



THE BATTLE FOR FOOD STAMPS

When Montana planned its welfare reform, it requested 80+ waivers from federal regulations in order to put the plan in action. One waiver, which was granted, allowed Montana food stamp applicants to deduct up to \$225 in utility expenses from their total income, regardless of whether they paid utility costs separately or included it with rent. By showing a lower income, recipients qualified for more food stamps. Montana is the only state which offered the utility allowance. The waiver was granted until 2003.

This year, the federal government said that the waiver must end for those households that do not pay heating and cooling costs separate from the rent. People living in group homes or in subsidized housing are the most affected, because their utilities are paid in the rent. According to Jill Nelson, Food Stamp Unit Supervisor for the Department of Health and Human Services, 9,400 Montana households are affected by the change. John Gardner, director of Flathead County Office of Public Assistance, said, "The food-stamp cut creates a 'double whammy' for many recipients because rising electric bills are pushing housing costs up, leaving low-income families with even less money for food." For example, a person living in a group home getting \$62 a month in food stamps will now receive \$28. (The change does not affect recipients who pay for utilities separately from rent. They still are allowed the deduction.)

In Yellowstone County, the change is expected to affect about 1,100 families and in Cascade County, 1,900 households. Community food banks, already hit hard by the state's declining economy, are bracing for increased demands.

The MACo Health and Human Services Committee presented Resolution 2001-1 at the recent Conference in Glendive. "We ought to file a suit, not a resolution. We have people in a panic over heating or eating," said Cascade County Commissioner Peggy Beltrone. The resolution was unanimously approved.

VARIOUS SECTIONS courtesy of:
Billings Gazette
Daily Interlake, Kalispell
Great Falls Tribune
Stillwater County News, Columbus

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MACo RESOLUTION 2001-1

TO MAINTAIN STANDARD UTILITY ALLOWANCE THROUGH FY 2003

WHEREAS the State of Montana has previously negotiated a series of waivers with the United States Department of Agriculture and the United States Department of Health and Human Services for welfare system reforms; and

WHEREAS the nation's only waiver to provide standard utility allowances was approved for the Montana system through FY 2003; and

WHEREAS Montana's waiver was removed; and

WHEREAS the statewide effect of the loss of the standard utility allowance means a decrease of food stamp benefits to 36% of our Montanans receiving food stamps;

NOW, THEREFORE, BE IT RESOLVED that the Montana Association of Counties solicit our Congressional delegation and the Governor of Montana to join the effort to convince the United States Department of Agriculture to keep our standard utility allowance in place through FY 2003 as agreed in the original Montana waiver.

SPONSOR: Health and Human Services Committee

ADOPTED: Annual Conference
Glendive, Montana
September 26, 2001

**OFFICE OF THE GOVERNOR
STATE OF MONTANA**

Judy Martz
Governor

State Capitol
PO Box 200801
Helena, MT 59620-0801

October 12, 2001

(To Montana's three Congressional representatives)

I am writing to provide you with my recommendations regarding Montana's loss of the Food Stamp Standard Utility Allowance (SUA) waiver. As you know, USDA rescinded our SUA waiver effective September 30, 2001, which has caused many Montana households to experience a decrease in their monthly Food Stamp allotment. Subsequently, there have been discussions around the state debating whether or not we should continue to urge USDA to enter into negotiations for extending the waiver to avoid households realizing a decrease in benefits. I am requesting that you convey to the USDA Montana's desire to have the waiver extended until its original expiration date of December 2003. I would like to make the following additional recommendations:

- Increase the minimum monthly Food Stamp allotment. If the Food Stamp Act is reauthorized with the Farm Bill, I would recommend that it include an increase of the minimum monthly allotment from \$10 to \$25. Although this would not fully recover the amount of benefits reduced by the loss of the SUA waiver, it would provide a permanent increase for these households.
- Increase the standard deduction in the Food Stamp budget computation. Again, if the Food Stamp Act is reauthorized with the Farm Bill, I would recommend an increase in the standard income deduction. All households would benefit from this increase that would provide a permanent increase in their monthly Food Stamp allotment.
- Continue and increase the Seniors' Farmers Market Nutrition Program. This program provides low-income seniors with coupons that can be exchanged for eligible food at farmers' markets, roadside stands and community supported agriculture programs. It was piloted this year and, if proven successful, would be an avenue through which seniors who realized reduced Food Stamp benefits due to the loss of the SUA waiver might be able to regain food purchasing ability.
- Provide assistance through another funding stream for elderly and disabled individuals. If food assistance cannot be provided via the Food Stamp Program, I would suggest that funds be appropriated through another source to reach the elderly and disabled which were most affected by the loss of the SUA waiver. Such areas may include increasing funding for Title XX and/or increasing funding for the Commodity Supplemental Feeding Program.

