



## 2001—IT WAS A VERY GOOD YEAR

The first quarter of the year was devoted to efforts at the 57th Montana legislative session. For the first hearing on HB 124, the omnibus reorganization of local government funding, 100 people attended. 16 cities and counties testified in support and four opposed. A coalition including MACo, League of Cities and Towns, Department of Revenue and Montana Taxpayers Association stressed the revenue neutrality and the simpler, more efficient system. Opponents expressed fears about the legislature seeing a large block of money in the entitlement share and then wanting to “trim” it to balance the state budget. Later in the session, Executive Director Morris wrote in MACo News, “Legislators fear that if they give local governments more local control or discretion, they will abuse that authority and raise taxes and then blame the legislature for the tax increase.”

During the annual Mid-winter conference, Lewis and Clark County received recognition for its three-year effort on safety incentives, which decreased workers compensation premiums by \$265,000.

In April, the MACo Joint Powers Authority (JPA) received a 3rd place national award for its safety training trip for 44 Montana county representatives to Minnesota. The trip was sponsored by 3M Corporation, MSU Local Technical Assistance Program (LTAP) and MACo JPA.

MACo Assistant Director Jane Jelinski announced her resignation to be effective June 7. “The only reason I am resigning is because I can no longer live in one community (Bozeman) and work in another (Helena). The job is perfect; it’s just in the wrong town. However, I am particularly happy that I will be able to continue to work with many wonderful local government people as the Director of MSU Local Government Center.”

The summer brought “severe” drought designations to all 56 counties.

At the NACo Western Interstate Region meeting, McCone County Commissioner Connie Eissinger received WIR’s highest award, the Dale Sowards Award, for her efforts to advance interest in public lands.

HIGHLIGHTS—INSIDE THIS ISSUE

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As a result of legislative budget cuts, drivers license stations were to be closed in numerous rural areas. Led by President Gary Fjelstad, counties protested. “For now the driver’s license stations will remain open. However more difficult decisions lie ahead as additional cuts in government budgets lead to cuts in services,” wrote Larry Fasbender, Deputy Director in Department of Justice.

As a result of legislative directives, the first county salary commissions set base salaries. Raises ranged from 2.67% in Third Class Sheridan County to 20.58% in Class IA Gallatin County.

53 of 56 counties gathered in Glendive in September for record-breaking attendance at the Annual Conference. Attendees participated in a variety of sessions, including economic development, redistricting, and plans for Lewis and Clark Bicentennial.

In the fall, Oline Barta joined MACo Staff as Administrative Assistant and new President Dean Harmon appointed weed district representatives to MACo committees, following requests at the Annual Conference. Jim Sparks, Dawson County, was appointed to Agriculture Committee; Jed Fisher, Flathead County, to Land Use Planning and Development Committee; Scott Bockness, Yellowstone County, to Public Lands Committee; and Jim Ghekieri, Liberty County, to Transportation Committee.

REMINDER!  
Please submit the name of your 2002 County Commission Chair to the MACo office.

**FROM EXECUTIVE DIRECTOR**  
**GORDON MORRIS**

I would like to look back on this past year and share my thoughts with everyone on the year to come. 2001 was a momentous year with significant accomplishments and mindless tragedy.

The year 2001 began with the swearing in of new Governor Judy Martz and her administration, and a Legislature arriving in Helena with many new faces and new leadership. As I look back, I have to say that both the Governor and the Legislature deserve high marks, when you consider the issues that were before them—energy crisis, the State’s lagging economy and financing a balanced budget.

From a purely selfish county perspective I must say that the leadership and the legislative results were both refreshing and exciting. I know that not everyone will agree with that assessment, but everyone should agree that we broke new ground during the 57<sup>th</sup> Legislative Session. Among the legislative highlights was the passage of House Bill 124, the “entitlement bill.” I still believe this legislation will be looked back upon as a defining moment for purposes of county government and finances. To date, counties have received two quarterly entitlement payments under the new program.

