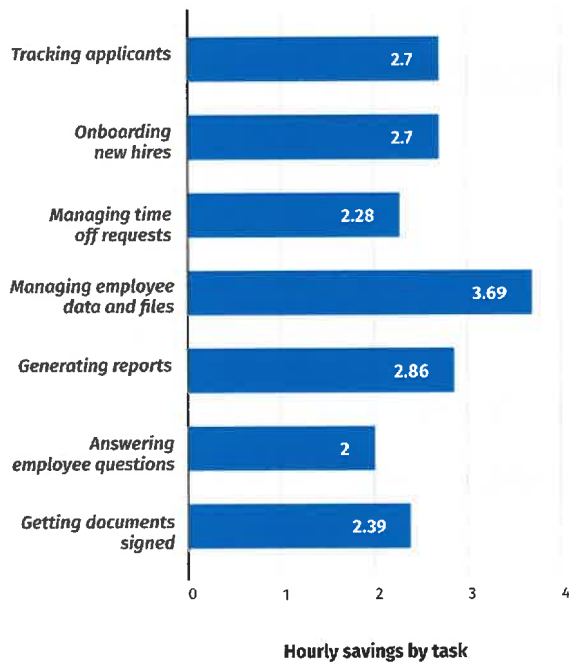


If you've been handling HR tasks manually with spreadsheets, switching to BambooHR can save you time and money. As these figures show, automating time-consuming chores with BambooHR saves organizations like yours an average of about 15 hours and 43 minutes every week. That's worth \$26,958 per year based on a compensation package of \$33 per hour.

Think of what you could do with that valuable time and money.

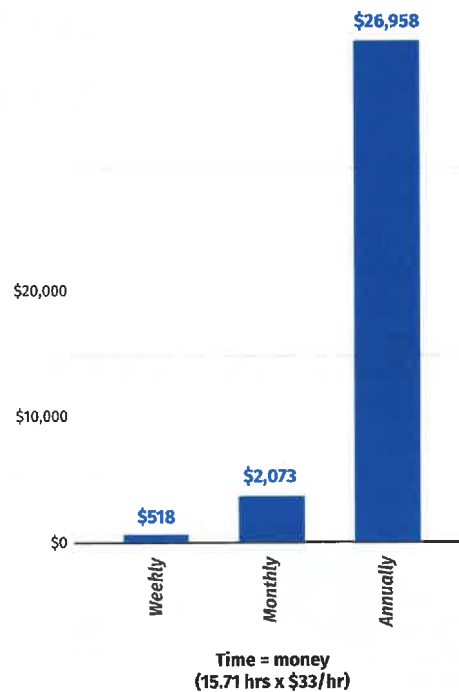
BambooHR frees your people to focus on new projects, additional training, strategic initiatives, and other priorities.

AVERAGE HOURLY SAVINGS PER WEEK BY TASK



Impressive savings are only part of our story. To learn more about the advantages of BambooHR, contact your product specialist. See for yourself why BambooHR is the number one HR software solution for small and medium businesses.

AVERAGE MONEY SAVED AFTER SWITCHING TO BAMBOOHR



INVESTMENT: OVERWHELMING POSITIVE



“From tracking new applicants and collaborating with team leaders, to electronic onboarding and time off tracking, the ROI with BambooHR was completely obvious in month one. It's saved us a ton of time and money.”

- Ryan Johnson, HR Coordinator, Jones DeMille Engineering

BambooHR® Pro: HR Efficiency and Cost Analysis

Companies moving to the Pro plan benefit from AI-powered efficiency, improved hiring automation, and increased employee retention.



REDUCED COSTS WITH AI AND AUTOMATION

AI-powered tools like Ask BambooHR® reduce manual HR tasks, lowering administrative overhead and freeing up resources.



IMPROVED RETENTION AND REDUCED TURNOVER COSTS

Enhanced employee engagement and clear compensation communication increase retention and reduce turnover.



ACCELERATED HIRING AND TIME-TO-PRODUCTIVITY

Job pipelines, automated emails, and disqualifying questions reduce time-to-fill, decreasing vacancy costs and getting new hires productive more quickly.



INCREASED EMPLOYEE PERFORMANCE

360° feedback, one-on-ones, and new development tools drive higher employee output and maximize workforce ROI.

