

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, November 4, 2025

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

Topics:
City of Hardin
Council Meeting – 11/04/2025 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

[+17193594580](tel:+17193594580)..9897104479# US

[+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

November 4, 2025

AUDIO RECORDING BEGINS

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

PLEDGE OF ALLEGIANCE

ROLL CALL: Mayor: _____

Alderspersons: Steven Hopes _____ Clayton Greer _____ Chris Sharpe _____
Rock Massine _____ Jeremy Krebs _____ Antonio Espinoza _____

CONSENT AGENDA:

Council Meeting 10/21/2025 Public Hearing 10/21/2025
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:

UNFINISHED BUSINESS:

- Glock weapons

NEW BUSINESS:

- Christmas Stroll requests - Road closure, candles, garbage cans, and barriers
- Hydraulic Plate Compactor
- Human Resources Program
- Northcon, Inc. Pay App #4 - \$549,942.09
- Lodge Grass, MT – Request to Extend ARPA Funding Deadline
- Transfer Equipment - Town of Lodge Grass, MT

STAFF REPORTS

- Public Works:
- Finance:
- Police:
- Legal:
- Economic Development:

RESOLUTIONS & ORDINANCES:

Resolution NO. 2422 – To Transfer Equipment to the Town of Lodge Grass, Montana

PUBLIC COMMENT:

ANNOUNCEMENTS:

City Offices will be Closed Tuesday, November 11, 2025 in Honor of Veterans Day

Letters of Interest to serve on the City-County Planning Board will be advertised soon

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.

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Hardin, MT 59034

November 4, 2025

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Alderpersons: Steven Hopes _____ Clayton Greer _____ Chris Sharpe _____
Rock Massine _____ Jeremy Krebs _____ Antonio Espinoza _____

CONSENT AGENDA:

Council Meeting 10/21/2025 Claims

PUBLIC COMMENT (agenda items only):

MAYOR:

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- Finance:
- Police:
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- Economic Development:

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

PUBLIC HEARING: Preparing a Preliminary Engineering Report (PER) for the City Water System was opened at 6:30 p.m. by Mayor Joe Purcell.

Present at the hearing were:

Council Members: Steven Hopes, Chris Sharpe, Rock Massine, Antonio Espinoza, and Jeremy Krebs

City Staff: Finance Officer/City Clerk Andrew Lehr, Public Works Director Michael Hurff, Jr., Deputy City Clerk Angela Zimmer, and City Attorney Jordan.

Also present physically and by virtual meeting: Several members of the public

Mayor Purcell opened the meeting with Public Comment.

Matt Smith, PE, PMP, Senior Engineer with Stahly Engineering & Associates, Inc, reported he is working with David Carleson, PE of AE2S, a Water Engineering Consulting Firm, on the Preliminary Engineering Report (PER) for the City Water System. He noted a PER is needed to apply for a grant. They look at the entire system, water supply, water treatment, and distribution – the storage lift stations. Smith voiced the water system is in pretty good shape. He added the two biggest things he would have recommended were lining the concrete tank and to put mixers in the tank; the lining was just completed and will be certified on in the next week and the mixers have been installed. The system operators are doing quite a bit to keep the water system in pretty good shape. He will cover the existing condition of the water system, alternatives for improvements, improvement recommendations, opinions of probable cost, and where the City can fund the improvements.

Smith reviewed three issues he found in the distribution system: 1. The amount of fire flow around the Hardin High School doesn't meet ISO standards, not a huge deal. Option – extend a water line on Terry Avenue that will get more water pressure to the high school; adding it isn't a crisis. 2. Water storage tanks – the tank is structurally sound and was currently lined. Recommendation – start considering, in the next ten years, building another tank. 3. AC (Asbestos Cement) water mains – the City currently has about ninety thousand linear feet of AC in the system. They are usually fairly brittle; they have exceeded their useful life.

Smith reviewed recommendations, purpose, and costs. 1. Loop the existing main around the high school (about \$265,000) and the other is to loop mains on the North side of the interstate and the Industrial area to get looped also. 2. Build a one-million-gallon water tank (about \$5.5 million) that he would like to see on the North side of the interstate. His concern is both the five hundred thousand-gallon tanks are connected to one main line; adding the city is not the only one with that issue and provided Laurel as an example. 3. Replace existing AC water mains. He noted there is not an estimated project cost; the recommendation is to go in and replace the AC lines when the City looks at doing street replacements. He added the Environmental Protection Agency (EPA) is going to force the replacement of lead service lines; the recommendation is to replace water mains at the same time those are replaced. He recommended adding AC line replacement into the Capital Improvements Plan.

Carleson, with AE2S, noted it was great to see the water plant in such great shape; great maintenance. He noted there is not any major deficiencies and reviewed recommendations for: 1. emergency power backup generators for the Water Treatment Plant (WTP) and Wastewater Treatment Plant (WWTP); \$300,000 to \$600,000 per site. 2. Filter Media study 3. Electrical gears 4. Sedimentation Basin.

Smith reviewed grants and loans that can be used to fund the project and their terms: Montana Coal Endowment Program (MCEP), Renewable Resource Grant Loan (RRGL), State Revolving Fund (SRF), Community Development Block Grant (CDBG), and the United States Department of Agriculture Rural Development Grant and Loan program. He voiced the system is in really good shape. The City is going through a big infrastructure improvement with the sewer system right now and City staff would like to wait until that project is complete.

Krebs asked about lead service lines in the City. Smith noted the City has some, it is minimal. Krebs asked if there are funding opportunities that don't go off of a target rate, he doesn't think the water users can afford a water hike. Smith noted the City could fund it itself and the RRGL doesn't require a target rate; but it is a small loan. Smith noted there may be other funding sources like HB355. George Toyne asked about street maintenance being tied to pipe repairs. Smith provided the example if a thirty-foot street was being replaced, they will allow up to thirteen feet of water lines to be replaced at the same time; thirteen feet would be paid by MCEP and the remaining would need to be paid by gas tax or other funding. There were questions about the capacity of the infrastructure if more housing were added to the City or if the mental facility or a women's prison were to be built here. Smith noted the City has the ability right now to absorb growth.

There being no further discussion, the Public Hearing adjourned at 7:07 p.m.

COUNCIL MEETING: The Regular Council Meeting for October 21, 2025 was called to order at 7:07 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. Clayton Greer was excused.

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 and by virtual meeting: Several members of the public

MINUTES OF THE PREVIOUS MEETINGS & CLAIMS: Hopes made the motion to approve the Council minutes as written for October 7, 2025. Motion seconded by Massine. On a voice vote the motion was unanimously approved.

Sharpe made a motion to approve the claims for October 21, 2025.

	CLAIM No.	Monthly Total
August, 2025	32916	\$ 76.77
September, 2025	32917, 32920-32937, 32939-32942, 32945-32950, 32955-32959, 32961, 32966	110,036.19
October, 2025	32918-32919, 32938, 32943-32944, 32951-, 32954, 32960, 32962-32965	318,808.38
Claims Total (Expenditures)		\$ 428,922.23
September, 2025		<u>229,074.49</u>
TOTAL Submitted		\$ 657,996.72

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

PUBLIC COMMENT:

Jose Funke, resident, voiced his concerns about the Police Department and problems with criminals and drug activity.

MAYOR:

COMMITTEE REPORTS:

Personnel Policy/City Policy:

Mayor Purcell reported the City has openings for full-time Police Officers and a part-time Building Inspector.

Sewer & Water:

Massine reported the construction company is working at the Wastewater Treatment Plant and the lining of the hill tank is done and sounds like in a week to ten days it will be back online.

Law Enforcement:

Streets & Alleys:

Parks & Playgrounds:

Krebs provided an update on the South Park Project. The splash pad is complete, due to the weather it has been winterized, and an open house will be scheduled for next Spring. The sprinkler system is installed, hydroseed has been applied to the lawn, and the City Crew prepared the concrete foundation for the pavilion.

Krebs reported park sprinkler systems have been winterized and sprayed for weeds. Trunk or Treat is scheduled for October 31st from 2:00 p.m. to 7:00 p.m.

Corrina Kirschenmann-Kuntz asked if the City would be able to ask for more money next year for umbrellas at the splash pad. Mayor Purcell noted there may be some funding left from the grant.

Finance/Landfill:

Resolutions & Ordinances:

SPECIAL COMMITTEES:

PETITIONS & COMMUNICATIONS:

Mayor Purcell reported the City received City-County Planning Board minutes from the meeting of September 8, 2025.

UNFINISHED BUSINESS: N/A

NEW BUSINESS:

Mayor Purcell requested a motion on the Preliminary Engineering Report (PER) for the City Water System. Krebs asked if the PER says the City will replace these things. Mayor Purcell reported it is a plan to work forward to apply for grants. Massine motioned to go forward with the PER for the Water Treatment Plant. Sharpe seconded. On a voice vote the motion was unanimously approved.