The loss of the SUA waiver has received considerable attention in Montana. While we hope further negotiations with USDA would be productive, I would like to thank you for considering my additional recommendations above and would welcome you to contact me if you would like to discuss this matter further.

Sincerely,

JUDY MARTZ
Governor

C: Gail Gray, Director of Department of Public Health and Human Services

WELFARE REFORM WORKING SAYS U.S. DEPARTMENT

Five years after welfare reform began, the U.S. Department of Health and Human Services released a recent report that showed dramatic improvement in both welfare dependency and the overall financial outlook of families in need.

Over the past five years the poverty rate has fallen, a greater number of former welfare recipients are working and people needing Temporary Assistance for Needy Families (TANF) has dropped.

The poverty rate fell to 11.8% in 1999, the lowest rate since 1979.

In 1993, 5.8% of the total population received TANF, food stamps and/or Supplemental Security Income. In 1998, 3.8% received this assistance.

Workforce participation among TANF families rose from 43% of families with at least one family member working in 1993 to 56% in 1998.

Since welfare reform began in 1996, welfare caseloads have fallen from 12.2 million recipients to 5.8 million. This is the largest decline in numbers in history and stands as the lowest percentage of the population on welfare since 1965.

To see the Indicators report, visit the website at aspe.hhs.gov/hsp/indicators01.

MONTANA UNEMPLOYMENT FALLING; WELFARE RECIPIENTS RISING

"People are returning to welfare and staying longer, which is a reflection of the difficulty of finding jobs," said Hank Hudson, Administrator of the Human and Community Services Division of the State Department of Health and Human Services. Since October, the state-wide caseload has risen from 4,390 to 5,278. Over the year, the average number of case closures per month has been 636, compared to 744 last year. Hudson also said he's noticed a decline in the number of jobs available, especially at the entry levels.

Jody Frank, a case manager at the Missoula Office of Public Assistance, said that the biggest problems for recipients to find and to keep good work are education and self-esteem. Hudson cited additional problems given when people are asked why they lost a job or can't find one: no transportation, poor health, or domestic violence.

The 2001 Legislature passed a one-time two-year program that allows people to work 10 hours a week and still collect assistance if they are in school. But it's only for two years. The jobs that pay well often require more than two years of training. According to Wolfgang Ametsbichler, manager of the Missoula Job Service office, the biggest problems for employers have been finding skilled workers in areas such as plumbing, carpentry, accounting or medical support staff.

In the meantime, unemployment has dropped from 4.7% to 4.5% in the last year. One observation is that people coming into the welfare system after losing or leaving jobs may not be reflected in the unemployment rate because they may not have qualified for unemployment insurance.

VARIOUS Sections from "Number of People on Welfare Is Rising" Helena Independent Record; Ericka Schenck Smith, Lee State Bureau

MARK YOUR CALENDARS

December

- 3-4 Technology Symposium; Helena Colonial Inn; 9:00 am
- 3-4 Interim Revenue and Transportation Committee; Capitol
- 6-7 Interim Law and Justice Committee; Capitol Room 137
- 7 Legislative Finance Committee; Capitol Room 102
- 12-14 **MACo Board of Directors Retreat**; West Yellowstone
- 13 Council on Quality Workforce; Belgrade
- 19 Growth Policy Forum; MACo Conference Room; 9:30 am
- 25 Christmas Holiday

January

- 10 CEP Workforce Investment Board; Helena
- 30-31 BOS Joint Workforce Council; Missoula

February

- 11-15 **MACo Midwinter Conference; Kalispell**

MONTANA CAREER INFORMATION SYSTEM (MCIS)

The official state system for delivery of career information is available through high schools, community colleges, vocational-technical schools, Job Service offices and private or non-profit organizations.