ROI and Financial Impact

NEW FEATURES	FUNCTION	BUSINESS IMPACT / ROI
EMBEDDED AI	<p>Ask BambooHR: An AI-powered HR assistant that answers employee questions, reducing administrative burden.</p> <p>eNPS® AI Topic Summaries: Uses AI to summarize employee feedback and identify trends.</p>	<p>Ask BambooHR reduces HR team workload by 15–20%. For an HR team of 2 FTEs at \$70K each, estimated \$21,000 in annual time savings."</p> <p>Reduces HR analysis time by 70%. For 4 surveys/year, saving 60 hours = \$4,500 in annual time savings.</p>
HR DATA & REPORTING	<p>Employee Record: Centralized employee database with role-based permissions and audit trails.</p> <p>Report Builder: Easily generate detailed reports without manual exports or spreadsheets.</p> <p>Custom Tabs & Fields: Create tailored dashboards and views for key HR metrics.</p>	<p>Eliminates data silos, reduces compliance risk, and saves ~3–5 hours/week in admin time = ~\$9,000/year.</p> <p>Saves 5–10 hours/month = ~\$6,000 in annual time savings per HR pro.</p> <p>Speeds up access to data, saving 1–2 minutes per task—\$2,000/year in efficiency savings.</p>
HIRING & ONBOARDING	<p>ATS: Manage job postings, track candidates, and collaborate with hiring teams in a centralized system.</p> <p>Onboarding: Create, assign, and track onboarding tasks to ensure a consistent new hire experience.</p> <p>E-Signatures: Securely collect electronic signatures on important documents.</p>	<p>Reduces time-to-fill by 20%. For 20 hires/year at \$300/day vacancy cost = ~\$18,000 saved.</p> <p>Reduces admin time by 50% and improves new-hire readiness. ~\$7,000/year in time savings.</p> <p>Replaces paper processes, saving ~\$10 per document. For 100 hires/year, that's ~\$1,000/year.</p>
TIME OFF & BENEFITS TRACKING	<p>Time Off: Automates the process of PTO requests, approvals, and accruals.</p> <p>Benefits Tracking: Centralized management of employee benefits information.</p>	<p>Saves 4–6 hours/month per HR admin = ~\$3,000/year.</p> <p>Saves ~2–3 hours/month = ~\$1,500/year. Minimizes errors and improves open enrollment experience.</p>
EMPLOYEE EXPERIENCE	<p>Employee Community: Encourages employee engagement and connection with an internal social platform.</p> <p>Total Rewards: Provides personalized statements showing employees the full value of their compensation.</p> <p>eNPS & Wellbeing Surveys: Track morale and feedback regularly.</p>	<p>Employee Community supports a 2–3% increase in engagement, reducing turnover by 1–2%. That's about \$15,000 in annual savings.</p> <p>Total Rewards increases retention by 3% on average. For 100 employees at 20k replacement each, that's nearly \$45,000 annually.</p> <p>Early detection of dissatisfaction = Prevents 1–2 regrettable losses/year = \$30,000–\$40,000 saved.</p>
PERFORMANCE MANAGEMENT	<p>Assessments: Structured, recurring performance reviews.</p> <p>360° Feedback: Feedback from managers, peers, and direct reports.</p> <p>Goals: Aligns employee and company objectives.</p> <p>Automated Reminders: Ensures completion of reviews, goals, and feedback.</p>	<p>Drives 10–15% better alignment and output. ~\$1,500/employee/year = \$150,000/year for 100 employees.</p> <p>Adds ~10% productivity = ~\$1,500/employee/year.</p> <p>Companies with goal alignment see 20% higher performance. Translates to ~\$2,000/employee</p> <p>Reduces HR follow-up by 20–30% = ~\$2,500/year saved.</p>

Total Cost of Ownership

BAMBOOHR PRO VS. POINT SOLUTIONS

Consolidating with BambooHR reduces vendor management overhead, simplifies workflows, and lowers total cost of ownership. The result: cost savings, faster decision-making, and scalable HR operations that support long-term growth.



“Budget was our biggest reservation, but once we did the math on rolling in HRIS, Payroll, Performance, Time Off, and ATS, our reservations were eliminated.”

