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Ray's Retirement Announcement

Before coming to MACo, Ray Barnicoat (a.k.a. Safety Ray) was a road supervisor/safety director for the Great Falls Transit District for almost 7 years. Prior to that he was in the insurance business for almost 15 years as a personal producer as well as a sales manager.

After about 22 years, Ray found himself a home with the Montana Association of Counties. He began his career on October 5, 1987 as the MACo Risk Manager. It was a new position with the goal to reduce the frequency and severity of loss due to employee injury or loss due to the injury to others or property damage.

Ray kept busy during his 20-year stint, establishing safety programs and forming partnerships with other agencies, such as the Department of Labor and Industry Safety Bureau. They worked together putting on regional and local workshops as well as the annual MACo Loss Control Conference. This partnership still exists today.

He became a member of the Public Risk and Insurance Management Association (PRIMA) and took their certification courses and attended almost all of their annual educational conferences.

In the 1989 legislative session, Ray lobbied the insurance reform bills, and a number of reforms were made to put Workers' Compensation in Montana back on track.

Ray's days as a lobbyist created another partnership: Bob Worthington, the Director of the Montana Municipal Insurance Authority (MMIA). For many years they traveled around the State with Safety Bureau personnel and school trust personnel, putting on regional training for cities, counties



**Ray Barnicoat (a.k.a. Safety Ray)
Retiring MACo Risk Manager**

and schools. This partnership still exists today as well.

Through his career with MACo Ray found that by partnering with people, associations, and agencies, they could draw from the best resources. Other partnerships include Steve Jenkins, Director of the Montana Local Technical Assistance Program at the University of Montana, The Montana Association of Road Supervisors, The Montana Sheriff's and Peace Officers Association, The Montana Department of Justice, The Montana Law Enforcement Academy, and The Board of Crime Control and the Police Officers Standards and Training (POST) Council.

A number of Ray's accomplishments were also achieved at home in the office, such as multiple publications: The MACo Risk Management and Loss Control Manual, The MACo Workers' Compensation Class Code Manual, Roadway Tort Liability, Jail Operations Manual Checklist, Field Supervisors Manual Checklist, Jail Sample Policies, Two revisions and updates of the Mon-

tana Jail Standards, and the one that he is most proud of, The Montana Law Enforcement Model Policy Guidelines. After 20 years at MACo, Safety Ray is saying goodbye. So what will he miss most? "In a word, everything," he says. "Not many people get the opportunity to become associated with the people that I have. The MACo staff has always been my extended family; I don't see that changing. The MACo Executive Directors, Gordon Morris and Harold Blattie were super to work for. They did a lot to help me grow and develop in my career and personal life. The members who have served as Trustees on the MACo Insur-

ance Boards are some of the best people I have ever worked with. Having their support made it easier for me to achieve my goals. My partnerships have grown into friendships that I plan to carry forward in my journey."

Ray's plans for retirement are many. Spending more time with his wife and family is his top priority. He will also continue to be active on his church Board, serve as the Chairman of the county Health Board, do some fishing and wood-working, teach some driving classes at the Law Enforcement Academy and at the Helena Regional Airport, and he would also like to do a little risk management work to keep his skills and stay up with the times.

As his farewell, Ray says, "My prayer is that those who follow me enjoy their experience as much as I enjoyed mine. Times are changing and so is the way we do business. I see many great opportunities ahead for those who want to reach for them. My thank you list is too long to name everyone so I will take the safe route and say THANK YOU EVERYONE!"



MACo News

Letter From The President, John Prinkki



MACo President
John Prinkki

I trust that you all had a Merry and Joyous Christmas, and I want to wish everyone a prosperous and healthy New Year.

As we approach the New Year, the Montana Association of Counties is very busy preparing for the impending 2007 Legislative Session. There have been well over 2000 bill holders placed. Hopefully most of those will not be introduced, or granted a swift demise. MACo has 31 bills sponsored by either a Senator or Representative that reflect the resolutions adopted at our Annual meeting in Bozeman.