Mayor Purcell reported the City received a recommendation from the City-County Planning Board (CCPB) to approve a variance request that was submitted by Luke Gerber. The request is to add a carport to the side of his garage at 838 W. 5th street. This would allow the setback of 1 ½ feet instead of 5 feet. Kirschenmann-Kuntz, CCBP Chair, reported the neighbor said that it was okay with him. Krebs motioned to approve. Massine seconded. On a voice vote the motion was unanimously approved.

Knudsen reviewed the Interlocal Agreement between Big Horn County and the City of Hardin for the Funding of Renovations to the Hardin Depot. The City approved funding, \$9,000, for the renovations. The County, in addition to the City, will be giving the City \$9,000 to administer the funds for the project. Hopes motioned to approve. Massine seconded. On a voice vote the motion was unanimously approved.

Lehr reviewed Pay Application #3, in the amount of \$249,909.50, submitted by the Northcon, Inc. for the Wastewater Treatment Plant Project. It was noted the amount on the agenda is incorrect; the correct amount is the amount reported by Lehr. Massine motioned to go forward with Pay Application #3 in the amount of \$249,909.50. Hopes seconded. On a voice vote the motion was unanimously approved.

Mayor Purcell reported a request was submitted to purchase Glock weapons and equipment in the amount of \$8,746.50 for the police department; this is a budgeted item that was approved during the budget. Krebs noted that during the budget process he brought up opposition; he thinks they should utilize what they have. There was discussion about the current guns vs. the new ones. Hopes made the motion to table until they can get some answers from the Chief even though it was done in the budget. Espinoza noted it was done in the budget and Council did ask him questions. Krebs noted it was brought up in the budget meeting that the ammunition for the guns they have

now are more. Mayor Purcell reported there is a motion on the floor to table and asked if there was a second to that motion. Sharpe seconded. On a voice vote the motion passed. (unclear/1). Espinoza voting Nay. Funke asked why the money isn't being used to hire more officers and voiced other concerns. Krebs noted more officers are budgeted. Zimmer asked for a re-voice on the vote; adding she doesn't believe she got everybody. Mayor Purcell voiced there will be a redo of the voice vote to clarify. It was motioned by Hopes and seconded by Sharpe to table the weapons decision to the next meeting. The motion to table was passed by Hopes, Krebs, Sharpe, and Massine. Espinoza voting Nay. (4/1)

STAFF REPORTS:

Public Works:

Hurff reported there were some sink holes and soft spots on Peritsa Creek Road; the contractor lowered the price from \$13,000 down to \$10,000 on the paving project. The Vac Truck was delivered and is doing a really good job; it is helping the crew get through jobs faster. A Defensive Driving Course scheduled for employees on October 29th that will be presented by Montana Municipal Interlocal Authority (MMIA), the City insurance. UV lights were replaced at the Wastewater Treatment Plant. The welcome sign on Crawford was hit; it will be repaired or replaced. He and Chris Schneider, Landfill Lead, have been working on spec sheets for new dump trucks and also a new compactor or scraper for the Landfill.

Finance:

Lehr reviewed the Quarterly Investment Report for the First Interstate Bank Investment Account: adding the account is healthy.

Lehr reported the City can apply for Montana Coal Endowment Program (MCEP) for the Capital Improvement Plan (CIP) and has applied for the Renewable Resource Grant (RRG). This is a planning document that helps in receiving funds from State or Federal Programs. Lehr noted the City did start the Capital Reserve Cash Account for water, garbage, and landfill funds; they can only be used for capital purposes.

Lehr reported the government shutdown is affecting Rural Development funding for the Wastewater Treatment Plant Project. He reviewed funding that has been requested from MCEP and the Coal Board. He reviewed the terms of the grants.

Lehr noted he reviewed a human resources program at the last meeting. The City reached out to another company; adding this program is cheaper, includes time keeping, and would replace three current applications the city uses now.

Police:

Mayor Purcell reported Chief Paul George, Jr. is in training.

Legal:

Economic Development:

Tina Toyne reported the Economic Development Strategy Report has been received and is available.

RESOLUTIONS & ORDINANCES:

PUBLIC COMMENT:

George Toyne asked what triggers a house being deemed as a nuisance house. Knudsen reported it could start with complaints from neighbors and also observations from Police Officers.

ANNOUNCEMENTS:

Mayor Purcell reported on the front table there is a survey from Destination IQ for the Pilot Tourism Grant and also an invitation from Cushing Terrell (CTA) to attend a Stakeholder Engagement Meeting for the new Big Horn County Visitor Information Center scheduled for Tuesday, October 28th from 7:00 p.m. to 8:00 p.m. at the Big Horn Academy for Pilot Tourism.

Mayor Purcell announced the following employee anniversaries: Moses Gonzales, 47 years; Judge Bob Snively with a combined 9 years as City Attorney and City Judge; Markus Takes the Horse, 10 years; and Angela Zimmer 10 years.

The Local Government Review Study Commission Meetings are held the third Wednesday of each month in Council Chambers. Knudsen reported the meeting for the third Wednesday in October was rescheduled for Wednesday, October 22nd at 5:30 p.m.

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

Hopes motioned to adjourn the meeting at 7:52 p.m. Massine seconded. On a voice vote the motion was unanimously approved.

Joe Purcell, Mayor

ATTEST:

Andrew Lehr, Finance Officer/City Clerk

DRAFT

City of Hardin

Submitted for Approval

November 4, 2025

Month	CLAIM No.	Monthly Total
August, 2025	33035	\$ 24,846.50
September, 2025	33036	76,165.90
October, 2025	32967-32971, 32973, 32995-33021, 33023-33031	79,967.37
November, 2025	32974-32994, 33032-33034	6,357.62
TOTAL Submitted		\$ 187,337.39

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

Vendor	Purpose	Check #	Amount
AYRES ASSOCIATES INC	Comprehensive Economic Dev. Strategy Fees	42060	24,846.50
MORRISON-MAIERLE	Lodge Grass Project Engineering Services	-99444	76,165.90
BIG HORN COUNTY	2025 Assessments	42062	36,658.85
JORDAN W KNUDSEN	Legal Services	42076	8,500.00
PINE RIDGE FABRICATION LLC	Repair compactor wheel cleaner, repair aerator	42087	5,514.00

CITY OF HARDIN
Claims Report

For the Accounting Period: August, 2025

Vendor	Claim #	Check	Amount
AYRES ASSOCIATES INC	CL 33035	42060	24,846.50

CITY OF HARDIN

Claims Report

For the Accounting Period: September, 2025

Vendor	Claim #	Check	Amount
MORRISON-MAIERLE	CL 33036	-99444	76,165.90

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

Vendor	Claim #	Check	Amount
TREVOR LAUTT	CL 32967	42029	86.67
NATHAN MCCONNELL	CL 32968	42031	244.94
TINA M TOYNE	CL 32969	42028	70.50
SAFEGUARD BUSINESS SYSTEMS INC	CL 32970	-99443	298.60
MOUNTAIN ALARM	CL 32971	42082	738.50
A-ONE GARAGE DOOR	CL 32973	42030	2,495.00
KYLE HAMLIN	CL 32995	42078	150.00
JAMIE LANE	CL 32996	42075	98.95
CenturyLink	CL 32997	42065	1,204.54
CITY WATER DEPT	CL 32998	42067	2,671.02
MONTANA DAKOTA UTILITIES	CL 32999	42081	829.57
ANDERSON SERVICE INC	CL 33000	42058	632.50
BIG SKY TIRE & SERVICE CO LLC	CL 33001	42063	300.00
BOB SMITH FORD INC	CL 33002	42064	909.23
CENTURYLINK	CL 33003	-99446	213.15
CHURCHILL EQUIPMENT CO INC	CL 33004	42066	101.46
ENERGY LABORATORIES INC	CL 33005	42070	2,017.00
VOLUNTEER FIREMEN'S INSURANCE SERVICES	CL 33006	42093	1,414.00
HARDIN BUILDING CENTER	CL 33007	42071	153.62
HAWKINS, INC	CL 33008	-99445	3,191.32
IBS, INC.	CL 33009	42073	1,211.73
KOIS BROTHERS EQUIPMENT CO.	CL 33010	42077	1,823.38
LYNN'S SUPERFOODS	CL 33011	42080	135.11
NORTHWEST PIPE FITTINGS	CL 33012	42085	398.88
NORTHERN CHIROPRACTIC PC	CL 33013	42084	135.00
NORTHWEST SCIENTIFIC, INC.	CL 33014	42086	606.84
SHERWIN-WILLIAMS	CL 33015	42088	876.67
LAKESIDE EQUIPMENT CORP	CL 33016	42079	100.00
TOWN & COUNTRY SUPPLY ASSN	CL 33017	42090	1,352.00
WAGNERS HEATING & AIR CONDITIONING LLC	CL 33018	42094	200.00
APG YELLOWSTONE NEWS GROUP	CL 33019	42059	84.30
STAHLY ENGINEERING & ASSOCIATES INC	CL 33020	42089	703.25
BIG HORN COUNTY	CL 33021	42062	36,658.85
EDWARD STAFFORD	CL 33023	42069	124.86
JORDAN W KNUDSEN	CL 33024	42076	8,500.00
HARDIN DO IT BEST	CL 33025	42072	662.83
USA BlueBook	CL 33026	42092	68.50
MT DEPARTMENT OF ENVIRONMENTAL QUALITY	CL 33027	42083	2,614.00
BALCO UNIFORM CO., INC.	CL 33028	42061	164.00
CREATIVE MONOGRAMS	CL 33029	42068	154.00
APG YELLOWSTONE NEWS GROUP	CL 33030	42059	58.60
PINE RIDGE FABRICATION LLC	CL 33031	42087	5,514.00
			79,967.37