Coupled to the passage of HB 124 was the legislation that transferred welfare programs to the State, Senate Bill 339. While I know there are still concerns about the five year averaging of welfare costs versus what actually happened with costs based upon FY 2001 expenditures, we have moved forward. This issue could very well be addressed in 2003, based upon the considerations of the Health and Human Service Committee. Additionally, the passage of HB 124 was coupled to the transfer of District Court to State administration and financing based upon county FY 2001 actual expenditures. This transfer of administrative and fiscal responsibility will need to be monitored closely, and I would suggest that we might need to anticipate housekeeping

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**MARK YOUR CALENDARS**

**2002 HOLIDAYS**

**JANUARY 1** Tuesday, New Years Day  
**JANUARY 21** Monday, Martin Luther King Day  
**FEBRUARY 18** Monday, Presidents Day  
**MAY 27** Monday, Memorial Day  
**JULY 4** Thursday, Independence Day  
**SEPTEMBER 2** Monday, Labor Day  
**OCTOBER 14** Monday, Columbus Day  
**NOVEMBER 5** Tuesday, Election Day  
**NOVEMBER 11** Monday, Veterans Day  
**NOVEMBER 28** Thursday, Thanksgiving Day  
**DECEMBER 25** Wednesday, Christmas Day

**January**

10 **MACo Health/Human Services; MACo Room; 10:00 am**  
10 CEP Workforce Investment Board; Helena  
14 JPIA Agents workshop; Billings; 9:00 am  
15 Document Standards; Clerk/Recorders; MACo; 10:00 am  
16 JPIA Agents workshop; Great Falls; 9:00 am  
17 Lobbying Rules Committee; 9:00 am  
18 JPIA Agents Workshop; Missoula; 9:00 am  
23 **MACo Public Lands/Ag Committees; MACo; 10:00 am**  
25 District Court Council; Old Livestock Building; 8:00 am  
30-31 BOS Joint Workforce Council; Missoula

**February**

11-15 **MACo Midwinter Conference; Kalispell**  
15 District Court Council

**March**

1-5 NACo Legislative Conference, Washington DC  
15 District Court Council

legislation to take care of identified problems in regard to transition issues.

Finally, I would note that there were many additional legislative successes—the salary bill and the health insurance bill just to name a couple—and I say thanks to all of you for the tremendous effort that was made in getting the bills passed and seeing to successful implementation. Thanks.

The summer of 2001 found us saddened by the unfortunate death of Representative Paul Sliter. We were all reminded of how precious life is and how suddenly it can be taken away from us. Our prayers and thoughts are still with Paul’s family and for Paul’s friend, Shane Hedges.

I really don’t need to say much about September 11. It was a tragedy that touched everyone. I can only hope that we are all individually dealing with the aftermath. In early December the MACo Leadership attended a retreat which served to put terrorism and the response in perspective. It was very well received and portions of the program will be recreated for the mid-winter meeting coming in February. I encourage your attendance.

I hope the holidays found everyone healthy and happy, and may the New Year answer our wishes and prayers for the future.

# MESSAGES FROM PRESIDENT DEAN HARMON



## HEALTH INSURANCE SURVEY

During the first half of December, our health insurance questionnaires were returned. All 56 counties were sent the questionnaires. Seven have not returned the inquiry. Out of the 49 responding, 16 indicated they were self-insured. Deductibles ranged from \$250 to \$1,000, with some counties having fixed deductibles and some offering three different deductible amounts. Counties generally covered employees' premiums, which ranged from \$156 to \$383 per month. Seven counties had financial caps. All of these results and more will be discussed at our mid-winter meeting. If any of you have any questions or comments prior to our February meeting, please do not hesitate to call or FAX me in Wolf Point. I am looking forward to seeing you all in February in Kalispell.

## MACo LEADERSHIP RETREAT

On the evening of December 12 the MACo leadership met in West Yellowstone for our annual retreat. The theme was "Diversity and Unity—The New World We Live In." The goals for the meeting were:

1. Enable MACo leadership to comprehend the events of September 11, 2001

3. Enable MACo leadership to understand the nature and magnitude of the Islamic religion and fundamentalists
4. Examine possible courses of action/response
5. Examine the course of action to prevent a recurrence or even worse events.