MCIS lists career and educational opportunities in Montana and nationally. It offers descriptions of 494 occupations, 140 continuing education opportunities, information on more than 100 Montana schools and covers thousands of grants and scholarships.

MCIS also produces career-oriented publications:

- "Apprenticeable Occupations in Montana"
- "Licensed Occupations in Montana"
- "Montana Job Hunters Guide"
- "Job Hunting Guide for Montanans with Disabilities"

MACo News

Published Monthly

Montana Association of Counties
2715 Skyway Drive, Helena, MT 59602

Phone (406) 457-7207 Fax (406) 442-5238

**ARTICLES MAY BE SUBMITTED BEFORE
THE 20TH OF EACH MONTH**

E-mail: macopb@maco.cog.mt.us

Webpage: <http://maco.cog.mt.us>

Subscriptions are \$25 per year.

“THE PUBLIC SERVANT’S LAMENT”

If I express myself on a subject, I’m trying to run things; if I’m silent, I’m dumb or have lost interest.

If I’m always at the office, why don’t I get out and learn what’s going on; if I’m out when they call, why am I not tending to business.

If I’m not at home at night, I’m out carousing; if I’m home, I’m neglecting important outside contacts and activities.

If I don’t agree with persons, I’m bull-headed; if I do agree, I don’t have any ideas of my own.

If I don’t do what I’m requested, I’m a darn poor official; if I do agree, well that’s what I’m paid for.

If I give someone a short answer, I’m “too big for my britches”; if I attempt to explain the pros and cons of an issue, I’m a know-it-all and long-winded.

If I’m well-dressed, I think I’m a big shot; if I’m not, I’m a poor representative of my office.

If I’m on the job a short time, I’m inexperienced; if I’ve been there for a long time, it’s time for a change.

Courtesy of MACo President Dean Harmon from his MACo President Acceptance Speech

YELLOWSTONE RIVER FLOODPLAIN WORKSHOP

“The Yellowstone River Floodplain: Trends, Tools & Technical Assistance” will be held January 24 and 25, 2002 at the Holiday Inn Billings Plaza Hotel. The program starts with a reception and overview at 5:30 on Thursday and continues through Friday. Participants will hear about issues surrounding floodplain development, state and local floodplain regulations, Montana’s stream access law and tools for floodplain management.

Featured speakers include:

Brian Maiorano, Missoula County

Jim Kraft, Yellowstone County

Ramona Mattix, Yellowstone County

Karl Christians, Montana Floodplain

Larry Akers, Montana Hazard Mitigation

The workshop is sponsored by American Rivers, Association of Montana Floodplain Managers, National Association of State Floodplain Managers, Montana DNRC—Floodplain Management, National Park Service—Rivers and Trails Conservation, and Yellowstone County.

Truth is not determined by the volume of the voice.
Chinese Proverb

MACo TRANSPORTATION COMMITTEE UPDATE

INVOLVING COUNTY REPRESENTATIVES IN STATE HIGHWAY PROJECTS

Gary Larson, Montana Department of Transportation Secondary Roads Engineer, presented the MACo request to have county representatives included in project reviews for state highway projects.

He wrote, “The problems the counties have noticed are the impacts they experience on their local systems resulting from projects on other systems. For example, there would be a proposed project for a primary route for which traffic is detoured onto the local road system to allow closure of the project during construction or perhaps traffic voluntarily detours to the local system to avoid road construction...By involving the county at the beginning of the project, we may eliminate some of those impacts prior to becoming major issues...The solution to this problem may be as simple as making sure someone from the county is invited to each of the processes we go through prior to construction.”

As a result, Gary Gilmore, Administrator of Highways and Engineering Division, asked District Administrators to discuss this issue with their project managers. This would insure that projects, which may have an impact to the local road system, have been cleared by the road authority and that the contractor knows his contractual obligation regarding haul road condition.

Vern Petersen, Chair of MACo Transportation Committee, advises counties to be sure to respond to any invitations to participate in project review meetings.