I would like to make a personal appeal to all Commissioners, and especially the MACo Committee Chairs, to make the effort to attend any hearings that were supported by your committees. It is also incumbent on us all to be at those committee hearings for any resolutions that

were introduced by your County or MACo District. I believe that it is important that the sponsoring County, and/or MACo Districts, be represented at those Committee Hearings so that their Legislators see and hear first hand that these issues are important to individual counties as well as MACo.

The MACo Executive Board will hold a weekly conference call each Monday to discuss various bills that will be dealt with that week.

I want to encourage all of you to be involved in the 2007 Montana Legislature to ensure that issues of concern to county government are given proper consideration and that we are not burdened with unfunded mandates, that we are allowed to make county government more efficient, and that resources important to us are not diluted or removed.

I would strongly encourage that each county be represented by at least one Commissioner and their Sheriff at the Loss Control Conference to be held January 16th through the 18th at the Billings Hotel and Convention Center. The information provided at this Loss Control Conference is designed to prevent injury to workers, assist injured workers back to work, and reduce liability claims and lawsuits against counties.

By attending the Loss Control Conference, County Commissioners and Sheriffs get the knowledge and tools they need to reduce their counties' exposure to lawsuits and loss of work claims. This will save both counties and the insurance trust pools substantial dollars that would be paid out in claims.

I look forward to seeing you at the Loss Control Workshop, and again wish you a Happy and Prosperous New Year.

John Prinkki, President
Montana Association of Counties.

HAPPY NEW YEAR!



MACo News

You Are Cordially Invited to Celebrate Safety Ray's Retirement!

FRIDAY, JANUARY 19, 2007

Ray Barnicoat ends his 20-year career with the Montana Association of Counties.

**FOX RIDGE GOLF COURSE
4020 LAKE HELENA DRIVE
HELENA, MT**

(406) 227-0099

6:30 pm: No-Host Buffet Dinner
Fox Ridge Restaurant (Informal Attire)

\$20 Per Person (gratuity included)
PAYMENT TO BE MADE NO LATER THAN
FRIDAY, JANUARY 12, 2007
(406) 444-4375 or macomtg@maco.cog.mt.us

Directions to Fox Ridge Restaurant

If you are coming from the Great Falls area – take the Lincoln Road exit, turn left at the stop sign on to Lincoln Road. Follow that road until you come to a stop sign and take a right on to Lake Helena Drive. Go over the Causeway (which will be water on both sides of you) and follow that road. You will eventually see the golf course on your right hand side and the entrance to our parking lot is soon to follow!

If you are coming from the Townsend/Bozeman area – follow the highway until the speed limit changes to 55 mph. You will take a right hand turn onto main street in East Helena and then an immediate right onto Lake Helena Drive. Follow Lake Helena Drive all the way out (through 2 stop signs). At the third stop sign, you will see the golf course, go straight through the intersection and then to the second entrance and that will take you to our main parking lot.

Coming from the Downtown area – take Custer Avenue going east. You will notice a sign on your right hand side that says to go left on to York Road. Take that left, and follow it all the way out until you see the golf course on your left hand side. Take a left on to Lake Helena Drive and then to the second entrance which will lead you to our main parking lot.

If you have any questions, or if you get lost, don't hesitate to call (406) 227-0099 to get further directions.

RESERVATION FORM FOR RAY'S RETIREMENT PARTY

NAMES INCLUDING SPOUSE/GUEST:

ADDRESS: _____

TELEPHONE NO: _____

NUMBER OF RESERVATIONS _____

\$20 PER PERSON (GRATUITY INCLUDED)

TOTAL DUE \$ _____

PLEASE RETURN THIS FORM WITH YOUR PAYMENT TO: MACo, ATTN: KAREN, 2715 SKYWAY DRIVE, HELENA, MT 59602



MACo News

MACo Midwinter Conference: Draft Agenda

Red Lion Colonial Hotel
Monday, February 12-Thursday, February 15, 2007

MONDAY, FEBRUARY 12, 2007

9:00 a.m.-12:00 p.m. Coalition of Forest Counties Meeting: Rita Windom, Chair, Lincoln County Commissioner