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

Vendor	Claim #	Check	Amount
JACK WEICHMAN	CL 32974	42032	100.00
BOB SCHOEN	CL 32975	42033	100.00
PAT BRECKENRIDGE	CL 32976	42034	100.00
TERRY BULLIS	CL 32977	42035	100.00
RON NEDENS	CL 32978	42036	100.00
DENNIS FOX	CL 32979	42037	100.00
HARRY KAUTZMAN	CL 32980	42038	100.00
ROB BRYSON	CL 32981	42039	100.00
KENTON G KEPP	CL 32982	42040	100.00
JAY LUNDBERG	CL 32983	42041	100.00
DANIEL J KLINGENSTEIN	CL 32984	42042	100.00
LARRY W VANDERSLOOT	CL 32985	42043	100.00
JIM WEDEL	CL 32986	42044	100.00
TIM A WAGNER	CL 32987	42045	100.00
TEDDY J BURROUGHS	CL 32988	42046	100.00
KATHERINE M JOHNSON	CL 32989	42047	50.00
SANDRA K BIERY	CL 32990	42048	50.00
JERRY WEMPLE	CL 32991	42049	100.00
MARK BETTS	CL 32992	42050	100.00
WISPWEST.NET	CL 32993	42095	115.12
U.S. POSTAL SERVICE	CL 32994	42091	170.00
MARKUS TAKES THE HORSE	CL 33032	42057	45.00
SHAWNDAE OLDELK	CL 33033	42056	45.00
IN CONTROL, INC	CL 33034	42074	4,182.50
			6,357.62

CITY OF HARDIN

Check Report

11/4/2025

Vendor	Claim #	Check	Amount
TINA M TOYNE	CL 32969	42028	70.50
TREVOR LAUTT	CL 32967	42029	86.67
A-ONE GARAGE DOOR	CL 32973	42030	2,495.00
NATHAN MCCONNELL	CL 32968	42031	244.94
JACK WEICHMAN	CL 32974	42032	100.00
BOB SCHOEN	CL 32975	42033	100.00
PAT BRECKENRIDGE	CL 32976	42034	100.00
TERRY BULLIS	CL 32977	42035	100.00
RON NEDENS	CL 32978	42036	100.00
DENNIS FOX	CL 32979	42037	100.00
HARRY KAUTZMAN	CL 32980	42038	100.00
ROB BRYSON	CL 32981	42039	100.00
KENTON G KEPP	CL 32982	42040	100.00
JAY LUNDBERG	CL 32983	42041	100.00
DANIEL J KLINGENSTEIN	CL 32984	42042	100.00
LARRY W VANDERSLOOT	CL 32985	42043	100.00
JIM WEDEL	CL 32986	42044	100.00
TIM A WAGNER	CL 32987	42045	100.00
TEDDY J BURROUGHS	CL 32988	42046	100.00
KATHERINE M JOHNSON	CL 32989	42047	50.00
SANDRA K BIERY	CL 32990	42048	50.00
JERRY WEMPLE	CL 32991	42049	100.00
MARK BETTS	CL 32992	42050	100.00
SHAWNDAE OLDELK	CL 33033	42056	45.00
MARKUS TAKES THE HORSE	CL 33032	42057	45.00
ANDERSON SERVICE INC	CL 33000	42058	632.50
APG YELLOWSTONE NEWS GROUP	CL 33019	42059	84.30
APG YELLOWSTONE NEWS GROUP	CL 33030	42059	58.60
AYRES ASSOCIATES INC	CL 33035	42060	24,846.50
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BIG HORN COUNTY	CL 33021	42062	36,658.85
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BOB SMITH FORD INC	CL 33002	42064	909.23
CenturyLink	CL 32997	42065	1,204.54
CHURCHILL EQUIPMENT CO INC	CL 33004	42066	101.46
CITY WATER DEPT	CL 32998	42067	2,671.02
CREATIVE MONOGRAMS	CL 33029	42068	154.00
EDWARD STAFFORD	CL 33023	42069	124.86
ENERGY LABORATORIES INC	CL 33005	42070	2,017.00
HARDIN BUILDING CENTER	CL 33007	42071	153.62
HARDIN DO IT BEST	CL 33025	42072	662.83
IBS, INC.	CL 33009	42073	1,211.73

CITY OF HARDIN

Check Report

11/4/2025

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IN CONTROL, INC	CL 33034	42074	4,182.50
JAMIE LANE	CL 32996	42075	98.95
JORDAN W KNUDSEN	CL 33024	42076	8,500.00
KOIS BROTHERS EQUIPMENT CO.	CL 33010	42077	1,823.38
KYLE HAMLIN	CL 32995	42078	150.00
LAKESIDE EQUIPMENT CORP	CL 33016	42079	100.00
LYNN'S SUPERFOODS	CL 33011	42080	135.11
MONTANA DAKOTA UTILITIES	CL 32999	42081	829.57
MOUNTAIN ALARM	CL 32971	42082	738.50
MT DEPARTMENT OF ENVIRONMENTAL QUALITY	CL 33027	42083	2,614.00
NORTHERN CHIROPRACTIC PC	CL 33013	42084	135.00
NORTHWEST PIPE FITTINGS	CL 33012	42085	398.88
NORTHWEST SCIENTIFIC, INC.	CL 33014	42086	606.84
PINE RIDGE FABRICATION LLC	CL 33031	42087	5,514.00
SHERWIN-WILLIAMS	CL 33015	42088	876.67
STAHLY ENGINEERING & ASSOCIATES INC	CL 33020	42089	703.25
TOWN & COUNTRY SUPPLY ASSN	CL 33017	42090	1,352.00
U.S. POSTAL SERVICE	CL 32994	42091	170.00
USA BlueBook	CL 33026	42092	68.50
VOLUNTEER FIREMEN'S INSURANCE SERVICES	CL 33006	42093	1,414.00
WAGNERS HEATING & AIR CONDITIONING LLC	CL 33018	42094	200.00
WISPWEST.NET	CL 32993	42095	115.12
SAFEGUARD BUSINESS SYSTEMS INC	CL 32970	-99443	298.60
MORRISON-MAIERLE	CL 33036	-99444	76,165.90
HAWKINS, INC	CL 33008	-99445	3,191.32
CENTURYLINK	CL 33003	-99446	213.15
			187,337.39

LANDA UFFELMAN LEHMAN

206 N. Center Ave Hardin, MT 59034
(406) 665-2078
Landa.gene@gmail.com

October 20, 2025

Dear Hardin City Council Members:

2025 has been a successful year full of community activities and fun and we are looking forward to capping off the community events with the Hardin Christmas Stroll. The past few years we have had pictures with Santa, cookie decorating, ornament making, Christmas caroling, lights parade, community tree lighting, chili supper, holiday shopping, hot chocolate and more! Not only is this day Small Business Saturday, but it is a great weekend to kick off the Christmas Season!

I am requesting to have the street of 200 N. Center Ave closed for the afternoon of Saturday, Nov. 29th from 2:00pm-9:00pm and include candles and barriers to block the street (this is the Saturday after Thanksgiving). I would also like to include 4 garbage cans for the street (the smaller cans with flip-open lids).

Thank you to the city work crew for helping with the Community Christmas Tree every year and for being so accommodating. The Community Christmas Tree has been a great addition to our little town and has had nothing but positive feedback over the last few years now. Thank you for your time and I appreciate your support for our community events.