CIVIL AIR PATROL SEEKS NEW MEMBERS

Civil Air Patrol (CAP) provides significant aviation resources in emergencies to many agencies. CAP is the officially recognized civilian volunteer Auxiliary of the United States Air Force. In Montana, CAP has eleven community squadrons, with 420 volunteers, 3 CAP aircraft and 30 member-owned aircraft. Volunteers are needed as pilots, observers, scanners, ground teams, and radio operators. For information, please contact

CAP Recruiting Officer Major Steven Heffel
406-652-7268

OR CAP Liaison Office
Malmstrom Air Force Base
888-454-3287

OR www.capnhq.gov

Attorney General OPINIONS

Volume 49 No. 10

Question:

May the Montana Board of Crime Control make reimbursements to counties for Indian youth who are placed in a regional youth detention facility by a tribal court?

Held:

The Montana Board of Crime Control may reimburse counties for detention costs for Indian youth placed in a regional youth detention facility pursuant to an order of tribal court.

Requested by:

Jim Oppedahl, Executive Director
Montana Board of Crime Control

Volume 49 No. 11 (Replaces No. 9, which was withdrawn)

Question:

1. Who should vote in the elections authorized by Senate Bill 242?
2. Does a municipality that acquired authority to enforce its building code within a municipal jurisdictional area beyond the city limits prior to the effective date of SB 242 retain that jurisdiction until the election required by Section 8 of the bill?

Held:

1. The owners of real property who may vote in the elections contemplated by SB242 are those owners specifically listed within the definition of MCA 50-60-101(14) whose interests appear in the real property records in the office of the county clerk and recorder 30 days before the election.
2. Municipal jurisdictional areas existing under MCA 50-60-101(11) prior to the effective date of SB 242 lose jurisdiction to enforce municipal building code provisions as of the effective date of the bill, but such jurisdiction may be revived if it is approved by the voters in the election required by Section 8 of SB242 prior to December 31, 2001.

Requested by:

Dennis Paxinos, Yellowstone County Attorney

MSU LOCAL GOVERNMENT CENTER WEBSITE

The Local Government Center announces its updated website at www.montana.edu/wwwlgc

Jane Jelinski, Director, announced that the website will have monthly announcements in its "News and Updates" section. Here is a sample of entries:

• Montana Municipal Clerks / Treasurers Institute

Center staff have met with the Education Committee of the Montana Municipal Clerks, Treasurers and Finance Officers Association to review certification requirements and plan the agenda for the Institute scheduled for May 5 - 10, 2001 in Billings, MT. The next meeting of the Education Committee and Center staff is scheduled for November 16th in Helena.

• Montana Association of Counties Leadership Retreat

The annual MACo Leadership Retreat will be held in West Yellowstone, MT, December 12 - 14, 2001. The Local Government Center will facilitate the retreat and is working closely with Jim Greene, Administrator of Disaster and Emergency Services to prepare an informative and relevant program for MACo's leaders.

• County Commissioner Districts

Two of Montana's counties have requested technical assistance from the Local Government Center to redistrict their commissioner districts in accordance with the requirements of 7-4-2101 MCA in time to apply to the 2002 elections. The deadline for completion of commissioner redistricting is December 10th.

In addition, the county profiles have been updated and a new "Interactive Profile Data" program is available for each county.

www.montana.edu/wwwlgc

We need not be afraid to try something new.
An amateur built the ark. Professionals built
the Titanic.

Montana Marketing Calendar

MONTANA DEPARTMENT OF TRANSPORTATION SEEKS RESEARCH TOPICS

The Montana Department of Transportation (MDT) conducts research to discover, develop or extend knowledge needed to operate, maintain and improve the statewide multimodal transportation system. Research ideas are suggested through an annual solicitation. Problems or suggestions should be submitted on the brief description form to:

Sue Sillick

Manager of the Research Program

MDT

PO Box 201001

Helena, MT 59620-1001

406-444-7693

ssillick@state.mt.us

This solicitation closes on December 31. Forms are available from Marie at MACo or from Sue Sillick.

COUNTY NEWS

GASOLINE PRICES

FLATHEAD COUNTY Commissioners filed a protest with the Governor, asking that **possible "gasoline price fixing" be investigated.** Prices in the County were ten cents a gallon higher than elsewhere in the State.

U. S. FLAGS

LAKE COUNTY **allowed a 32' x 20' patriotic billboard in a hayfield because it doesn't convey a commercial message. Volunteers painted the title "United We Stand" beneath a waving US flag.**

YELLOWSTONE COUNTY celebrated Veterans Day in Laurel by unfurling a **600 square foot US flag 100' over a grain tower.** The flag and pole are designed to withstand winds up to 95 mph and are illuminated by spotlights,

SCHOOL DISTRICT FUNDING

GALLATIN AND BUTTE SILVER BOW COUNTIES have both experienced problems with computer programs failing to recognize addresses in small rural school districts as being separate from larger adjoining districts. As a result, the small districts have not received anticipated funding from tax collections.