The variety of presenters included:

Dr. Franke Wilmer, Chair, MSU Political Science Dept.  
 Dr. Dave Schrupp, MSU Adjunct Professor, specializing in International Relations  
 Gary Fjelstad, Vic Miller and Mike Murray, all of whom had received special training in homeland security  
 Jim Greene, Administrator, DES  
 Dave McKean, FBI agent, Helena  
 Bill Facer, FBI agent, Billings  
 Dr. Todd Damrow, State Epidemiologist, DPHHS  
 Mark Kemp and Jim Clardy, US Border Patrol, Havre  
 Jane Jelinski, Director, MSU Local Government Center  
 Judy Mathre, Associate Director, Local Gov't Center  
 Gordon Morris, MACo Executive Director.

The timeliness of the subject matter and quality of the presenters was superior. We hope to work in some of this material at our midwinter meeting, February 11-15 in Kalispell.

## Board of Directors Member MACo FISCAL OFFICER



**Dan Watson**  
**Commissioner**  
**Rosebud County**  
**1999 to present**

Prior Occupation	Forsyth City Clerk and Treasurer for 16 1/2 years
Favorite Part of the Job	Working with department heads to solve problems; trying to make budgets work in performing adequate services
Least Favorite Part	People who think commissioners have the final say on school budget problems
Personal	Married to Rita; two daughters ages 13 and 15; enjoys bowling, playing cards, dancing
Motto	"If life gives you lemons, just make lemonade." "Do the best you can with what you have available to use."

## 2002 MILEAGE RATES

2002 mileage rates for Montana State and local governments is 36.5¢ per mile. This rate is set by the Federal government and adopted by Montana State agencies, following the changes allowed by the 2001 Legislature. The 2002 rate goes into effect on January 1, 2002.

# Attorney General OPINIONS

## Volume 49 No. 12

### Question:

May a sheriff accept compensation from a federal agency under a cooperative law enforcement agreement without violating any statutory or constitutional provisions?

### Held:

A sheriff may receive compensation from a federal agency under the terms of a cooperative law enforcement agreement where the services rendered by the sheriff fall outside of his or her "official duties" without violating any of Montana's statutory or constitutional provisions.

### Requested by:

George H. Corn, Ravalli County Attorney

## Volume 49 No. 13

### Question:

At what stage of the criminal justice process does the Department of Corrections assume financial responsibility for sentenced inmates?

### Held:

Upon oral pronouncement of a sentence that transfers legal custody of an inmate to the Department of Corrections, the financial responsibility for the inmate also transfers to Corrections.

### Requested by:

Dennis Paxinos, Yellowstone County Attorney

## Driving in Adverse Weather

When driving in adverse weather, keep these suggestions in mind.

- Know your car! Being familiar with the braking and steering, and how weather can affect them, can save your life. If you have rented a vehicle, take it slow so that you have time to become familiar with your vehicle.
- If you have to drive, make sure you let others know your departure and arrival times as well as the route you plan to take.
- If bad weather is predicted, keep your gas tank full in case of an emergency.
- Keep an Emergency Supply Kit in the vehicle.
- Make sure you have either rain or cold weather gear stored in your vehicle, as the season requires.

### *Auto Emergency Supply Kit*

When you are traveling by car this winter, make sure you are prepared for the unexpected. The U.S. National Highway Traffic Safety Administration (NHTSA) suggests you carry a survival kit in your vehicle containing the following items:

- A flashlight and extra batteries, flares, reflective triangles, and a brightly-colored cloth,
- A compass,
- First aid kit,
- Exterior windshield cleaner, ice scraper, and snow brush,
- Wooden stick matches in a waterproof container,
- Scissors and string/cord,
- Non-perishable, high-energy foods like unsalted canned nuts, dried fruits, and hard candy.

If you are driving long distances under cold, snowy, and icy conditions, you should carry supplies to keep you warm:

- Heavy woolen mittens, socks, cap, and blankets,
- Newspapers to wrap around your torso and feet or large plastic leaf bags you can cut holes in for your head and arms.

A lawyer is a person who writes a 10,000 word document and calls it a "brief."

# Americans With Disability Act HOLIDAY AFTERMATH

By Jack Holstrom

MACo Personnel Services Administrator

In reviewing my latest issue of the Montana Employment Law Letter, written by Holland and Hart LLP, I discovered this article which I believe illustrates some very valuable lessons for county government. The publishers have given consent to publish the article in the MACo NEWS.