Sincerely,

Landa Uffelman Lehman



Sales: 7:00am to 8:00pm EST (Mon to Fri), 7:00am to 4:00pm EST (Sat & Sun)



Search



Login

Select Country:  USA

[Contact](#)

[Checkout](#)

11,000-lbf Hydraulic Plate Compactor, 4-7 Ton Excavator Weight, 39" Compact Capacity, TMG-ECP41

★★★★★ 65 Reviews [Ask a question](#)



Sales: 7:00am to 8:00pm EST (Mon to Fri), 7:00am to 4:00pm EST (Sat & Sun)

~~\$5,799.00~~ **Save \$300.00**
\$5,499.00

From **\$496.33/mo** with **shop**

FREE shipping to most locations in **USA**
Delivered in **10 to 15 business days**
 [Learn More](#)

Quantity
1 ▾

Add To Cart

1-877-761-2819

cs@tmgindustrial.com



**IMPULSE
FORCE**
**11000 LBF
(50 kN)**



COMPATIBLE WITH
**4-7
TON**
MINI EXCAVATORS



UP TO
39"
(0.9 M)
**COMPACTION
DEPTH**

Product Manual

Find Parts

Features



 **▶ 11000 LBF/
50 kN FORCE**

Delivers 11,000 lbf (50 kN) of impulse force for effective soil compaction



 **▶ FITS 4-7 TON
MINI EXCAVATORS**

Designed for 4-7 ton excavators

 **▶ QUICK-CHANGE
LUGGING**



Quick-change Lugging Mount works with couplers for easy attachment change

Sales: 7:00am to 8:00pm EST (Mon to Fri), 7:00am to 4:00pm EST (Sat & Sun)



▶ UP TO **85%**
COMPACTION
AT **30"** /
762 MM DEPTH

Achieves up to 85% compaction density at 30" / 762 mm depth

See less ^



▶ OVERLOAD VALVE
PROTECTS MOTOR OPERATION

Overload shutoff valve maintains motor within safe operating range



▶ COMES WITH (2) ½" /
12.7 MM NPT HOSES



Includes two ½" / 12.7 mm NPT high-pressure hydraulic hoses for easy connection

Specifications

- Impulse force: 11,000 lbf
- Exciter frequency: 2000 RPM
- Hydraulic flow: 12-20 GPM
- Pressure: 1450-1885 PSI
- Bottom plate: 35" x 21"
- Carrier weight: 8,800 -15,400 lb, 4-7 ton
- Soil compaction effective depth: 28"-39"
- Compaction density: 85% at 30"
- (2) ½" NPT thread high-pressure hydraulic hoses included



See less ^

Shipping Information

The order will ship from one of our warehouses in Canada or the United States. Under normal circumstances it will take us 2 to 3 business days to process the order and ship it. It will take up to 10 to 15 business days for the order to get to you based on where you are located and how accessible the location is.

- This product is packed in a metal crate shipping box
- Shipping dimension: 40" x 27" x 34" (L x W x H)
- Shipping weight: 810 lb

Shipping from Charlotte, NC, or Seattle, WA

What happens after you place your order?



Sales: 7:00am to 8:00pm EST (Mon to Fri), 7:00am to 4:00pm EST (Sat & Sun)

Product Description

The TMG-ECP41 is a powerhouse capable of compacting soils, gravels and sands for projects needing stable, solid grounds to work and build on. Any sort of bituminous or granular materials are simply no match for the 11000 lbf of impulse force and effective compaction depth up to 39". The ideal solution for construction sites, roads, foundations and any other tight footing and road preparatory needs.

Compatible with 4 to 7 ton carriers and fitted with an easy to use quick change lugging design that keeps workflow running smoothly and efficiently. Motor is housed in a heavy-duty steel frame that is semi-open to allow for easy maintenance while still providing superior protection of its vital components. Included high pressure hydraulic hoses offer a simple hookup and disconnect as well as efficient energy transfer from your excavator to the compactor.

Eccentric weight vibration has been engineered for optimal soil compaction that translates to an 85% compaction density at 30" depth. Industrial grade rubber cushion isolates reverberations from reaching the boom, motor and bearings of the carrier ensuring minimal wear and tear and maximum force into the ground. An overload valve shutoff keeps the motor within its working range to prevent damage and extend the compactors lifespan.

[See less ^](#)

Warranty

We know that when you invest in equipment, you're counting on it to perform day in and day out. At TMG Industrial, that trust means everything to us. That's why we include a 1-year Warranty with every product we sell—because you deserve confidence with every purchase.

Our warranty is there to make sure your equipment stays reliable across the seasons, covering any issues caused by manufacturing defects in materials or workmanship. From fieldwork to property maintenance, you can count on your TMG equipment to deliver.

More than just warranty coverage, we're committed to supporting you throughout the life of your machine. Our customer service team is here to help, whether you need technical advice, troubleshooting, or parts support.

Sales: 7:00am to 8:00pm EST (Mon to Fri), 7:00am to 4:00pm EST (Sat & Sun)

[policy](#)
[See less ^](#)



11,000-lbf Hydraulic Plate Compactor, 4-7 Ton...
\$5,499.00
★★★★★ (7)

[View details](#)



22,000-lbf Hydraulic Plate Compactor, 10-16 Ton...
\$6,999.00
★★★★★ (7)

[View details](#)



8,800-lbf Hydraulic Plate Compactor, 2-4 Ton...
\$3,899.00
★★★★★ (7)

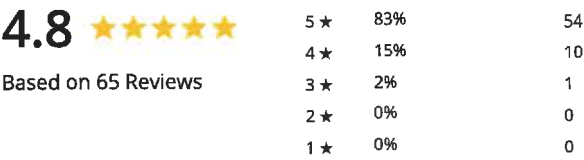
[View details](#)

Hydraulic Plate Compactor

Compatible Excavators	4-7 Ton	10-16 Ton	2-4 Ton
Impulse Force	11,000 lbf	22,000 lbf	8,800 lbf
Compaction force	5 ton	10 ton	3 ton
Compaction Depth	28"-39"	37"-48"	15"-19"
Compaction density	85% at 30"	85% at 30"	85% at 30"
Exciter Frequency	2000 RPM	2000 RPM	2000 RPM
Bottom Plate Size	35" x 21"	39" x 28"	33" x 19"
Hydraulic Flow	12-20 GPM	23-28 GPM	6.6-11 GPM
Hydraulic pressure	100-130 bar	100-150 bar	80-120 bar
Hydraulic Hoses Included	(2) ½" NPT thread high-pressure hoses	(2) ¾" NPT thread high-pressure hoses	(2) ½" NPT thread high-pressure hoses

[View more](#) ▾

Customer Reviews



[Write a Review](#)

Company	Rippling w/o T&A	BambooHR w/o T&A
Workforce Management		
Platform	\$ 282.00	\$ 724.01
Platform Base Fee	\$ 35.00	
HRIS	\$ -	
Performance Management	\$ 169.20	
Learning Management Course Builder	\$ 56.40	\$ -
Learning Management	\$ 141.00	\$ -
Workforce Management Total	\$ 683.60	\$ 724.01
Time & Attendance		
Time & Attendance	\$ -	\$ -
Time & Attendance - Base Fee	\$ -	\$ -
Clock Lease		
Payroll Total	\$ -	\$ -
Implementation		
Implementation (ONE-TIME)	\$ 1,500.00	\$ 3,000.00
Time & Attendance Implementation		
Clock Purchase (ONE-TIME)		
Implementation Total	\$ 1,500.00	\$ 3,000.00
Recurring Monthly Total	\$ 683.60	\$ 724.01
Recurring Annual Total	\$ 8,203.20	\$ 8,688.12
One-Time Fees	\$ 1,500.00	\$ 3,000.00
First Month Total	\$ 2,183.60	\$ 3,724.01
Bamboo Discount		9.39%
Rippling Discount* Two Months Free	\$ 1,367.20	\$ -
Total Year 1	\$ 8,336.00	\$ 11,688.12
Total 1/1 - 6/30	\$ 4,234.40	\$ 7,344.06
Total 6/30-12/31	\$ 4,101.60	\$ 4,344.06

The City of Hardin evaluated 3 different Human Resource Management (HRM) Systems.

This document serves as a comparison between the top two systems, Rippling and BambooHR. While the above comparison represents a difference of \$3,353, it does not reflect the services offered by the two systems. The major differences include the length of contract, ability for benefits tracking, and PTO management. BambooHR is a month-to-month contract while Rippling is a 1 year term. In addition, Rippling is unable to offer benefits tracking or PTO Management, which is an essential component of HR administration. It is with this information, the City of Hardin recommends BambooHR.

