

**GLACIER COUNTY COMMISSIONERS  
REGULAR MEETING  
Thursday, May 12, 2011**

The Board of Glacier County Commissioners met at a regular meeting at 8:00 a.m. on Thursday, May 12, 2011. 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:** Diane Proefrock, Human Resource Officer; Mike Waite, Field Representative for Denny Rehberg; Nikki Lako, Minutes

**8:00 a.m. Review/Sign: Payroll & Claims**

*Dated for May 12, 2011*

**CLAIMS APPROVED FOR PAYMENT**

<b>FUND</b>	<b>AMOUNT</b>
General Fund	\$ 20,676.61
Road Fund	\$ 138,345.18
Weed Control	\$ 321.17
County District Court	\$ 379.19
Library	\$ 2,374.59
Ambulance	\$ 5,543.17
Public Safety (Law)	\$ 20,142.28
Alcoholism	\$ 5,189.00
Museum	\$ 55.06
Solid Waste (Garbage)	\$ 653.04
911 Emergency (Sheriff)	\$ 45.09
Glacier County Transit	\$ 574.46
P.I.L.T.	\$ 2,500.00
Disaster	\$ 724.57
Health-MCH	\$ 58.36
Jail /Records Building	\$ 14,895.00
DEQ/DOE/ARRA Grant	\$ 1,528.50
West End Cemetery	\$ 2,980.58
<b>TOTAL CLAIMS</b>	<b>\$ 216,985.85</b>
<b>PAYROLL</b>	<b>\$ 144,156.48</b>
<b>GRAND TOTAL</b>	<b>\$ 361,142.33</b>

**9:00 a.m. Approval of New Hire**

Clerk & Recorder Glenda Hall and Human Resource Officer Diane Proefrock presented the recommendations from the interview process held yesterday May 11, 2011 for the Economic Development position. Hall explained that the interview committee interviewed four (4) individuals selected from the total of eight (8) applicants. Proefrock told the Commissioners who the top two (2) candidates were. They are both qualified, one more than the other. She recommended reviewing the ratings from the interview, figure out who are the most qualified and the best fit for Glacier County. The Commission believes that one commissioner should sit in on all interviews without scoring/rating the interviewee. Hall explained that she was involved to oversee the interview process, document and take notes. She didn't rate any of the four individuals interviewed. Commissioner DesRosier added that a conflict of interest regarding an interview process isn't always if you know the individual. The conflict of interest can be if the individual involved in the process would financially benefit from the individual being interviewed and possibly hired. Here and forward throughout today's minutes the two (2) applicants to be debated to hire will be referred to applicant A and applicant B. It is documented in the Clerk & Recorder's office the applicants information for which applicant is A and B.

Proefrock explained that applicant A has more experience and more qualifications for the position, but both applicants would be good. Commissioner Sitzmann is concerned that applicant A is more interested in striving for he/she's doctorate. Hall replied that applicant A put that information in their letter. This will not take time away from the individual's work day, the classes required are available online and it is not required to be on campus to complete the

necessary classes. Both applicants have had bad experiences (similar) with the Blackfeet Tribe. The commissioners asked for the totals from the rating sheets for both applicants A & B. Applicant A scored the highest with a 503 and applicant B scored a 501. It is very close.

Commissioner DesRosier explained that he knows both applicant A & B on a personal level and either would be good in the position, however; he recommends applicant A for the position. He would like to see the position supervised by the Clerk & Recorder. Proefrock asked if his relationship with applicant A is nepotism. Hall added that the person whom fills the position will need to work more closely with her in order to maintain records, etc. Commissioner Sitzmann questioned Hall's reasoning. Hall replied that it is the job of the Clerk & Recorder to ensure that all grant documents, budgets, etc. Currently Hall has to request a copy of a document when needed. All grant documents should be housed in the Clerk & Recorder's office or at least a copy. Commissioner DesRosier added that it is required by Hall to stay on top of all the grants for Glacier County and without this information it isn't easy to do so. Commissioner Rides At The Door included that the person whom receives the position will need to be very organized. The position will need to work with Glenda, do the quarterly reports, etc. stated Proefrock. The approval of the financial policy and procedure manual will help to correct some of these actions and require more communication.