11:00 a.m.-5:00 p.m. Registration: Lobby

1:00 p.m.-3:00 p.m. All MACo Committees Meet

3:30 p.m. Hard Rock Mining Counties: Maureen Davey, Chair Stillwater County Commissioner

3:30 p.m. 6 County Fort Peck Lake Group Meeting: Troy Blunt, Chair, Phillips County Commissioner

3:30 p.m. Urban Counties Meeting Greg Chilcott, Chair, Ravalli County Commissioner

6:00 p.m. Board of Directors Dinner Meeting

1:00 p.m.-2:30 p.m. Road Law continued

2:30 p.m.-3:00 p.m. Break

3:00 p.m.-4:30 p.m. Road Law continued

4:30 p.m. Oil, Gas, and Coal Counties Meeting: Richard Dunbar, Chair, Phillips County

WEDNESDAY, FEBRUARY 14, 2007

8:00 a.m.-5:00 p.m. Registration

8:00 a.m. District 6 Vice-Chair election

8:30 a.m. FEMA Process and Funding

12:00 p.m.-1:00 p.m. Lunch

1:00 p.m.-2:30 p.m. Workshops

2:30 p.m.-3:00 p.m. Break

3:00 p.m.-4:30 p.m. Workshops

4:30 p.m. Reservation Counties Meeting

THURSDAY, FEBRUARY 15, 2007

8:00 a.m.-5:00 p.m. Registration

8:30 a.m.-9:30 a.m. General session – Legislative Issues

9:30 a.m.-10:00 a.m. Break

10:00 a.m.-11:00 a.m. General Session Continued

11:00 a.m. Load the Buses to go to the Capitol

11:30 a.m.-1:00 p.m. Lunch at the Capitol With Legislators

1:00 p.m.-4:30 p.m. Spend the Remainder of the Afternoon at the Capitol

TUESDAY, FEBRUARY 13, 2007

7:30 a.m.-5:00 p.m. Registration: Lobby

8:30 a.m.-10:00 a.m. Road Law Presenters: Susan Swimley, James McKubbin, Tara Depuy, Dan Schwarz, BLM Representative

10:00 a.m.-10:30 a.m. Break

10:30 a.m.-12:00 p.m. Road Law

12:00 p.m.-1:00 p.m. Lunch

Personal Car/Airplane Mileage Rates

Section 39-71-704(1)(d) MCA directs insurers to reimburse workers for reasonable travel expenses pursuant to rates allowed for state employees. Below are the new mileage reimbursement rates (effective 01/01/07):

Rates	In-State	Out-of-State
Personal Automobile (per mile)	\$0.485	\$0.485
1000+ Miles	\$0.455	\$0.455
Private Plane (per nautical mile)	\$0.97	\$0.97

The rates for in-state and out-of-state meal reimbursements and in-state and out-of-state lodging reimbursements remain the same.

This information is also available at <http://erd.dli.state.mt.us/wcregs/medreg.asp>. If you have any questions, please call (406) 444-7732.

Mark Your Calendars

2007

Jan 3 Legislative Session Opens

Jan 10-14 NACo Presidents & Exec's Meeting, Washington, DC

Jan 17-19 Loss Control, Billings—JPIA/JPA Membership Annual Meeting

Feb 12-15 MACo Midwinter Meeting, Helena

Feb 25-28 Transmittal Break

Mar 3-7 NACo Legislative Conference, Washington, DC

April 24 Legislative Sine Die

April 25-27 JPIA/JPA/HCT Trustees meeting (TENTATIVE)

May 8-12 WIR, Fairbanks, AK

June 4-15 District Meetings (TENTATIVE)

June 22 MACo Board of Directors Meeting (TENTATIVE)

July 12-18 NACo Annual Conference, Richmond, VA

Sept 23-27 MACo Annual Conference, Great Falls

**MONTANA ASSOCIATION OF COUNTIES
MIDWINTER CONFERENCE
RED LION COLONIAL HOTEL
MONDAY, FEBRUARY 12– THURSDAY, FEBRUARY 15, 2007**