## **SANTA LIABLE TO REINDEER UNDER ADA Background**

Kriss Kringle, a/k/a Santa Claus, runs a toy factory in the North, discovered to be in Alaska (and therefore covered by U.S. laws). Santa “employs” elves to make toys and reindeer to deliver the toys to boys and girls in Montana and around the world. According to a job description prepared by Santa for the reindeer delivery jobs, reindeer must demonstrate during the course of reindeer games held at his ranch that they are able to eat magic corn and are skilled at flying.

Rudolph, the son of Dasher, wanted to be a reindeer on the delivery team. Unfortunately, he was born with a red nose that seemed to glow. One of the elves testified at trial that on seeing Rudolph, Santa remarked to Dasher that the nose had to be fixed before he would be allowed to deliver toys.

Rudolph failed to fix his nose before coming to the games, but he thought he solved the problem by covering it with mud. That made him look just like the other reindeer. Moreover, at the games, he showed that he could eat magic corn and fly as well as any of the other reindeer. Just when the games ended, however, the mud on his nose fell off, revealing the glowing nose for all to see.

Rudolph’s supervisor and co-workers laughed hysterically and made all kinds of crude remarks about his glowing nose. When Santa saw that Rudolph’s nose was glowing again, he told Dasher that because of the impairment, Rudolph was disqualified from the job of delivering toys to the children. Upset, Rudolph flew away, landing somewhere in Montana.

Rudolph sued Santa in the U.S. district court, claiming that he had been discriminated against because of his perceived impairment (i.e., the glowing nose) in violation of the Americans with Disabilities Act (ADA). Santa’s lawyers tried to get the case thrown out on the basis that Rudolph did not actually have any disability. (Santa’s high-priced legal team forgot to argue that ADA does not protect reindeer.)

## **Court’s Decision**

The court began its opinion by reminding Santa’s lawyers that the ADA not only protects those who are actually disabled, but also those who are *perceived* to be disabled. The court explained that there are three types of situations in which the Act might apply:

- (1) The individual has some impairment that does not substantially limit a major life activity, but the employer regards the impairment as substantially limiting.
- (2) The individual has an impairment that is only substantially limiting because of the attitudes of others.
- (3) The individual may have no impairment at all but is regarded by the employer as having a substantially limiting impairment.

Because Rudolph’s glowing nose did not constitute any type of impairment but Santa treated him as if he were disabled, his case fell under the third category.

The court also rejected Santa’s argument that the case should be thrown out because Rudolph never asked for an accommodation. The court reasoned that such a request was not relevant in this case because Rudolph was not disabled and could perform the sole essential job function of flying and didn’t need an accommodation.

Finally, the court concluded that Rudolph was unlawfully harassed based on his perceived disability by virtue of the name-calling by his supervisor and co-workers.

The court ordered Santa to reinstate Rudolph to the delivery team. Also, to compensate Rudolph, it ordered Santa to give him the carrots and magic corn that he would have otherwise received had the employment not been interrupted. Santa also had to pay Rudolph’s attorneys’ fees.

## **Bottom Line**

Remember that the ADA prohibits discrimination against individuals who are not actually disabled but are treated as such. Your focus should always be on whether an individual can perform the actual essential functions of the job.

Also notice how Santa’s job description came back to haunt him. The only essential job functions it listed were the ability to eat magic corn and fly. Once Rudolph was able to demonstrate his ability to perform those essential functions, it was an open-and-shut case.

If someone as savvy as Santa can run afoul of the ADA, then any business can. You might use the slow time during the holidays to review your policies and job descriptions and train your supervisors on the requirements of the ADA and other employment laws.

A professor is one who talks in someone else’s sleep.

# COUNTY NEWS

## REDISTRICTING

LINCOLN COUNTY's plan to keep commissioner district boundaries as they have been since 1929 was rejected by District Court.

## CELL PHONE TOWERS

BUTTE SILVER BOW is considering placement of six 12' cell phone antennae on top of the county water storage tank. The antennae would be clustered together and painted to match the tank. If allowed, there would be no need to build towers for cell phone communication.