WEED CONTROL

DAWSON COUNTY is finding that the hawkmoth is an asset in the fight against leafy spurge. The moth was planted 12 years ago, seemed to have disappeared, and resurfaced this last summer. The moth is used in addition to flea beetles and grazing goats.

JAIL COMMISSARY & PHONE

BEAVERHEAD COUNTY has arranged for a commissary for snacks and personal items, as well as a switch to phone cards, for jail prisoner use. This will end the need for an officer to shop for prisoners. The phone cards have a 40% commission to be paid to the county.

COMPENSATION BOARD

CASCADE COUNTY Compensation Board will study raises awarded to elected officials across Montana to begin planning how to approach future compensation issues.

HOSPITAL ADMINISTRATION

GLACIER COUNTY has successfully transferred Glacier County Medical Center to Northern Rockies Medical Center. The County dipped into the accelerated tax funds to pay nearly \$230,000 in past due claims in order to make the transfer in administration

CREDIT CARDS

SWEET GRASS COUNTY is testing a credit card system to be used for paying taxes and motor vehicle registration fees.

ENERGY GENERATION

PARK COUNTY decided against adding more windmill-powered electrical generators. In general, the three current windmills have not been cost efficient.

CASCADE COUNTY rezoned an area to allow a turbine generation of electricity. NorthWestern Corporation expects the first phase to be running early next year and **plans to sell about half the plant's output to Montana Power.**

RAVALLI COUNTY is supporting a grant to restart a sawmill, which will include a planer, dry-kilns and a co-generation plant to produce electricity by burning wood.

LAND DEVELOPMENT

GALLATIN COUNTY is experiencing rapid growth in Four Corners area with at least four proposals to add 585 homesites, 146 multi-family dwellings, 112 commercial lots, a village center, and a commerce park.

LEWIS & CLARK COUNTY may be involved in a legal battle over a development which was approved despite warning about lack of water supply.

PARK COUNTY withdrew a zoning change which would have moved an agriculture designation to commercial. The City **of Livingston then withdrew its suit against the County because of the change.**

RAVALLI COUNTY, over the last ten years, has worked on 87 major subdivisions creating 1,244 lots on 6,600 acres. However, minor subdivisions have affected more property. 623 minor subdivisions have created 1,798 lots on 10,100 acres.

ANIMAL CONTROL

LINCOLN COUNTY has been criticized for the high rate of euthanization as compared to adoptions at the County Shelter. The Commission has offered to support any organization willing to develop an animal shelter business.

BEAVERHEAD COUNTY is supporting the grant writing efforts of the Humane **Society to continue its "no kill" policy at the animal shelter.**

FERGUS COUNTY has no facility to **hold unwanted animals and the city's shelter** has asked for financial assistance, since many of its animals come from county areas.

COURTHOUSE PARKING METERS

CASCADE COUNTY and Great Falls have allowed informal courtesy to motorists who parked around the Courthouse by not issuing tickets for not using the parking meters. However, recently the private company has begun to issue tickets.

HISTORY CELEBRATION

ROSEBUD COUNTY **celebrated its** 100th year with a new flag pole, readings in the Library, stagecoach taxi rides to hear Congressional speeches, a public reception and a Centennial Ball in the Courthouse.

POSITIONS AND OFFICIALS

HILL COUNTY Sheriff Tim Solomon retires December 1, one year before the end of his fourth term. In addition to his 15 years as Sheriff, Solomon served as undersheriff, building a total of 27 years in law enforcement.

RICHLAND COUNTY proposes to combine duties of county treasurer and county superintendent of schools. Counties which currently have this combination include Cascade, Judith Basin, Madison, McCone, Mineral, Musselshell, Petroleum, Prairie and Sanders, Toole and Treasure. Counties which consolidate the School Superintendent with a different county office include Broadwater, Carter, Chouteau, Daniels, Ravalli, Roosevelt and Sheridan.