General	Rippling	BambooHR
Quote Expires	10/31/2025	11/14/2025
Product		Pro
Implementation Timeframe		4-6 Weeks
Licensing Model	Per Employee, Per Month	Per Employee, Per Month
Contract Term & Renewal	Annual	Month to Month
Pricing Structure		
Implementation Fee	\$ 1,500.00	\$ 3,000.00
<u>Implementation & Support</u>		
Implementation Support/Onboarding Assistance	4-6 Weeks	4-6 Weeks
Customer Support Availability		
Dedicated Account Manager	Yes	Yes
<u>HR & Employee Management</u>		
Employee Database/Directory	Yes	Yes
Organizational Chart	Yes	Yes
Position & Job Management	Yes	Yes
Onboarding/Offboarding	Yes	Yes
Time & Attendance Tracking	No: Add-on	No: Add-on
Leave/PTO Management	No: Add-on	Yes
Employee Records	Yes	Yes
Benefits Tracking	No	Yes
Benefits Administration	No	No: Add-on
Document Storage	Yes	Yes
<u>Talent & Performance Management</u>		
Recruiting/Applicant Tracking	Yes	25 Job Openings
Performance Management	Yes	Yes
Training Tracking	Yes	Yes
Learning Management System	Yes	Yes
Career Pathing/Succession Planning	Yes	Yes
<u>Compensation & Benefits</u>		
Salary & Pay Structure Management	Yes	Yes
Compensation Planning/Reviews	Yes	Yes
Incentives/Bonuses Tracking	Yes	Yes
<u>Reporting, Analytics & Compliance</u>		
Pre-Built Reports	Yes	Yes
Compliance Reporting	Yes	Yes
Role-Based Access Control	Yes	Yes
<u>Integrations & User Experience</u>		
Integrations		
Payroll Systems	No	No
Accounting/ERP Systems	No	No
Mobile App Availability & Functionality	Yes	Yes
<u>Other</u>		
eSignatures	Yes	Yes
Company Branding	Yes	Yes
Payroll	No: Add-on	No: Add-on

Price Quote



One Easy-to-Use Platform for Everything HR

Account Name
City of Hardin

Prepared For Contact
Alexandria Edwards
aedwards@hardinmt.com

Prepared by
Lizzie Gutierrez
lgutierrez@bamboohr.com



Total Employee Count
47



Estimated 1st Year Cost
\$11,688.12



One Time Fee
\$3,000.00



Estimated Monthly Cost*
\$724.01



Total 1st Year Savings
\$899.88 7.2%

*Monthly fees based on # of active employees
Plus sales tax if applicable
See following pages for line item breakdown of services

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
Effective Total Discount	(9.39%) (\$74.99)
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

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
- 15 Compliance Training courses (Powered by EasyLlama)

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.

BambooHR | 42 Future Way | Draper | Utah | 84020

The ROI of Switching to BambooHR from Spreadsheets

How much can you save with BambooHR?

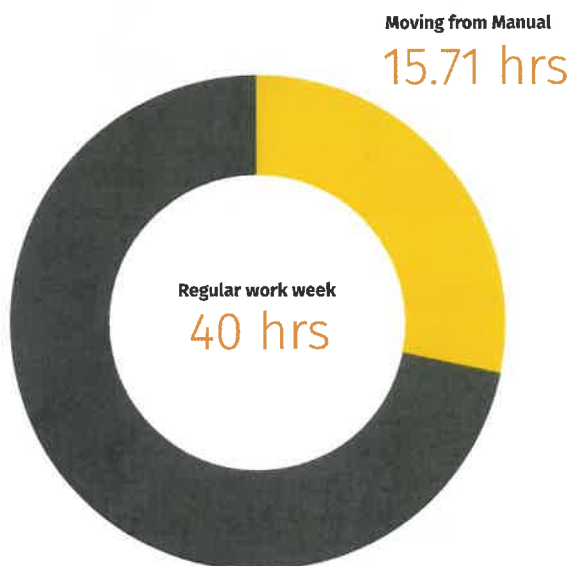
Here's what our customers found.

Weekly Savings By Switching to BambooHR

WEEKLY TIME SAVED AFTER SWITCHING

15.71 hrs a week

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

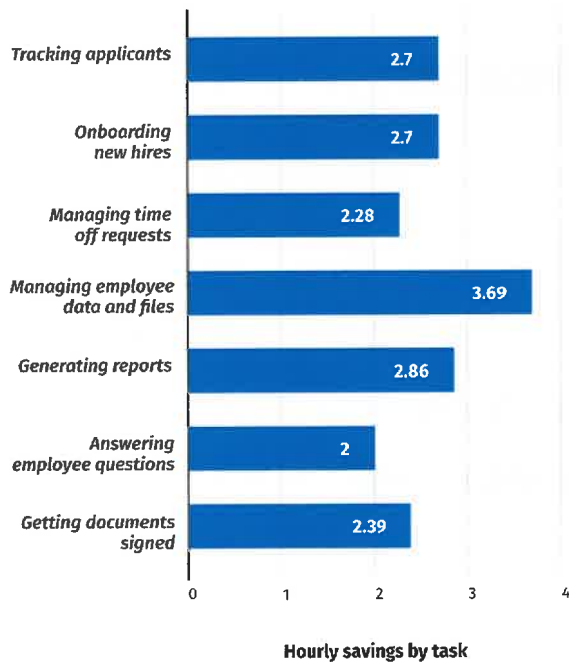


If you've been handling HR tasks manually with spreadsheets, switching to BambooHR can save you time and money. As these figures show, automating time-consuming chores with BambooHR saves organizations like yours an average of about 15 hours and 43 minutes every week. That's worth \$26,958 per year based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

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

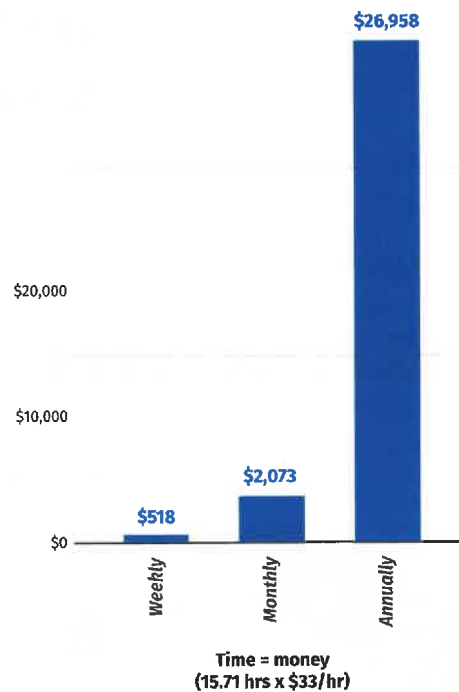
BambooHR frees your people to focus on new projects, additional training, strategic initiatives, and other priorities.

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

Lizzie Gutierrez
lgutierrez@bamboohr.com
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.



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.:	4	Application Date:	10/30/2025
Application Period:	From 10/1/2025	to	10/31/2025

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)	\$	1,577,880.21
5. Retainage/MT Gross Receipts		
a. 5% X \$ 1,577,880.21 Work Completed =	\$	78,894.01
b. X \$ - Stored Materials =	\$	-
c. Total Retainage (Line 5.a + Line 5.b)	\$	78,894.01
6. Amount eligible to date (Line 4 - Line 5.c)	\$	1,498,986.20
7. Less previous payments (Line 6 from prior application)	\$	943,489.14
8. Amount due this application	\$	555,497.06
9. Less MT Gross Receipts Tax (1%)	\$	5,554.97
10. Current Payment Due	\$	549,942.09
11. Balance to finish, including retainage (Line 3 - Line 4 + Line 5.c)	\$	12,339,749.80

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:	 Date: 10/30/2025

Recommended by Engineer	Approved by Owner
By: 	By: _____
Title: Chief Operating Officer	Title: _____
Date: 10/31/2025	Date: _____
Approved by Funding Agency	
By: _____	By: _____
Title: _____	Title: _____
Date: _____	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
Project:	Hardin WWTP Upgrades		
Contract:	Wastewater Treatment Plant Upgrades		

Application No.:		4		Application Period:		From		10/01/25		to		10/31/25		Application Date:		10/30/25	
A	B	C	D	E	F	G	H	I									
Item No.	Description	Scheduled Value (\$)	(D + E) From Previous Application (\$)	Work Completed 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) (\$)									
Original Contract:																	
1	Mobilization	345,968.00	121,919.36	34,500.00		156,419.36	45%	189,548.64									
2	Mobilization Subs	153,630.00	8,072.60	50,000.00		58,072.60	38%	95,557.40									
3	General Conditions	470,488.00	282,244.00	47,500.00		329,744.00	70%	140,744.00									
4	Divisions 1 (16 Months)	1,813,900.00	353,710.50	113,368.75		467,079.25	26%	1,346,820.75									
5	Demobilization	138,387.00					0%	138,387.00									
HEADWORKS																	
6	Excavation	170,000.00	30,000.00	65,000.00		95,000.00	56%	75,000.00									
7	Building Work Concrete	299,288.00		2,000.00		2,000.00	1%	297,288.00									
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		5,175.00		5,175.00	5%	109,825.00									
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									