## ECONOMIC DEVELOPMENT

TEN COUNTIES and three Indian reservations in north central Montana may receive \$600,000 from Northwest Foundation to write an application for \$75 Million of economic development funds. The region is one of only four U.S. sites that will be applying for funds to be awarded in 2003.

## FEEDLOT WATER WELLS

YELLOWSTONE COUNTY is watching an application with DNRC for 3 wells to support the Cattle Development Center near the community of Custer. Local residents are concerned that the three wells will impact the water available to the community.

## ECONOMIC DEVELOPMENT AND GROWTH POLICIES

BROADWATER COUNTY appears to be the first Montana county to combine its new growth policy and its economic development plans within one document.

## INMATE LABOR

In TOOLE COUNTY, a 60%-40% ratio on a mail ballot approved use of minimum custody inmates from the Crossroads Correction Center for community work projects outside the Center.

## CITY GRANTS VARIANCE

RAVALLI COUNTY was granted a variance from City of Hamilton zoning to allow the County to move into a former hospital. At issue were 73 required parking spots to be created from converting lawns and

using an empty lot.

## DOUGHNUT BILL

The Montana Supreme Court temporarily **restrained further use of the "Doughnut Bill" because the required elections allows only property owners to vote.**

## ROADS

GALLATIN COUNTY is cooperating with City of Bozeman proposed condemnation ordinance that would allow the city to take property for street right of way, even if the land is outside the city limits.

CARTER COUNTY recently passed resolutions to declare roads which were built with public monies as county roads. The Commission took the step to assure access and control over traditional county roads. Public hearings are to be held in a series to gradually declare all county roads.

## COUNTY ORDINANCES

RAVALLI COUNTY is considering a county-wide open container ordinance to make driving with an open container in the passenger area of the vehicle illegal in all parts of the county outside incorporated city limits.

HILL COUNTY passed ordinance to regulate large group functions by requiring that the planning and facilities are sufficient to provide for safety and sanitation needs.

JEFFERSON COUNTY is exploring a comprehensive ordinance for construction of communication towers, to limit the number of towers needed to serve the county, by requiring facilities to be placed on existing buildings and structures where possible, and requiring co-location on existing and new towers.

## SPECIAL FEES

GALLATIN COUNTY Sheriff is suggesting the County begin charging developers \$969 per household for law enforcement service. The funds would be put into a county safety fund to pay for additional deputies until the development is paying enough property taxes to fund the positions.

PRAIRIE COUNTY will be presented with a petition to assess a 50-cent assessment on cattle. The funds would be used for predator control to protect sage grouse, sheep and other animals.

ANACONDA DEER LODGE Commission rescinded a \$72 cleanup fee, when it would have been assessed on clean and blighted lots alike.

## ZONING AND DISTRICTS

GALLATIN COUNTY's proposal to form a county-wide solid waste district is stalled by reluctance from the local communities. GALLATIN COUNTY also formed a separate Air Shed Impact Area for Big Sky, to allow decisions for burning to be made locally.

PARK COUNTY residents are concerned about coal bed methane drilling near their homes and are petitioning for zoning changes to prevent drilling.

## DOGGETT APPOINTED

MEAGHER COUNTY Commissioner Jamie Doggett was elected to chair the Federation of State Humanities Councils during its annual meeting in Indianapolis in November. All 50 state councils are non-profit affiliates of the National Endowment for Humanities.

## DAVIES RESIGNS

GALLATIN COUNTY Office of Public Assistance Director Joan Davies resigned the end of December to accept a position as Head Start Program Director for the local Human Resource Development Council. Davies was a speaker on welfare reform at the 1999 MACo Annual Conference in Kalispell.

## EDITOR'S COR-



RECTION



HAPPY  
NEW  
2002!

## WESTERN COUNTIES ALLIANCE

The Western Counties Alliance is a non-profit corporation established to help western public land counties exert greater influence on federal policy in support of balanced multiple use natural resource management and responsible economic development

It accomplishes this by providing information, analysis, and advice—as well as by helping to magnify influence on the policy process by forming alliances with other groups and individuals that share these objectives.

