

**GLACIER COUNTY COMMISSIONERS
REGULAR MEETING
Tuesday, March 2, 2010**

The Board of Glacier County Commissioners met at a regular meeting at 9:00 a.m. on Tuesday, March 2, 2010. Commissioners Michael DesRosier, Ron Rides At The Door and Tony Sitzmann were present. Commissioner Michael DesRosier called the meeting to order. Glenda Hall, Clerk & Recorder was present.

Present throughout the day: Bill Bandel, GC Road Supervisor; Charles Farmer, GC DES; Glacier County Attorney Larry Epstein, Sheriff Wayne Dusterhoff, Carol McDivitt, Public Health; Della Dubbe, GC Library; Diane Anderson, Clerk of Court; Kate Salois, Treasurer; Peggy Hartwell, Dispatch Supervisor; Dennis Seglem, Museum; Darryl Omsberg, Superintendent of Schools; Roy Nollkamper, Airport Authority; Cut Bank Mayor Doug Embody; Mike Meredith & Byron Stahly, Stahly Engineering & Associates; Tauna Evans, Deb Schachtel, John Thompson, Dispatchers; Robert "Bubba" Smith, Attorney; Jerilee Wilkerson, CBDC; Carolyn Brown, Deputy County Attorney; Bill McCauley & Tim Curtiss, City of Cut Bank Council; Bruce Running Crane, East Glacier Park Fire Department; Nikki Lako, Minutes

*James Laidlaw, Glacier County EMS Chief was not present. He was attending continued training in Baltimore, Maryland.

9:00 a.m. Department Supervisors Meeting

Commissioner Michael DesRosier called the meeting to order. He started by stating that the state is making budget cuts and like all government agencies the effect trickles down. Commissioner DesRosier asked the department supervisors to begin reviewing next year's budgets. He added that we (Glacier County) are not depending on our reserves, but with the economy the way it is just be prepared in case we get to that point. Diane Anderson asked if we don't use our entire budget should we lower our budget. Commissioner DesRosier stated no, put the carryover toward capital improvement or towards the reserve. The next fiscal year the county might feel the bite, stated Commissioner Ron Rides At The Door, plan ahead and be prepared. Commissioner DesRosier told those present to do their best to stay under budget, try to put towards your reserve and do the best you can to protect your budget. Darryl Omsberg asked how long the county has been putting funds into reserve. Commissioner DesRosier stated approximately three years. The commission has had to use some of the reserve last year (2009) on the new jail/sheriff's budget. Commissioner Tony Sitzmann added that the cut might not be maybe, the state will make cuts! Commissioner Rides At The Door remarked that the wind farm tax base will help sustain Glacier County, we won't see huge amounts of extra funds, but we are more stable than other counties.

Commissioner Rides At The Door told the department supervisors that the commission and Glenda Hall, Clerk & Recorder learned valuable information at the MACo Midwinter Conference. Charles Farmer, DES Coordinator reminded all of the department supervisors that there will be a Table Top Disaster Exercise on Monday, March 8, 2010 from 9:00 a.m. – 1:00 p.m. Farmer stressed that this is very important in case our local government goes down. All department heads received a copy of the Policy & Procedure Manual to review for thirty days and bring back any information to add or change in that time frame.

Wayne Dusterhoff, Sheriff told the commission that the repeater on the Divide is going out. The upgrade a used repeater is going to cost \$5,700.00. 911 will help with \$2,500.00 of the cost. Bill Bandel, GC Roads discussed with Dusterhoff radios, transmitters and upgrades. Dusterhoff confirmed with the commission that the Bureau has been sending the money for the beds and they want more. The agreement is going good and they are easy to work with!

Larry Epstein, County Attorney told the commission they all need to review Joe McKay's settlement paperwork regarding Conway Spraying System. A copy of the document went to the Bureau. Bandel stated that he and Colleen Gustafson inspected the roads and the work was not done. Bandel said he was going to dig up old phone records to prove that Nolan Conway and the Neal Tatsey didn't call him like they stated. Commissioner DesRosier included that Steve Conway didn't know that Nolan Conway and Neil Tatsey weren't doing the work. There are

photos with proof that they were at a roping rather than spraying for the Glacier County Road Department.

10:00 a.m. MDT: Counties & Cities Quarterly Meeting (10:00 a.m. – Noon)

The commission left their chambers to attend the Montana Department of Transportation: Counties & Cities Quarterly Meeting at the Glacier County Annex Room “A”.