Kelly Heath | Head of People | Gupta Media

Customer Success Snapshot



EMPLOYEES: 950 | **LOCATIONS:** Multiple branches across the US | **Industry:** Construction

ROI SUMMARY

BambooHR Pro empowered Rycon Construction to scale, improve efficiency, and accelerate their strategic initiatives. Now, key processes are streamlined, ROI is clear, and growth is happening faster than ever.

Key Business Outcomes After Adopting BambooHR Pro

126% WORKFORCE GROWTH

Since adopting BambooHR in 2019, Rycon scaled from 420 to 950 employees without adding significant HR headcount through process automation and centralized systems.

\$70,000 IN ANNUAL TIME SAVINGS:

Automated and custom reports enabled Rycon to save an estimated \$70,000 per year by eliminating 1,000 hours of manual reporting and improving compliance and decision-making.

50% REDUCTION IN ONBOARDING ADMIN TIME:

Pre-onboarding and mobile onboarding tools helped Rycon accelerate new-hire readiness, reduce first-day admin work, and improve time-to-productivity.

FASTER TIME-TO-HIRE AND IMPROVED CANDIDATE QUALITY:

Automated pipelines and proactive recruiting tools shortened vacancy periods, helping Rycon secure top candidates more quickly and minimize project delays.



“BambooHR has been a game changer. We’ve saved over \$70,000 annually on reporting alone, and it’s allowed us to scale quickly and efficiently without losing the human touch.”

Heather Saxon | HR Manager | Rycon Construction

**ROI estimates are based on conservative industry benchmarks and an average company size of 100 employees. Productivity gains (2–5%) are valued at an average salary of \$70,000 per employee. Time savings are calculated using an average HR salary of \$70,000/year (\$34/hour). Turnover cost savings assume a \$15,000 replacement cost per employee. Vacancy costs are estimated at \$300 per day per open role. Annual savings reflect typical usage and adoption rates for each feature. Actual results may vary by organization.

*Net Promoter, NPS, and the NPS-related emoticons are registered U.S. trademarks, and NetPromoter Score and Net Promoter System are service marks, of Bain & Company, Inc., NICE Systems, Inc. and Fred Reichheld.



Price Quote

FROM

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BambooHR www.bamboohr.com

PREPARED FOR

Alexandria Edwards
City of Hardin

DATE September 17, 2025

EXPIRES October 1, 2025

Monthly

Product	PEPM List Price	Effective PEPM	Quantity	Months	Volume Discount	Total (USD)
HR						
Pro	\$17.00	\$15.40	47	1	9.39%	\$724.01*
Estimated Total Monthly Cost						\$724.01

One-Time

Service	List Price	Quantity	Total (USD)
HR Implementation	\$3,000.00	1	\$3,000.00
Estimated One-Time Cost			\$3,000.00

* This is your monthly price based on the quoted headcount and products. You will be billed for the employee headcount quoted above until that number is exceeded. If your total employee count changes, so will your total monthly cost.

** Applicable sales tax may be added.

Month-to-Month | No Long-Term Commitment

Monthly Costs

Pro	\$799.00
Monthly List Price	\$799.00
<i>Effective Total Discount</i>	<i>(9.39%) (\$74.99)</i>
Total Cost Per Month	\$724.01

Due at Activation

First Month of Pro	\$724.01
HR Implementation	\$3,000.00
Total Due at Activation**	\$3,724.01

Product Details

Pro Includes:

- Employee Records
- Company Directory & Org Chart
- Document Storage - 20 GB + 500 MB per active employee
- Applicant Tracking System - 25 Job Openings
- Standard & Custom Reporting & Analytics
- Custom Access Levels
- Custom Email Alerts
- Custom Tabs & Fields
- Time-Off Management
- Training Tracking
- Benefits Tracking
- Company Calendar
- Mobile App
- Onboarding/Offboarding
- eSignatures
- Company Branding
- Audit Trail
- Access to the VirgilHR platform
- Access to the Partner Marketplace
- Open API
- Performance Management
- Total Rewards
- Employee Community

- Advanced Reporting
- Employee Wellbeing
- Employee Satisfaction with eNPS

Add-ons: BambooHR Time Tracking, Payroll, and

Benefits Administration may be purchased as add-on products.