Under its bylaws, 2/3 of its board of directors must be county elected officials or individuals who work for counties. While there is no cost to counties to participate, a \$25 per year contribution is suggested to pay for newsletters and other communications and administrative expenses.

Current projects of the Western Counties Alliance include:

- \* The Public Land Access Trust Project, which is helping protect public access to public lands.
- \* The Ranching and Rangeland Revitalization Project, which has the dual goal of improving public rangeland and creating a stronger economic base for ranching.
- \* The Open ANWR Project, which is an internet-based effort to counter the many falsehoods and misrepresentations being intentionally circulated about opening a portion of the Arctic National Wildlife Refuge to oil and gas development.
- \* The Wilderness Act Reform Coalition, which advocates ten necessary and politically achievable amendments to the 1964 Wilderness Act.

Currently 32 counties from Arizona, Colorado, Idaho, New Mexico, Utah and Wyoming belong. All communications and publications are delivered via Internet.

Questions? Web address:  
[www.westerncountiesalliance.org](http://www.westerncountiesalliance.org)

A consultant is someone who takes the watch off your wrist and tells you the time.

## Why Plan for Drought?

Drought is inevitable, a normal part of virtually every climate on the planet, even rainy ones.

The impacts of drought hit hardest when people place too high a demand on the water supply. Unrealistic expectations often contribute to overestimating the water supply. We can mitigate drought by carefully balancing demand with supply.

It is urgent that we act. As the human population grows, so does the amount of water that humans will need, for drinking, for growing food and for many other uses. It appears that our vulnerability to drought and water shortage is increasing along with our population. Every region of the United States has its own stresses on water supply. Planning for drought is essential but it doesn't come naturally. Obstacles abound:

- No single [definition](#) of drought works in all regions.
- People aren't rational. We automatically swing into action when crisis strikes, freely funneling time and money into alleviating suffering and property damage. This is [crisis management](#). But once the crisis is over, it seems like too much trouble to invest the time and resources in planning that could ease the effects of the next drought. This is called the [hydro-illogical cycle](#).
- [Responsibility](#) is divided among governmental jurisdictions.
- The United States lacks a unified [philosophy](#) for managing natural resources, including water. A positive side to the drought of 1996 in the southwestern U.S. is that it has yielded a crop of policy initiatives.
- Historic responses to drought have been ad hoc, with special commissions and interagency groups created in response to specific droughts.
- [Policies](#) such as disaster relief and outdated water allocation practices may actually deter good long-term natural resource management.

But there are good reasons to plan for drought -- that is, to practice risk management rather than crisis management:

- Drought is a low-profile natural disaster, but [analysis](#) shows that it can be as expensive as floods and hurricanes.
- Planning ahead to [mitigate](#) drought gives decision-makers the chance to relieve the most suffering at the least expense.

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## YELLOWSTONE RIVER FLOODPLAIN WORKSHOP

"The Yellowstone River Floodplain: Trends, Tools & Technical Assistance" will be held January 24-25, at the Holiday Inn Billings Plaza Hotel. The program starts with a reception and overview at 5:30 on Thursday and continues through Friday. Presentations will cover 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.

Contact person is Jeanne-Marie Souvigney  
PO Box 474  
Livingston, MT 59047  
222-9093  
[jsouvigney@onemain.com](mailto:jsouvigney@onemain.com)

### HIGHWAY ENGINEER WANTED

Ward County North Dakota (Minot) is accepting applications for Highway Engineer. This position requires a Bachelors Degree in Civil Engineering supplemented by four years of highway engineering or related experience. Registration as a Professional Engineer in North Dakota is also required within 60 days of hire. The annual salary range for this position is \$40,394—\$60,570. Interested applicants are asked to submit a Ward Count application form, cover letter and resume to:

Job Service North Dakota		Ward County
Attention: Sonja	OR	PO Box 5005
PO Box 1727		Minot, ND
Minot, ND 58702-1727		58702-5005

Application deadline for this position is 4:30 pm, Monday, February 4, 2002.