12:00 pm Lunch

1:00 p.m. Discussion: Dispatcher’s Wages

Commissioner Michael DesRosier started the discussion by stating that the county did not hire a third party to draw up job descriptions for the dispatchers because of the high cost. Using tax payer dollars for a costly project of this nature is not good use of their money. Peggy Hartwell, Head Dispatcher’s position was created without approval from the commission. Tauna Evans stated that there has always been a head dispatcher position. The Human Resource Director, Diane Proefrock was brought up. The Human Resource position was not a new position. Proefrock has held this position while maintaining the Payroll Clerk position and the Assistant Elections Administrator positions. Mary Ann Boggs was hired to fill the Payroll Clerk position to help free up Proefrock time for the human resources and elections. There was not a new position created within the Clerk & Records Office. Deb Schactel, Civil Secretary stated that the county doesn’t have enough money to get our dispatchers wages up to the rate other counties pay their dispatchers. Schactel then asked how do other county departments have the funds to pay their employees comparable wages. Commissioner DesRosier stated that the other departments are capable of giving their employees comparable wages due to the budgeting from their department head. Commissioner DesRosier added that since 2008 the Sheriff’s Department has been in a deficit. Schactel retaliated by stating that this is a thorn in their side, we are well trained and we save lives. Commissioner Ron Rides At The Door remarked that the commission does not discredit that the dispatchers do a good job. Tauna Evans, Dispatcher stated that from our stand point we just want a raise to make our wages comparable. Commissioner Rides At The Door replied that every county employee including the dispatchers received the 2% COLA (Cost of living allowance) each year for the past five years. Commissioner DesRosier asked the dispatchers what makes their department more important from other county employees. Schactel brought to the discussion that the dispatcher’s position is not an 8 am – 5 pm job. Law enforcement agency is not an income generating entity, there is only so much revenue to bring in. Commissioner Rides At The Door said there are ways to offset the deficit, one option that may happen in the future would be to start laying employees off. Sheriff Wayne Dusterhoff stated that we can’t get rid of the dispatcher’s; we need to strive to make something work in order keep everyone happy. Commissioner DesRosier asked what the starting wage was for a dispatcher. Sheriff Dusterhoff replied, \$9.75 per hour and after the six month probationary period the dispatcher to receive a wage of \$11.25 per hour. Commissioner DesRosier added that we realize that the budget for the Sheriff’s Department (law enforcement) has the highest budget in the county to work with due to the fact that law enforcement is a 24/7 operation. We can’t compare the Sheriff’s Department budget to budgets that are 8 am – 5 pm that are generating revenue. Commission Rides At The Door told the dispatchers to give the commission help with creating a solution. Deb Schactel asked if the commission asks other county departments to help create solutions to finds funds, why the other departments are not having cut backs. Again, the commission explained to Schactel that the county can’t compare the Sheriff’s Department’s budget (24/7 budget, non revenue generating department) to other county departments which are 8 am – 5 pm, are revenue generating departments. Commissioner Rides At The Door told the dispatchers that the commission is not telling them that they are not worth the extra money, but because we are fiscally responsible for Glacier County we need to know how to cover the additional funds.

Sheriff Wayne Dusterhoff asked what can my department do to stabilize the dispatcher’s wages in order to make their wages comparable to other county employees. Due to the fact that the Sheriff’s Department is a non revenue generating department how does our department produce revenue, we can’t cut services, this need is essential. Commissioner Rides At The Door added we could go to the voter. Sheriff Dusterhoff said no, we have already discussed that option in the past. Commissioner DesRosier suggested rotating shifts, a benefit package and possibly cut back on purchases for example \$1200.00 chairs. All the dispatchers in the room replied, we sit

in those chairs 24 hours a day. Commissioner DesRosier added you have cable television in your office; your department is making credit card purchases without approval and other additional expenses that are not necessary. Commissioner DesRosier stated enough with the nit picking, we just need to figure out a solution to the issue at hand. Commissioner Rides At The Door agreed we the commission need to sit down with Wayne (Sheriff Dusterhoff) to come up with a solution. You (dispatchers) deserve a wage increase and we don't blame you for wanting it now. Now that Diane Proefrock, Human Resources, will have more time, she will be able to work on the classification and we will do our best to come up with a solution that pleases both the Sheriff's Office and our commission. There is not a quick fix to the problem at hand, however we need to all communicate and work together. The commission reminded the dispatchers that the commission has an open door policy and encouraged the dispatchers to keep their heads up through this process. Tauna Evans thanked the commissioners for their time. Commissioner DesRosier thanked the dispatchers for their input regarding their wage increase issue and appreciates the good job that they do for the Glacier County Sheriff's Office.