Benefits Administration and Payroll are currently available for US-based employees only.

Implementation:

During implementation you will be assigned a single, dedicated Implementation Specialist to aid in the setting up and training of your BambooHR account. The BambooHR users completing implementation will be expected to participate in training calls, data gathering, and other setup tasks. Your Implementation Specialist will work with one main point of contact. If this point of contact is not the Account Owner in the system, authorization from the Account Owner must be given in writing to the Implementation Specialist naming the point of contact. This point of contact will need to be given Full Admin access to the system by the Account Owner prior to the first implementation training call.

HRIS Implementation Includes:

- A dedicated Implementation Specialist for 4-6 weeks (Timeframe starts on the date of sale)
- Direct email support with your dedicated Implementation Specialist
- Five (5) training phone calls covering & aiding with setup of main overarching features and sub-features
- Importing employee data using BambooHR provided templates (All data must be collected and imported within the dedicated implementation timeframe)

Implementation does not include the following services: Adjustment of employee self-service and access release/modification; Uploading of files, photos, and documents; Manual data entry (hand entering) from paper files or PDF documents; Setting up of onboarding/offboarding checklists; Posting jobs or importing resumes; Importing any Time Off data prior to the current calendar year; Importing Benefit data in excess of 1 calendar year and for any inactive employees; Importing of any terminated employee data prior to the current calendar year; Extended time longer than the dedicated 4-6 week timeframe. - Extra time, if needed, is billed by the hour at the conclusion of the implementation timeframe

BambooHR will not do custom programming efforts or any development work with the BambooHR API in integrating with external systems. Utilization of the BambooHR API is completed by the customer with technical support available via email. Maintenance of integrated external systems is the sole responsibility of the client. The enablement of BambooHR Marketplace partners is also the responsibility of the client.

Things you need to know in connection with this price quote:

1. Prices quoted above are based on your agreement to subscribe to the above noted services, and represents the number of active employees that you have indicated will be added to BambooHR when fully implemented. You will be billed for the employee headcount quoted above until that number is exceeded. Should your number of employees change after your quoted headcount is exceeded, or subscribe to additional services, your prices may increase or decrease.
2. Payment for services, including implementation, are due immediately upon acceptance of this price quote. Core/Pro/Elite and add-ons monthly per employee rates or monthly flat rate subscriptions will renew on a month-to-month basis until terminated.
3. HR pricing is dependent on the number of employees using each product. In months where 25 or fewer employees you will be charged a flat monthly rate of \$425.00.
4. BambooHR's services are governed by our Terms of Service found at <https://www.bamboohr.com/legal/terms-of-service>; payroll services are governed by our Payroll Services Agreement found at <https://www.bamboohr.com/legal/payroll-services-agreement>. Both agreements are formally accepted in the product.
5. Please contact your BambooHR sales representative with any questions or changes, or you may contact customer support at 801-724-6600.

Benefits Administration

Carrier connection partners

This list is actively growing! Be sure to reach out to your carrier to confirm the ability and availability of connecting to BambooHR.

Insurance Carrier	Min Number of Eligible Employees	Covered States	Medical	Dental	Vision	STD	LTD	Life	Life & AD&D	Critical Illness	Cancer	Hospital Indemnity	Accident
Aetna	100	All states	✓	✓	✓								
Aflac	100	All states		✓	✓	✓	✓			✓			✓
Allstate	100	All states except NY						✓					
Ameritas	2	All states		✓	✓								
Angle Health	2	OH, IN, MO, SC, AZ, TX, GA, FL, NC, NV, CO, TN, KY	✓										
BCBS of AL	100	AL	✓	✓									
BCBS of AZ	2	AZ	✓	✓	✓								
BCBS of FL	150	FL	✓										
BCBS of ID	50	ID	✓	✓	✓								
BCBS of IL	150	IL	✓	✓	✓								
BCBS of KC	51	All BCBS KC Counties	✓	✓	✓								
BCBS of KS	50	KS	✓	✓	✓								
BCBS of MA	150	MA	✓	✓									
BCBS of MI	300	MI	✓										
BCBS of MT	51	MT	✓	✓									
BCBS of NC	50	NC	✓	✓	✓								
BCBS of NM	51	NM	✓	✓									
BCBS of OK	51	OK	✓	✓									
BCBS of SC	50	SC	✓	✓	✓								