For more information and a copy of the position description, contact County Auditor at 701-857-6420 or see *County Opportunities* at <http://www.co.ward.nd.us>

## Workplace Safety - A Matter of Good Housekeeping

The basic rule of good office housekeeping is that individuals are responsible for themselves and responsible to their co-workers. The National Safety Council lists slips, trips and falls as the most common cause of injuries in the office. In fact, office workers are twice as likely to be injured in a fall as workers outside the office environment. Falls happen so suddenly many people are unable to react in time to prevent serious injuries. However, with proper housekeeping, office workers can reduce the risk to themselves and their co-workers.

Don't Wait - Take Action! Report defective flooring, worn spots in carpets, chipped tiles and uneven raised flooring are trip hazards. If you see broken or missing floor tiles, or worn carpet and stair treads, you should contact building management. Pick it up! Pick up dropped pencils, paper clips and rubber bands. They can cause you to skid. Move it out! Do not leave boxes and other items unattended in walkways, even if you plan to come right back. Walkways should never be blocked, not only to prevent falls, but also to facilitate escape in a fire or other emergency.

Remember, emergencies don't usually come with advanced warning. They are not likely to leave you time to clear cluttered escape paths. Don't even think of leaving loose cords! Keep telephone, data and electrical cords under wraps. "No-trip strips" can only be used as short-term fix. Contact building management to help you with your power and rewiring needs. Clean it up! Wipe up spills immediately, whether you caused them or not. In wet weather, a dripping umbrella can be as hazardous as a large coffee spill. If a spill is too large to clean up quickly, use safety cones or other appropriate safety barriers to isolate the area, and contact building management.

We all are busy doing our jobs. Nevertheless, that should not be an excuse for causing or allowing hazardous working conditions. Take a little time each day to straighten up your workplace.

*SOURCE: US National Safety Council*

A banker is a person who lends you his umbrella when the sun is shining and wants it back the minute it begins to rain.  
Mark Twain

# MACo 2001-2002 COMMITTEES

## AGRICULTURE COMMITTEE

HAROLD BLATTIE, Chair, Stillwater County	District 7
KATHY BESSETTE, Vice Chair, Hill County	District 4
CINDY JOHNSON, Pondera County	District 5
DAVE REINHARDT, Valley County	District 1
JOHN KERR, Carter County	District 3
DON SWENSON, Blaine County	District 4
DAVE SCHULZ, Madison County	District 12
HERB TOWNSEND, Meagher County	District 9
KEN EVANS, Chouteau County	District 5
JIM SPARKS, Dawson County	Weed Association

## CONFERENCE PLANNING COMMITTEE

GARY FJELSTAD, Chair	MACo Past President
CARL SEILSTAD, Fergus County	2003 Host
KATHY ALLEY, Dawson County	2001 Host
TED COFFMAN, Madison County	2002 Host, Big Sky
JENNIFER S. MITCHELL, Gallatin County	2002 Host, Big Sky
JANET KELLY, Custer County	

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DON RIEGER, Fallon County	District 3
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TOM BENNETT, Wheatland County	District 6
PEGGY BELTRONE, Cascade County	District 5
JEAN CURTISS, Missoula County	District 11
MILT MARKUSON, Carter County	District 3
DOUG KAERCHER, Hill County	District 4
CLIFF BARE, Stillwater County	District 7

## INFORMATION TECHNOLOGY

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JIM RENO, Yellowstone County	District 7
ANITA VARONE, Lewis & Clark County	District 8
RUSS TEMPEL, Liberty County	District 4
CORAL CUMMINGS, Lincoln County	Clerk and Recorder
ART PEMBROKE, Lewis and Clark County	MACITA
NORM CALVERT, Flathead County	MACITA
JIM DOLEZOL, Missoula County	MACITA
ROSS CAVAZOS, Yellowstone County	MACITA
JEFF BRANDT, Information Services Division	State of Montana
TONY HERBERT, Information Services	State of Montana

## JUSTICE AND PUBLIC SAFETY

DAN GUTEBIER, Chair, Park County	District 9
GARY FJELSTAD, Vice Chair, Rosebud County	District 3
CHUCK MAXWELL, Sheriff, Yellowstone County	District 7
RODDY ROST, Fallon County	District 3
ART KLEINJAN, Blaine County	District 4
JOHN KONZEN, Lincoln County	District 10
KAROLIN LOENDORF, Lewis & Clark County	District 8
BRIAN ADOLPH, Musselshell County	District 6

