



**CITY COUNCIL
WORK SESSION AGENDA
January 10, 2022, at 7:00 p.m.**

City Hall Council Chambers, 201 First Avenue East

The public can participate in person in the council chambers or via videoconferencing.

Register to join the video conference at:

https://us02web.zoom.us/webinar/register/WN_5A2gtLAKS7SqCLK3835gtQ

Public comment can also be provided via email to publiccomment@kalispell.com.

A. CALL TO ORDER

B. DISCUSSION ITEMS

1. Residency Requirements for Emergency Responders

C. PUBLIC COMMENT

Persons wishing to address the council are asked to do so at this time. Public comment can be provided in person, verbally during the online meeting, or via email to publiccomment@kalispell.com

D. CITY MANAGER, COUNCIL, AND MAYOR REPORTS

E. ADJOURNMENT

UPCOMING SCHEDULE / FOR YOUR INFORMATION

City Offices Closed – January 17, 2022 – Martin Luther King Jr. Day

Next Regular Meeting – TUESDAY, January 18, 2022, at 7:00 p.m. – Council Chambers

Next Work Session – January 24, 2022, at 7:00 p.m. – Council Chambers

Watch City Council sessions live on Charter Cable Channel 190 or online at the [Meetings on Demand](#) tab at www.kalispell.com.



City of Kalispell

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MEMORANDUM

To: Mayor and City Council
From: Doug Russell, City Manager
Re: Work Session on Residency Requirements for Emergency Responders
Meeting Date: January 10, 2022

BACKGROUND: Attached are two sections of Kalispell City Code, 9.1.1 Qualifications of Firefighters, and 20A.1 Residency Requirements. These sections of municipal code outline the residency requirements for emergency responders (Police and Fire/EMS personnel). This requirement requires employees to reside within three air miles or a 15-minute response time from his or her residence. Section 9.1.1 was put in place following a ballot initiative in 1981. Section 20A.12 was put in place at a later time, providing the same residency requirements.

As we are looking for ways to increase our applicant and labor pool, these are being presented for discussion for the potential of repealing the residency requirements to be consistent with the rest of the City of Kalispell employees and to provide additional flexibility in residency options for these positions.

At the meeting, staff will present an overview of residency requirements, the rationale for residency requirements and how that rationale may not be as relevant in today's environment. Ultimately, should Council agree to move forward with the recommendation to repeal these requirements, we will also discuss what would need to be done to do so, as Section 9.1.1 was put in place through a ballot initiative.

RECOMMENDATION: At the meeting, it is recommended that Council review and discuss the residency requirements for these positions.

ATTACHMENTS:

KMC 9.1.1 Qualifications of Firefighters
KMC 20A.1

9-1-1 Qualifications of Firefighters.

The City has determined that age is a valid, bona fide occupational qualification for the position of firefighter because of the rigorous physical demands of the firefighting profession and the expectation of many years of emergency service. The qualifications of firefighters shall be:

- A. A firefighter shall not be more than thirty-four (34) years of age at the time of original appointment.
- B. The firefighter shall have passed a physical examination by a practicing physician duly authorized to practice in the State of Montana and said examination shall be in writing and filed with the City Clerk. Such examination shall disclose the ability of such applicant to perform the physical work usually required of firefighters in the performance of their duty.
- C. The firefighter, during the term of his or her employment, must reside within three (3) air miles of the City or reside where they can report to the fire station within fifteen (15) minutes of a fire call.* (Ord. 1337, 11-1-1999)

* Adopted by Initiative, 11-2-1981.

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20A-1 Residency Requirements.

- A. All employees hired by the City of Kalispell after the effective date hereof shall be required to reside within Flathead County.
- B. Unless otherwise regulated by City ordinance or State law, all employees hired by the City of Kalispell after the effective date hereof to positions with job descriptions requiring the prompt response to emergency situations within the City of Kalispell, shall reside within three (3) air miles from the City of Kalispell, or a farther distance, only if able to respond to the City of Kalispell within fifteen (15) minutes from his or her residence.
- C. Upon the effective date hereof, the City of Kalispell shall give a hiring preference for City positions to job applicants who reside within the City of Kalispell. (Ord. 1582, 9-5-2006)

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