Insurance Carrier	Min Number of Eligible Employees	Covered States	Medical	Dental	Vision	STD	LTD	Life	Life & AD&D	Critical Illness	Cancer	Hospital Indemnity	Accident
BCBS of TN	50	TN	✓	✓	✓								
BCBS of TX	51	TX	✓	✓									
BCBS of VT	50	VT	✓										
Beam Benefits	2	All states except: CT, MA, ME, MT, NC, RI, PR	✓	✓	✓	✓	✓	✓	✓			✓	✓
Blue Shield of CA	100	CA	✓	✓	✓								
Centivo	100	CA, CO, CT, FL, IA, KS, MO, NC, NJ, NY, PA, TX, WA, WI	✓										
Cigna	2	All states	✓	✓	✓								
Collective Health	2	All states	✓	✓	✓				✓				
Dearborn	51	All states	✓		✓	✓	✓	✓	✓				
Delta Dental of CA	2	CA		✓	✓								
Delta Dental of CO	100	CO		✓	✓								
Delta Dental of ID	50	ID		✓									
Delta Dental of MI	2	MI		✓	✓								
Delta Dental of MN	100	MN, ND		✓	✓								
Delta Dental of MO	25	MO, SC		✓	✓								
Delta Dental of OK	50	OK		✓									
Delta Dental of VA	50	VA		✓									
Delta Dental of WI	2	WI		✓	✓								
Elevance (Anthem)	2	CA, CO, CT, GA, IN, KY, ME, MO, NV, NH, NY, OH, VA, WI	✓	✓	✓	✓				✓		✓	✓
EyeMed	50	All States			✓								
Florida Blue	50	FL	✓	✓	✓								
Geisinger	50	NE and Central PA (42 counties)	✓										
Guardian	2	All states		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Insurance Carrier	Min Number of Eligible Employees	Covered States	Medical	Dental	Vision	STD	LTD	Life	Life & AD&D	Critical Illness	Cancer	Hospital Indemnity	Accident
Healthgram	2	All states	✓										
HealthPartners	100	MN, WI, IA, ND, SD	✓	✓									
Horizon BCBS of NJ	50	NJ	✓										
Humana	2-99	All states	✓										
Kaiser	2	All states where Kaiser is available	✓										
Kaiser WA	2	WA	✓										
Meritain	100	All states	✓										
MetLife	Client pays a minimum of \$50,000 annually in premiums with dental and/or vision	All states		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mutual of Omaha		All states				✓	✓	✓					
New York Life		All States				✓	✓	✓	✓				
Northeast Delta Dental		ME, NH, VT		✓	✓								
Premiera Blue Cross	2	AK, WA	✓	✓	✓								
Presbyterian Health Plan	50	NM	✓										
Principal	2	All states		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Prudential	2	All states				✓	✓	✓	✓	✓	✓	✓	✓
Regence	100	ID, OR, UT, WA	✓	✓									
Reliance Matrix	100	All States		✓		✓			✓				
Select Health	2-200	CO, ID, NV, UT	✓	✓	✓								
SunLife	2	All states		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Symetra	2	All states								✓		✓	✓
UHC (FACETS)	100	All states				✓	✓	✓	✓	✓		✓	✓
UHC (PRIME)	2	All states	✓	✓	✓								

Insurance Carrier	Min Number of Eligible Employees	Covered States	Medical	Dental	Vision	STD	LTD	Life	Life & AD&D	Critical Illness	Cancer	Hospital Indemnity	Accident
UHC (USP/Oxford/Cirrus)	2	All states	✓	✓	✓								
UHC Surest	150	All states	✓										
UMR	100	All states	✓	✓		✓	✓	✓		✓		✓	✓
Unum	2	All States		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Voya	2	All states								✓			
VSP	2	All states			✓					✓		✓	✓

Don't see your carrier on this list?

Our carrier connection partners list will continue to grow, but until then, there are two other great ways to get your data to carriers easily and accurately: PDF form builder and CSV file export.