1:30 p.m. Discussion/Approval: Rescind & Declare Void Resolution 2005-27

The commission had been told by County Attorney, Larry Epstein that the request to rescind & declare void resolution 2005-27 is a moot point. However, Attorney Robert "Bubba" Smith came in to update the commission with his opinion. Mr. Smith started by advising the commission that the original plat was signed by the commission on July 6, 1959 and presumed to be accurate and correct. Cut Bank has been incorporated since 1911. Smith didn't have a date as to when Cut Bank became annexed. Commissioner DesRosier stated that the commission does not question that Cut Bank was annexed.

Smith continued to tell the commission that the city council and the mayor met and voted unanimously 4-0. Commissioner DesRosier asked if the property in question is still in city limits. "Bubba" Smith stated that the commission and the mayor need to communicate in order to validate information to this extent, more government to government communication. Commissioner Tony Sitzmann stated to Smith at this time we don't have any action that needs to be taken. Smith replied, no but he would like to see in the future better government to government relationship. Commissioner DesRosier told Robert "Bubba" Smith that the Glacier County Commission meets with the City of Cut Bank Mayor & representatives once a month in order to keep the lines of communication open and to better the relationship between county government and city government.

2:00 p.m. Discussion: City/County Summit

The commission visited with Mayor Doug Embody, Bill McCauley and Tim Curtiss. There were not any pertinent projects that needed addressed at this time. Wayne Dusterhoff, Sheriff came in and spoke briefly to Mayor Embody. Dusterhoff told Embody that his department could help the Chief of Police, Jeff Kraft and the City Police Department with radio communication issues. Dusterhoff stated that he had a couple of used radios that he would donate to the police department unless they want to spend the money to purchase new radios. If the city police department accepted the radios from the Sheriff's department the only cost would be to purchase the software upgrade. Mayor Embody thanked Sheriff Dusterhoff and he promised to pass along the information to Chief of Police Jeff Kraft.

Commissioner Tony Sitzmann told the commission and the city representatives that during the MDOT (Montana Department of Transportation) quarterly meeting earlier today that there were no projects for Glacier County that were being done in 2010. However, the overpass for the City of Cut Bank is scheduled for 2011.

The commission thanked the city representatives for stopping by for their monthly summit. Mayor Embody and the city representatives thanked the commission for their time.

3:00 p.m. Discussion: Blackfeet Fire Management – Railroad Crossing in East Glacier Park

Bruce Running Crane, Fire Prevention Specialist for the Blackfeet Fire management Program with the Blackfeet Tribe stopped in to visit with the commission regarding a new railroad crossing in East Glacier Park. Running Crane handed out pictures supporting his request a letter of support from the commission for a railroad crossing up and over the tracks in East Glacier

Park, due to the underpass not being able to accommodate sufficient space for large equipment being hauled in lowboys. It's not IF but WHEN a fire hits west of East Glacier, we would need to get equipment to this area as soon as possible in order to efficiently fight fire. In case of a severe accident this would render the underpass inaccessible. The only alternative would be to use the Monroe cut across which is a road that is not maintained by the county, state or tribe. Running Crane added that Glacier Park Incorporated has shown interest and have offered the Blackfeet Fire Management Program access to a couple areas on the West side of the tracks.

Commissioner Michael DesRosier stated that the county would be pleased to help and he will contact BNSF to stress the importance of this railroad crossing. Commissioner DesRosier asked Bruce Running Crane if the crossing would be a "private" crossing. Running Crane replied that the crossing would have a gate that only authorized personnel would have the key to unlock and cross the tracks, locking it immediately after crossing. Commissioner Ron Rides At The Door added that the commission would be glad to write a letter of support for the private crossing. Bruce Running Crane thanked the commission for their support.

4:00 p.m. Discussion: Stahly Engineering & Associates – Records Building

Mike Meredith and Byron Stahly from Stahly Engineering & Associates presented the commission with four options from their architect for the "records building". The options were reviewed. The commission joined the Stahly representatives outside to review the options provided. After reviewing the options, Stahly will take the information back to their offices to make the changes requested by the commission. Stahly Engineering will continue corresponding with the commission thru the building process. The commissioners thanked Meredith & Stahly for coming to Cut Bank.

There being no further business for the day, the meeting adjourned at 4:30 p.m. with a motion by Commissioner Ron Rides At The Door and a second by Commissioner Tony Sitzmann. The motion passed by Board vote.

BOARD OF GLACIER COUNTY COMMISSIONERS

Michael J. DesRosier, Chairman

ATTEST:

Glenda Hall, Clerk and Recorder