Commissioner Tony Sitzmann motioned the approval to hire applicant B to fill the vacant position of the economic development coordinator. Further discussion included that both applicants are a good fit, but the commission had split feelings on the two (2) applicants. The commission is going to deliberate the decision and continue with the motion process after lunch.

#### **10:00 a.m. Discussion: Rehberg Representative, Mike Waite**

Denny Rehberg's representative Mike Waite discussed with the commissioners that Rehberg was one of a couple republicans who voted against the spending bill, the construction of the new Two Medicine Bridge, communications & satellites, the possibility of a five (5) day mail service and what a wet year the state has had this year. The commissioners briefed Waite on current projects across the county.

#### **11:00 a.m. Approval of Minutes**

Commissioner Ron Rides At The Door motioned to approve the minutes from Monday, May 9, 2011 proceedings. Commissioner Tony Sitzmann seconds the motion, the motion carried.

#### **11:15 a.m. Non-Agenda Item: Update from Insurance Committee Meeting**

Proefrock reported back to the commissioners regarding the Insurance Committee meeting. The committee recommends staying with MACo HCT even with the rate increase. The commission reviewed different options to help equalize the coverage costs. The committee also recommended increasing the county paid portion from \$675 to \$700; an increase of \$25 per employee cover under MACo HCT. There will be an increase in tax revenue from the Oil & Gas taxes that should help next year commented Proefrock. Payroll Clerk, Mary Ann Boggs sent out a note showing the changes in the premium and how it will affect each employee who utilizes the county's insurance.

#### **11:40 a.m. Non-Agenda Item: Office Space**

The Commissioners left the chambers to review the office space at the annex building.

#### **12:15 p.m. Lunch**

#### **1:20 p.m. Continued: Approval of New Hire**

The commission reconvened to approve the new hire for the economic development coordinator position. Commissioner Rides At The Door explained his thought process, a difficult process at that. He reviewed the application packets of the two applicants, the score sheets from the interview process, talked to the staff and was prepared to flip a coin. Though it is a tough decision, he knows both applicants and has reservations towards both candidates. With that said, Commissioner Rides At The Door declined to second Commissioner Sitzmann motion to hire

applicant B for the position and made a secondary motion to hire Applicant A. ~~Due to lack of a second to Commissioner Sitzmann motion then died.~~ Commissioner Ron Rides At The Door motioned to accept applicant A for the Economic Development Coordinator. He continued with further discussions stating that the position should be required to be on a one (1) year trial basis regardless the position should be supervised directly by the Commission with regular progress reports on the overall effort of their duties. Commissioner DesRosier reviewed the Roberts Rules of Order. In hopes of coming to a consensus he asked Sitzmann what his objectives were. Sitzmann feels that applicant A has other ambitions, for example to work towards receiving him/she's doctorate. Sitzmann feels that applicant B would be more likely to stay for the long run and it would be nice to have a guy in this position. Commissioner DesRosier respectfully disagreed with him. DesRosier continued by stating to Sitzmann that he was more informed and the other two (2) commissioners had to be informed second hand by Sitzmann, rarely directly by the current Economic Development Coordinator Jerilee Wilkerson. Regardless of her relationship with Commissioner Sitzmann, the entire commission as a whole needs to be informed first hand. Commissioner Sitzmann was asked if he would like to second Commissioner Rides At The Door's motion for applicant A at this time. Commissioner Sitzmann declined. Instead, Commissioner Tony Sitzmann motioned to table the approval of the Economic Development Coordinator until May 16, 2011 in order to give the Commission time to review all the details of this process and to check with MACo on the proper proceedings. Commissioner Ron Rides At The Door second the motion to table the approval based on a legal perspective and to allow time to clarify details with MACo. With no further discussion, the motion carried.

There being no further business for the day, the meeting adjourned at 3:30 p.m. with a motion by Commissioner Tony Sitzmann and a second by Commissioner Ron Rides At The Door. The motion passed by Board vote.

BOARD OF GLACIER COUNTY COMMISSIONERS

---

Michael J. DesRosier, Chairman

ATTEST:

---

Glenda Hall, Clerk and Recorder