## LAND USE PLANNING & DEVELOPMENT

HOWARD GIPE, Chair, Flathead County	District 10
JOHN PRINKKI, Vice Chair, Carbon County	District 7
SHERRY CARGILL, Jefferson County	District 8
CAROL BROOKER, Sanders County	District 10
CHUCK EGAN, Stillwater County	District 7
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# NACo INFORMATION AND REPORTS

## GIS GRANT for COUNTIES

ESRI, the leading developer of geographic information system (GIS) software and spatial solutions for local government, has joined with NACo to offer software and training grants to county governments that wish to develop or further GIS capacities through the Technology Foundation Grant Series. The Grant Series offers software components, data and training.

The Introductory Level Grant program is one in a series designed to promote the development of a basic technology infrastructure. Grants are available to any local government department willing to initiate GIS technology. Funds will be distributed to 200 county government agencies during three phases. The third and final phase will conclude April 30, 2002.

The grant is open to any agency or department within a county government. It is assumed that the county is a NACo member, with little or no existing GIS within the department. Priority is given to:

- Agencies demonstrating collaborative efforts with multiple departments;
- Projects that communicate innovative government through the use of GIS; and
- Organizations not currently using GIS software.

The recipients must agree to:

1. Use the GIS technology to create and manage GIS data for county projects
2. Share the data developed, through the grant process, with all other departments within the county
3. Share successes with other public agencies
4. Become a reference (peer-review) site for NACo and ESRI.

Each phase of the application will be judged independently. Each applicant must provide a hard copy, typewritten response to each of the following in the requested format.

- A. One page letter of support and commitment signed by the county's Chief Elected Official(s)
- B. Organizational Profile (one page, double spaced)
  1. Organization Name
  2. Mapping or analysis responsibilities (50 words or fewer)
  3. Organization mailing address
  4. Number of parcels in the jurisdiction
  5. Organization contact
  6. Contact phone, FAX and email
- C. One page, double-spaced, "Why my agency should be considered for the Technology Foundation Grant Program"

*(continued in middle of next column)*

## ACHIEVEMENT AWARD DEADLINE

One of NACo's most popular programs is back for its 33rd year. The Achievement Awards seek to recognize outstanding and unique county programs. Last year, a total of 374 programs were recognized with awards. These programs also form a data-bank of successful county programs, helpful to both NACo and its members.

Awards are given out in 21 categories, ranging from Arts and Historic Preservation to Emergency Management, from Libraries to Information Technology. The winning counties are celebrated at ceremony during NACo's annual conference, to be held this year in New Orleans, LA. Counties and state associations are eligible to apply.

The deadline for applications is February 15, 2002. To receive an application, or for any other information regarding the Achievement Awards program, please contact Joseph Hansen at 202-661-8834 or by email at [jhansen@naco.org](mailto:jhansen@naco.org).

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*(continued from previous column)*

- D. Description of the GIS/CAD software currently used (if any)
- E. Description, with titles, of key personnel that will interact with the GIS project tasks
  1. Proposed manager and implementers of the GIS program (Specify titles)
  2. Will you be using an outside consultant?
- F. Describe the hardware to be used
  1. Information on computer(s) to be used
  2. Information on printer/plotting equipment
- G. Description of proposed applications or use of GIS
- H. Description of any digital map data currently available within the jurisdiction (streets, water, digital aerial photography, etc.).
- I. Description of perceived benefits to be derived from implementation of the granted software.

Two copies and original of the application must be received no later than 5:00 pm, ten working days prior to April 30, 2002. Facsimiles or electronic copies cannot be accepted. Applications are to be mailed to:

Technology Foundation Grant Programs  
Grant Coordinator  
NACo  
440 First Street NW  
Washington, DC 20001

Please direct inquiries to Betty Thomas  
202-393-6226

[bthomas@NACO.org](mailto:bthomas@NACO.org)  
FAX 202-393-2630

[NACOGGrants@NACOGGrants.org](mailto:NACOGGrants@NACOGGrants.org)

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