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.:	HAY502
Project:	Hardin WWTP Upgrades		
Contract:	Wastewater Treatment Plant Upgrades		

Application No.: 4		Application Period: From 10/01/25 to 10/31/25		Application Date: 10/30/25					
A	B	C	D		E	F	G	H	I
	Description	Scheduled Value (\$)	Work Completed (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 (I - G) (\$)
Item No.									
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			5,198.00		5,198.00	6%	75,802.00
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		1,840.00		12,340.00	5%	212,660.00

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
Project:	Hardin WWTP Upgrades		
Contract:	Wastewater Treatment Plant Upgrades		

Application No.: 4		Application Period: From 10/01/25 to 10/31/25		Application Date: 10/30/25					
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	5,000.00			5,000.00	33%	10,000.00	
63	Labor	50,000.00	10,000.00			10,000.00	20%	40,000.00	
64	Excavation	203,000.00	50,500.00	35,700.00		86,200.00	42%	116,800.00	
65	Concrete Work	675,000.00		3,000.00		3,000.00	0%	672,000.00	
	CLARIFIER COMPLEX ELECTRICAL								
66	Material	30,000.00				-	0%	30,000.00	
67	Labor	25,000.00		460.00		460.00	2%	24,540.00	
	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

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		

A	B	C	Application Period:		F	G	H	I
			From	to				
			10/01/25		10/31/25			10/30/25
Item No.	Description	Scheduled Value (\$)	(D + E) from Previous Application (\$)	Work Completed 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 (I - G) (\$)
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	55,000.00	45,000.00		100,000.00	33%	200,000.00
96	Shoring	250,000.00	19,000.00	175,992.00		194,992.00	78%	55,008.00
	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	\$ 993,146.46	\$ 584,733.75	\$ -	\$ 1,577,880.21	11%	\$ 12,260,855.79

Lump Sum

Contractor's Application for Payment

Owner:	City of Hardin	Owner's Project No.:	C30316
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		

[illegible]

Contractor's Application for Payment

Owner's Project No.: C301316

Engineer's Project No.: 1033211/3

Contractor's Project No.: HAY502

Collection's Project No.:	1151302
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100

Application No.:	4
Application Period:	From 10/01/25 to 10/31/25
Application Date:	10/30/25

[illegible]

Contractor's Application for Payment

Owner's Project No.: C301316

Engineer's Project No.: 10332175

Contractor's Project No.: HAY502

Application Date: 10/30/25Application Date: 10/30/25

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

Contractor's Application for Payment

City of Hardin
HDR Engineering, Inc.
Northcon, Inc.
Hardin WWTP Upgrades
Wastewater Treatment Plant Upgrades

Application Period: From 10/01/25 to 10/31/25

[illegible]

October 16, 2025

Ms. Rachel Gemar, Compliance Program Lead
Montana DNRC
1539 11th Avenue
Helena, MT 59601

VIA EMAIL

**RE: Lodge Grass Phase 2 Wastewater Treatment Facility Improvements Project
Request to Extend ARPA Funding Deadline to June 30, 2026**

Dear Rachel,

Request to Extend ARPA Funding Deadline

The City of Hardin requests an extension of the term date for ARPA Grant #AC-22-0037 to **June 30, 2026**. The City of Hardin acknowledges that this will be the final day to incur expenses for reimbursement and that the ARPA program will not reimburse costs incurred beyond this date. The City agrees to submit the final reimbursement request, the final report, and all other requested submittals to DNRC within 90 days of closeout. Below you will find a summary of the information requested in your letter dated August 20, 2025.

- Justification for extension (why the project was delayed)
 - Prior to the project bidding, there were delays associated with funding which included obtaining additional project funding from USDA Rural Development, addressing the means to maintain the ARPA funding, and coordination efforts with sponsors of the Town of Lodge Grass' ARPA funding.
 - The project has also experienced construction delays. The project was awarded on April 24, 2025, and a notice to proceed was issued for June 16, 2025, with the project to be substantially complete by November 28, 2025. The Contractor requested the issuance of two suspend and resume work orders due to lack of work progress with the first suspend work order and then again with the second suspend to obtain project materials and schedule subcontractors. The Contractor has been working steadily since issuance of the second resume work order dated September 3, 2025. Construction delays appear to be tied to limited availability of staff to manage the project, unavailability of staff and subcontractors to complete the project work, Contractor busy finishing other projects, and long lead times on construction materials and equipment. The Contractor anticipates requesting a winter shutdown at end of day on November 25, 2026, and resuming work on March 2, 2026.
- Brief description of remaining scope items
 - Work completed includes Cell 1A/B and 2A/B liner testing, Cell 2 sludge removal and disposal, installation of influent gravity sewer main piping, and installation of the outfall structure.
 - The blower building is partially completed and piping under the UV building is being completed as of this writing.
 - Remaining work includes complete blower building, overhaul and installation of blowers; finish influent metering manhole; install effluent flow meter vault, UV building,

Cell 2 berm fill; aeration, baffle, and cover installation; UV installation; gravel berms; install new approach; fencing and gates; grading, seeding, and surface restoration; private property and Cell 2 surface restoration; and other miscellaneous items.

- Detailed timeline for the duration of the project, including estimated monthly ARPA expenditures by budget category. Where possible, prioritize ARPA funds for equipment/materials that can be purchased upfront.
 - See attached construction schedule.
 - Estimated monthly ARPA expenditures by budget category are summarized in the following table.

Month/Year	Budget Category					
	Hardin Grant Admin	Engineering Services: Construction	Engineering Services: RPR	Additional Services: TERO on PE Services	Sch 2 - Equipment (baffle, aeration, UV)	Add Alt 1 – Cover Materials
Reimbursements to Date						
4/2025 – 9/2025	\$27,402.16	\$45,814.54	\$32,534.30	\$448.91	\$27,065.60	\$0.00
Estimated Expenditures						
9/2025	\$8,000.00	\$20,236.16	\$33,470.69	\$778.88		
10/2025	\$1,458.00	\$25,000.00	\$35,000.00	\$826.92		
11/2025	\$8,924.00	\$25,000.00	\$35,000.00	\$845.04	\$175,125.00	\$160,000.00
12/2025	\$3,924.00	\$10,000.00				
1/2026	\$4,921.84	\$7,529.60				
2/2026	\$3,924.00	\$10,000.00			\$367,442.40	
3/2026	\$8,924.00	\$25,000.00	\$44,000.00	\$1,062.34		
4/2026	\$3,924.00	\$25,000.00	\$44,000.00	\$1,062.34		
5/2026	\$28,924.00	\$25,000.00	\$44,000.00	\$1,062.34		
6/2026	\$3,924.00	\$25,000.00	\$43,695.11	\$1,036.23		
Total	\$104,250.00	\$243,580.30	\$311,700.10	\$7,968.03	\$569,633.00	\$160,000.00

- Provide an executed construction contract that validates the remaining scope items, project costs and validates the detailed timeline below. The subrecipient must be able to demonstrate to DNRC that they are legally obligated to pay eligible project costs within the timeline requested.
 - See attached construction contract.
 - Attached are four documents that demonstrate the City of Hardin’s legal obligation to pay eligible projects within the timeline requested. These documents include an Interlocal Agreement, Memorandum of Agreements (MOA) for Payment of Engineering Services and Equipment, and an ARPA Grant Agreement between the City of Hardin and the Montana Department of Natural Resources.
- Specific timeline to expend all remaining committed match (if applicable). For SRF funded projects, this may extend beyond December 31, 2026.

- IHS matching funds will be expended by the end of 2025. The majority of USDA Rural Development funds will be expended by June 30, 2026, but it is anticipated that some Rural Development funds will be expended between approximately June 2026 and June 2027.
- The City of Hardin agrees to abide by the following conditions:
 - Monthly calls (at minimum) with DNRC grant manager.
 - Include DNRC grant manager on all construction calls.

Amendment Request

On behalf of the City of Hardin, I respectfully request to amend the Budget for Grant Agreement AC-22-0037 and as detailed in the current Uniform Budget. Please see the table below that details (1) the current allocation of funds in the Uniform Budget and (2) how funds are requested to be reallocated.

Task	CURRENT ARPA Competitive Funds	AMENDMENT REQUEST ARPA Competitive Funds	Difference
HARDIN GRANT ADMINISTRATION			
Grant Administration	\$72,000.00	\$36,296.00	(\$35,704.00)
Personnel Cost for Hardin			
Supplies (paper, postage, use of software, etc.)	\$5,000.00	\$15,704.00	\$10,704.00
Legal Services	\$8,000.00	\$8,000.00	\$0.00
Audit Fees for FY24 & FY25	\$19,250.00	\$44,250.00	\$25,000.00
Subtotal Hardin Grant Administration Adjustments	\$104,250.00	\$104,250.00	\$0.00
LAGOON CONSTRUCTION			
Engineering Services:	\$536,213.30	\$243,580.30	(\$292,633.00)
Construction Administration			
Equipment (baffle, aeration, and UV equipment)	\$437,000.00	\$569,633.00	\$132,633.00
Add Alt 1 – Modular Floating Cover (material only)	\$0.00	\$160,000.00	\$160,000.00
Subtotal Lagoon Construction Adjustments	\$973,213.30	\$973,213.30	\$0.00

If you have questions about these requests or need additional information, please contact Drew Lehr, City of Hardin Finance Officer/City Clerk at cityfinance@hardinmt.com or (406) 665-9260 extension 102.