FOREST COUNTIES CHOOSE METHODS TO RECEIVE FUNDS

COUNTY	National Forest	AMOUNT	Title I	Title II	Title III	COUNTY	National Forest	AMOUNT	Title I	Title II	Title III
BEAVERHEAD	Beaverhead Deer Lodge	\$ 202,700	85%		15%	MEAGHER	Gallatin Helena Lewis & Clark	\$ 131,900	85%		15%
BROADWATER	Helena	\$ 0				MINERAL	Lolo	\$ 707,200	80%		20%
CARBON	Custer Gallatin	\$ 50,000	100%			MISSOULA	Lolo Bitterroot Flathead	\$ 695,100	85%		15%
FERGUS	Lewis & Clark	\$ 24,700	100%			PARK	Custer Gallatin Lewis & Clark	\$ 143,100	85%		15%
FLATHEAD	Flathead Kootenai Lolo	\$ 1,481,400	85%		15%	PONDERA	Lewis & Clark	\$ 27,700	100%		
GLACIER	Lewis & Clark	\$ 7,400	100%			POWDER RIVER	Custer	\$ 0			
GOLDEN VALLEY	Lewis & Clark	\$ 6,200	100%			POWELL	Beaverhead Deerlodge Flathead Helena Lolo	\$ 449,900	85%		15%
JEFFERSON	Beaverhead Deerlodge Helena	\$ 178,100	80%		20%	RAVALLI	Bitterroot	\$ 356,400	85%	15%	
JUDITH BASIN	Lewis & Clark	\$ 77,200	100%			ROSEBUD	Custer	\$ 0			
LAKE	Flathead	\$ 118,200	85%		15%	SANDERS	Kootenai Lolo	\$ 1,607,000	85%		15%
LEWIS & CLARK	Flathead Helena Lewis & Clark Lolo	\$ 417,000	85%		15%	STILLWATER	Custer	\$ 28,100	100%		
LINCOLN	Flathead Kootenai	\$ 5,586,100	85%		15%	SWEET GRASS	Custer Gallatin Lewis & Clark	\$ 48,600	100%		
MADISON	Beaverhead Deerlodge Gallatin	\$ 139,600	80%		20%	TETON	Lewis & Clark	\$ 61,000	85%		15%

Board of Directors Member DISTRICT 5 REPRESENTATIVE



Arnold (Arnie) Gettel
Commissioner
Teton County
Served 1989-1995; 2001-

Prior Occupation Chief Executive Officer, Gettel Farms, Inc.

Favorite Part of the Job Helping people solve problems

Least Favorite Part Personnel conflicts

Personal Wife -Dolores; three sons and one daughter; enjoys flying and fishing

Motto "If it isn't broken, don't fix it."

HEALTH AND SAFETY

By Emelia McEwen
MACo Assistant Risk Manager

Strength & Aging: Use It or Lose It! *From AT&T Health Affairs Organization*

Decreasing fitness and strength were once thought to be signs of "normal aging." To illustrate this, the typical sedentary American loses 6 -7 pounds of lean muscle every 10 years between ages 20 and 70. In fact, 28% of men and 65% of women over age 74 cannot lift a 10-pound object over their heads.

Research now indicates that strength is based more upon "use it or lose it" than aging itself. Fortunately, you can easily regain muscle strength with simple resistance training exercises. New guidelines resulting from the U. S. Surgeon General's Report on Health and Physical Activity, 1996, suggest the following:

- Moderately intense strength training (working muscle to fatigue)
- 8-10 exercises using major muscle groups
- 8-12 repetitions of each exercise
- 2 times each week

Strength training, also called weight training or resistance training, can be done at home using inexpensive weights or using the resistance of your own body (exercises like push ups, crunches, leg lifts) or by using elastic resistance (bands, tubing). It's never too late to start, either. After beginning a strength training program, a group of seniors in their 70's, 80's and 90's more than doubled their muscle strength. Remember to consult with your physician before undertaking any physical activities.

Avoid Slipping Your Way to a Winter Accident

When we drag water and ice into the office on our feet and clothing, the danger of slipping and falling increases. It's one of the special safety hazards of winter and inclement weather, but also one that is easily preventable with awareness and foresight. Here are a few tips to help you avoid this common winter safety risk.

- Shorten your stride to maintain balance.
- Walk with your feet pointed slightly outward
- Make wide turns at corners.