CITY OF HARDIN,

Joe Purcell
Mayor

cc: Quincy Dabney, Town of Lodge Grass

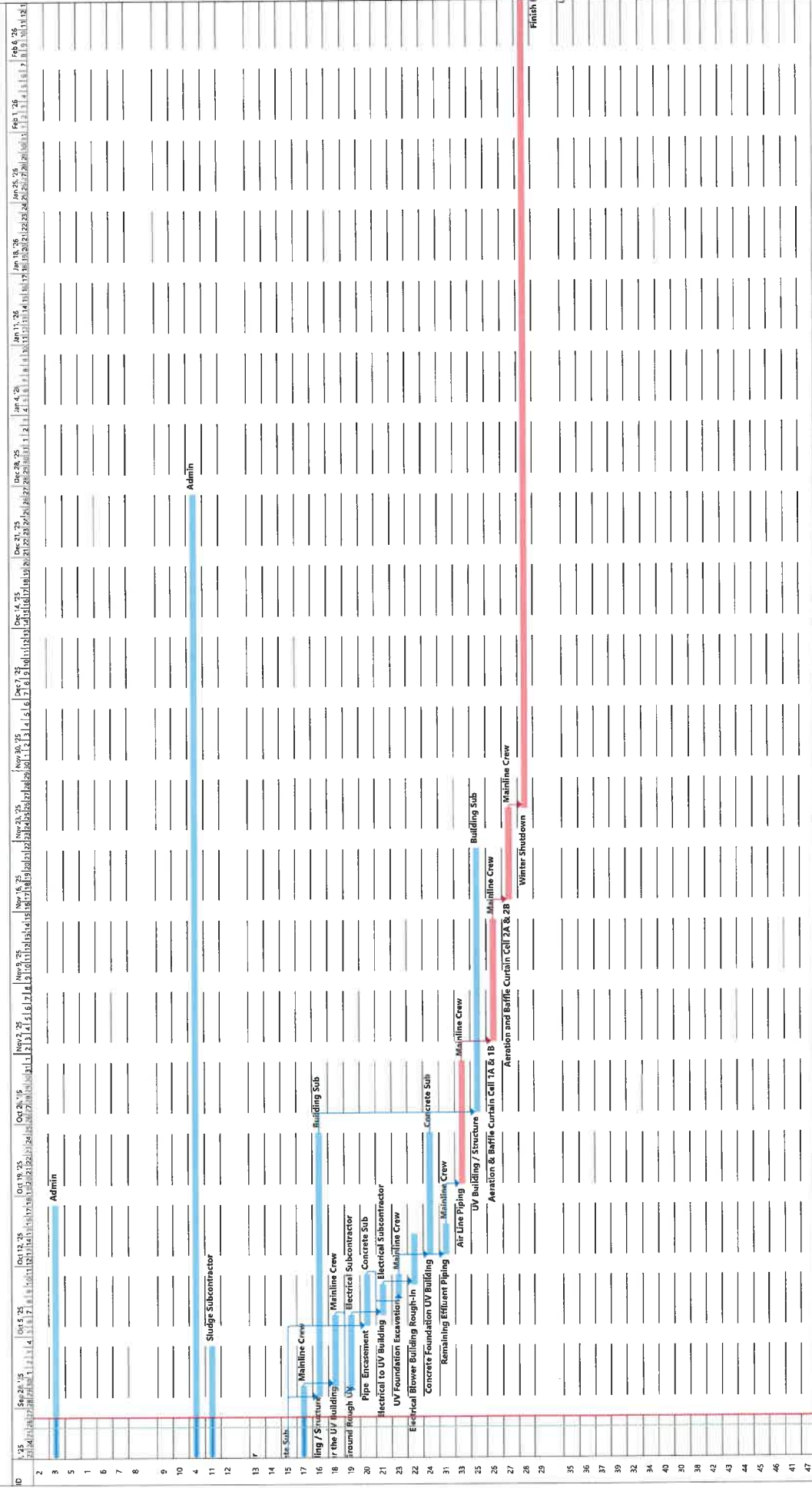
Andrew Lehr, City of Hardin
Stephanie Seymanski, PE, Morrison-Maierle
Lori Benner, Nittany Grantworks

Encl: Construction Schedule
Construction Contract
City of Hardin, MT and Town of Lodge Grass, MT Interlocal Agreement
MOA for Payment of Engineering Services for Town of Lodge Phase 2 WWTF Improvements
MOA for Payment of Equipment for Town of Lodge Grass Phase 2 WWTF Improvements
ARPA Grant Agreement between City of Hardin and DNRC, Grant Number AC-22-0037
Uniform Budget

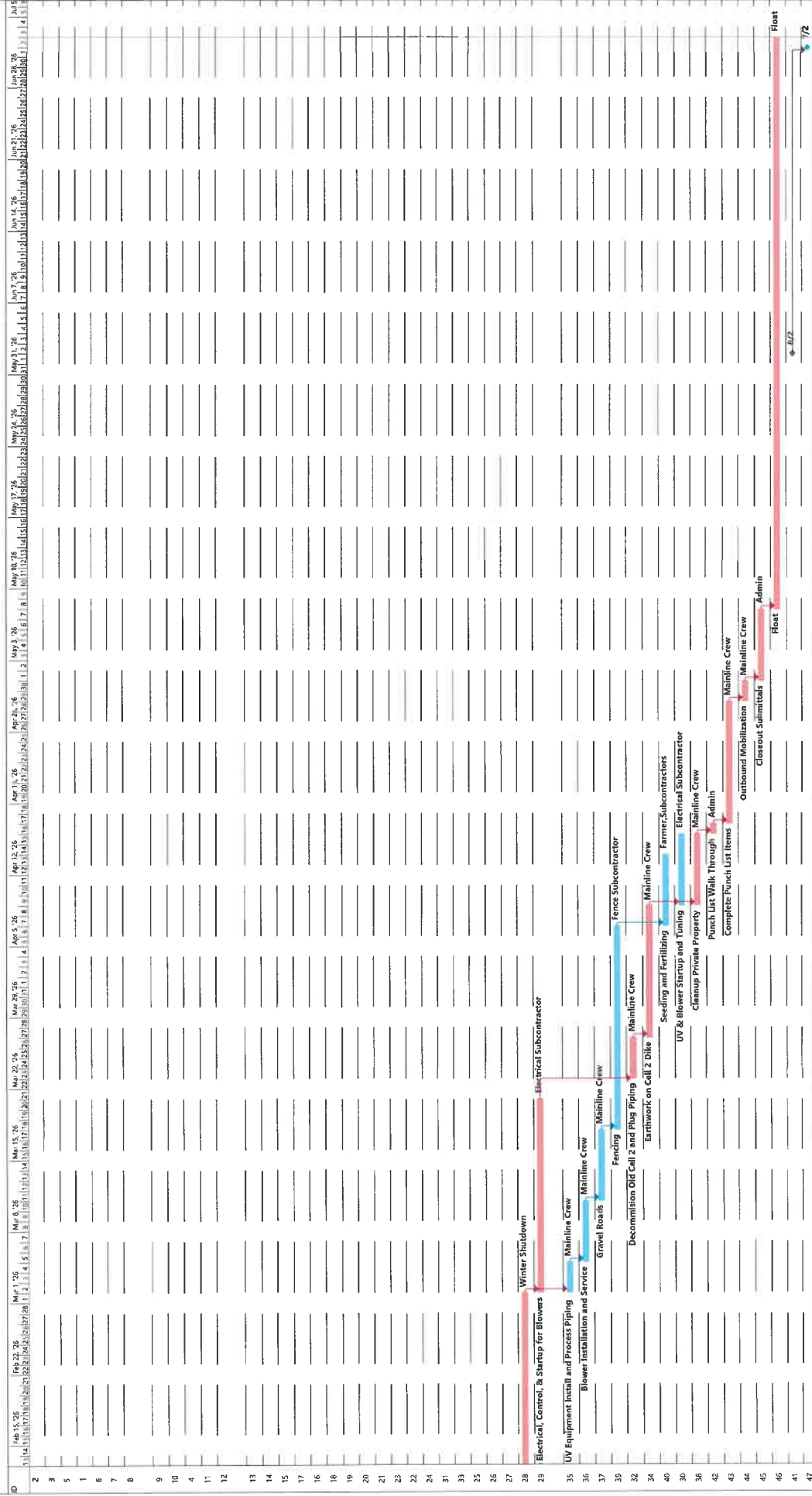
WESTERN MUNICIPAL CONSTRUCTION, INC. SCHEDULE FOR THE
LODGE GRASS - PHASE 2 WASTEWATER TREATMENT FACILITY IMPROVEMENTS PROJECT
09/26/2025

ID	Task Name	Duration	Start	Finish	Summary	Task	Task Split	Milestone
1	Inbound Mobilization	9 days	Mon 6/9/25	Thu 6/19/25	Summary	Task	Task Split	Milestone
2	General Conditions & Submittals	95 days	Mon 6/9/25	Fri 10/17/25	Summary	Task	Task Split	Milestone
3	Site Area and Office Setup	11 days	Fri 6/13/25	Fri 6/27/25	Summary	Task	Task Split	Milestone
4	Notice to Proceed	0 days	Mon 6/16/25	Mon 6/16/25	Summary	Task	Task Split	Milestone
5	Construction Staking	2 days	Mon 6/30/25	Tue 7/1/25	Summary	Task	Task Split	Milestone
6	Suspend Work Order #1	14 days	Wed 7/2/25	Mon 7/21/25	Summary	Task	Task Split	Milestone
7	Geomembrane Leak Testing and Repairs	2 days	Tue 7/22/25	Wed 7/23/25	Summary	Task	Task Split	Milestone
8	Assist	2 days	Tue 7/22/25	Wed 7/23/25	Summary	Task	Task Split	Milestone
9	Geomembrane Leak Detection & Repairs	28 days	Thu 7/24/25	Mon 8/11/25	Summary	Task	Task Split	Milestone
10	Material Procurement	84 days	Tue 9/2/25	Fri 12/26/25	Summary	Task	Task Split	Milestone
11	Sludge Removal	24 days	Tue 9/2/25	Fri 10/3/25	Summary	Task	Task Split	Milestone
12	Cleanup Subgrade and Prep for Concrete in Blower Building	7 days	Tue 9/2/25	Wed 9/10/25	Summary	Task	Task Split	Milestone
13	Electrical Rough in Blower Building	5 days	Mon 9/8/25	Fri 9/12/25	Summary	Task	Task Split	Milestone
14	12" SS and Clean Influent MH	5 days	Thu 9/11/25	Wed 9/17/25	Summary	Task	Task Split	Milestone
15	Concrete Slabs Blower Building	5 days	Mon 9/15/25	Fri 9/19/25	Summary	Task	Task Split	Milestone
16	Effluent Piping UV to Outfall	6 days	Mon 9/22/25	Mon 9/29/25	Summary	Task	Task Split	Milestone
17	Blower Building / Structure	20 days	Mon 9/29/25	Fri 10/24/25	Summary	Task	Task Split	Milestone
18	Process Piping Under the UV Building	5 days	Tue 9/30/25	Mon 10/6/25	Summary	Task	Task Split	Milestone
19	Electrical Ground Rough UV	5 days	Tue 9/30/25	Mon 10/6/25	Summary	Task	Task Split	Milestone
20	Pipe Encasement	5 days	Mon 10/6/25	Fri 10/10/25	Summary	Task	Task Split	Milestone
21	Electrical to UV Building	3 days	Tue 10/7/25	Thu 10/9/25	Summary	Task	Task Split	Milestone
22	UV Foundation Excavation	2 days	Thu 10/9/25	Fri 10/10/25	Summary	Task	Task Split	Milestone
23	Electrical Blower Building Rough-in	3 days	Fri 10/10/25	Tue 10/14/25	Summary	Task	Task Split	Milestone
24	Concrete Foundation UV Building	10 days	Mon 10/13/25	Fri 10/24/25	Summary	Task	Task Split	Milestone
25	Remaining Effluent Piping	3 days	Mon 10/13/25	Wed 10/15/25	Summary	Task	Task Split	Milestone
26	Air Line Piping	10 days	Mon 10/20/25	Fri 10/31/25	Summary	Task	Task Split	Milestone
27	UV Building / Structure	20 days	Mon 10/27/25	Fri 11/21/25	Summary	Task	Task Split	Milestone
28	Aeration & Baffle Curtain Cell 1A & 1B	10 days	Mon 11/3/25	Fri 11/14/25	Summary	Task	Task Split	Milestone
29	Winter Shutdown	7 days	Mon 11/17/25	Tue 11/25/25	Summary	Task	Task Split	Milestone
30	Finish Electrical, Control, & Startup for Blowers	69 days	Wed 11/26/25	Sun 3/1/26	Summary	Task	Task Split	Milestone
31	UV Equipment Install and Process Piping	15 days	Mon 3/2/26	Fri 3/20/26	Summary	Task	Task Split	Milestone
32	Blower Installation and Service	3 days	Mon 3/2/26	Wed 3/4/26	Summary	Task	Task Split	Milestone
33	Gravel Roads	4 days	Thu 3/5/26	Tue 3/10/26	Summary	Task	Task Split	Milestone
34	Fencing	5 days	Wed 3/11/26	Tue 3/17/26	Summary	Task	Task Split	Milestone
35	Decommission Old Cell 2 and Plug Piping	14 days	Wed 3/18/26	Mon 4/6/26	Summary	Task	Task Split	Milestone
36	Earthwork on Cell 2 Dike	4 days	Mon 3/23/26	Thu 3/26/26	Summary	Task	Task Split	Milestone
37	Seeding and Fertilizing	9 days	Fri 3/27/26	Wed 4/8/26	Summary	Task	Task Split	Milestone
38	UV & Blower Startup and Tuning	5 days	Tue 4/7/26	Mon 4/13/26	Summary	Task	Task Split	Milestone
39	Cleanup Private Property	5 days	Thu 4/9/26	Wed 4/15/26	Summary	Task	Task Split	Milestone
40	Punch List Walk Through	1 day	Thu 4/16/26	Thu 4/16/26	Summary	Task	Task Split	Milestone
41	Complete Punch List Items	8 days	Fri 4/17/26	Tue 4/28/26	Summary	Task	Task Split	Milestone
42	Outbound Mobilization	2 days	Wed 4/29/26	Thu 4/30/26	Summary	Task	Task Split	Milestone
43	Corecut Submittals	5 days	Fri 5/1/26	Thu 5/7/26	Summary	Task	Task Split	Milestone
44	Float	40 days	Fri 5/8/26	Thu 7/2/26	Summary	Task	Task Split	Milestone
45	Substantial Completion	0 days	Tue 6/2/26	Tue 6/2/26	Summary	Task	Task Split	Milestone
46	Contract Completion Date	0 days	Thu 7/2/26	Thu 7/2/26	Summary	Task	Task Split	Milestone

SEWER TREATMENT FACILITY IMPROVEMENTS PROJECT



WESTERN MUNICIPAL CONSTRUCTION, INC. SCHEDULE FOR THE
LODGE GRASS - PHASE 2 WASTEWATER TREATMENT FACILITY IMPROVEMENTS PROJECT
05/26/2025



RESOLUTION NO. 2422

A RESOLUTION OF INTENT OF THE CITY OF HARDIN, MONTANA TO TRANSFER EQUIPMENT TO THE TOWN OF LODGE GRASS, MONTANA

WHEREAS, the City Council (hereinafter "Council") of the City of Hardin, Montana (hereinafter "City"), upon request of the Town of Lodge Grass, Montana, desires to transfer certain vehicles to the Town of Lodge Grass, Montana;

WHEREAS, the City is authorized to transfer property that is no longer needed by the City to conduct business, to any other county, city, town or other political subdivision, property without public auction, bid or appraisal;

WHEREAS, the City is in possession of a vac-con truck garbage and a truck which are no longer needed by the City;

NOW THEREFORE, BE IT RESOLVED by the Council as follows:

The City shall transfer the following equipment to the Town of Lodge Grass:

1. A 1992 Ford L800, Jeter Vac-Con Truck, VIN 1FDYR82AONVA25175
2. A 2000 Freightliner Garbage Truck, VIN 1FVXTECB4YHF47485

The Council further resolves that officers and employees of the City shall have the authority to make any actions necessary to effectively execute this resolution, for the resolution to have full effect.

The City Clerk is hereby authorized and directed to publish, or cause to be published, a copy of a notice of intent in the Big Horn County News.

PASSED AND ADOPTED by the City Council of the City of Hardin, Montana, and APPROVED this _____ day of November, 2025.

YEA VOTES _____

NAY VOTES _____

CITY OF HARDIN

BY: _____
Mayor

ATTEST: _____
City Clerk