- Post signs to warn of wet areas.
- Clean up water that drips from clothing and shoes.
- Be careful of wet shoes on a dry floor. They can be just as slippery as dry shoes on a wet floor.

You can reduce the risk of slipping outdoors in inclement weather if you:

- Slow down to give yourself time to react to a change in traction.
- Wear slip-resistant shoes or over-shoes, and carry your work shoes.
- Wear sunglasses when outdoors in ice and snow to help you see possible hazards.

In addition, remember: proper footwear is important. Wear slip-resistant shoes appropriate for your job. Some have special sole patterns that are specifically engineered for slippery work areas. On the other hand, use abrasive strips to increase traction.

With a little foresight and awareness, you'll be able to avoid this common winter accident and keep from slipping your way into the doctor's office.

TRAINING

MACo TRAINING COURSES

- **Back Safety**
- **Safety Committee Assistance**
- **Bloodborne Pathogen Program**
- **Confined Space Entry**
- **Defensive Driving**
- **Department Inspections**
- **Ergonomics / Assessments**
- **Hazard Communication Program**
- **Hearing Conservation Program**
- **Lockout/Tagout Program**
- **Monitoring Air / Noise Sampling**
- **Personal Protective Equipment**
- **Post Incident Review and Investigation**
- **Respiratory Protection Program**
- **Slips, Trips and Falls**
- **Shop Safety**
- **Tools—Hand and Power**
- **Welding, Cutting and Heating**
- **CPR and First Aid**
- **Defibrillators**
- **Hepatitis C Training**

CONTACT Emelia at 457-7213

NACo INFORMATION AND REPORTS

NACo Internet University (NIU) is now online! With NIU, your county agencies and offices have immediate and cost effective access to the new world of e-learning. NIU offers hundreds of self-paced courses that focus on the critical skills, knowledge and tools that are required of a 21st Century county workforce.

NIU offers two libraries of courses:

- Information Technology Library**
- Professional Skill Development Library**

Each library has hundreds of courses at all levels. NIU prices are per person, per library, for one full year. You may purchase access to one or both libraries.

To review the courses, use www.nacoiu.org or contact NACo's education division at 202 / 942-4267.

NIU is a problem solving educational product for county learners. Each learner can pick what they need and skip what they don't by looking at the course titles and levels. For example, a department experiencing a wave of service complaints could give a series of customer service courses to all department employees. If sexual harassment is an issue, managers can be assured that the basics of avoiding this problem are given to all employees in a standardized way. Are some employees looking to better themselves or to learn and use management enhancement skills? They can select from a wide range of these courses.

Learners can take training right on their desktop computer. If they have Internet access at home, they can learn on evenings and weekends, depending on their schedules.

For one year's access to NIU's IT Library OR the Professional Skill Library, the cost is \$195 for an individual in NACo member counties. Individuals from non-member counties would be charged \$250 for one year's access to the courses in one library. A group price schedule is available for a county or a department, with price breaks given for 100 names in the group.

"The person who views the world at age fifty the same as at age twenty has wasted thirty years of life."

Mohammad Ali

MONTANA DELEGATES

NACo BOARD OF DIRECTORS

Gary Fjelstad
Rosebud County Commissioner

WESTERN INTERSTATE REGION BOARD OF DIRECTORS

Connie Eissinger
McCone County Commissioner

NACo STEERING COMMITTEES

Agriculture and Rural Affairs

Harold Blattie
Stillwater County Commissioner

Community and Economic Development

Gary Fjelstad
Rosebud County Commissioner

Environment, Energy and Land Use

Kathy Bessette
Hill County Commissioner

Finance and Intergovernmental Affairs

Dean Harmon
Roosevelt County Commissioner

Health

Bill Kennedy
Yellowstone County Commissioner

Justice and Public Safety

Chuck Maxwell
Yellowstone County Sheriff

Labor and Employment

Victor Miller
Blaine County Commissioner

Public Lands

Connie Eissinger
McCone County Commissioner

Transportation

Vern Petersen
Fergus County Commissioner

Holiday greetings
AND
BEST WISHES
TO
YOU



Back Row: Greg Jackson, Emelia McEwen, Oline Barta, Ray Barnicoat,
Karen Houston, Carla Smith

Front Row: Fran Monro, Jack Holstrom, Marie McAlear, Gordon Morris

From
MACo STAFF

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