CONFERENCE REGISTRATION

Name _____

Title _____

County (or other agency) _____

Spouse's Name if attending _____

	<u>Pre-Registration</u>	<u>On Arrival</u>
• MACo Midwinter Meeting (Monday Afternoon, Tuesday, Wednesday, Thursday) Registration fee covers three lunches, coffee breaks & registration materials.	\$150.00 _____	\$165.00
• Spouse Activities – Wednesday Registration fee covers one lunch, workshop & tour.	\$ 50.00 _____	\$55.00
	TOTAL ENCLOSED	\$ _____

Make checks payable to MACo and send with this entire form to MACo, 2715 Skyway Drive, Helena, MT 59602. If you have questions regarding the Midwinter Conference call Karen Houston at 444-4375 or e-mail at macomtg@maco.cog.mt.us

REGISTRATION FEES WILL BE REFUNDED ONLY IF CANCELLATION
IS REQUESTED BY FEBRUARY 7, 2007



MACo News

Newly Elected County Officials Learn the Ropes

By Heather McCartney, Local Government Center

Bozeman—The Local Government Center partnered with the Montana Association of Counties to sponsor the Elected County Officials Orientation/Commissioner Certification in Helena from December 11-14, 2006.

Over 50 new and established county commissioners, county attorneys, justices of the peace, clerks and recorders, clerks of district court, treasurers, superintendents of school, coroners, and sheriffs attended.

This was phase one of two phases designed to give professional training and credentials. Topics covered included: an introduction to county governments and services, the commission decision process, the Montana Code of Ethics, local government law, human resource risk issues, the Montana legislative process, and orientation to state and national organizations.

The Local Government Center was created in 1985 as a mandate from the Montana legislature. The Center's mission is to strengthen the capacities of Montana local government units to deliver essential services efficiently and to provide training, technical assistance and research to local officials. The Center's



Various attendees from all over the state seemed to enjoy the program.



Elected officials participated in various case studies.

viding proactive leadership while acknowledging and respecting Montana's diversity. The Executive Director is Harold Blattie and Associate Director is Sheryl Wood.

MACo is governed by an executive committee and board of directors. Members of the executive committee are: John Prinkki, Carbon County, President; Cynthia Johnson,



Joe Kolman
Legislative Research Analyst

Director is Jane Jelinski and Associate Director is Edward Sypinski. The LGC has the additional support of Dr. Paul Lachapelle, Community Development Specialist with MSU Extension Services.

The Montana Association of Counties was established to enhance the public service mission of counties by promoting integrity and pro-

Pondera County, 1st Vice President; Mike McGinley, Beaverhead County, 2nd Vice President; Allan Underdal, Toole County, Fiscal Officer; Greg Chilcott, Ravalli County, Urban Representative; Doug Kaercher, Hill County, Past President.

Members of the board of directors, representing 12 commissioner districts are: Richard Dunbar, Phillips County; Mark Rehbein, Richland County; Donald Rieger, Fallon County; Harvey Worrall, Chouteau County; Arnie Gettel, Teton County; Carl Seilstad, Fergus County; Maureen Davey, Stillwater County; Tom Lythgoe, Jefferson County; Charles "Bernie" Lucas, Meagher County; Paddy Trusler, Lake County; Judy Stang, Mineral County; and Tom Rice, Beaverhead County.

Members of the board of directors representing all other county officials are: Leo Gallagher, Lewis and Clark County; Lisa Kimmet, Prairie County; Marilyn Hollister, Rosebud County; Richard Brown, Fergus County; Gary Olsen, Broadwater County; Diane Inbody, Teton County; T. Gregory Hinz, Missoula County; and Jennifer Reinhardt, Valley County.

A list of attendees can be seen on the following page (page 7).



MACo News

Elected Officials Training/Commissioner Certification Attendees

<u>County</u>	<u>Name</u>	<u>Position</u>
Anaconda-Deer Lodge	Becky Guay	Chief Executive
Anaconda-Deer Lodge	Pete Lorello	Commissioner Elect
Anaconda-Deer Lodge	Robert Pierce	Commissioner Elect
Anaconda-Deer Lodge	Mark Sweeney	Commissioner Elect
Beaverhead	Mike McGinley	Commissioner
Beaverhead	Tom Rice	Commissioner
Beaverhead	Debbie Scott	Clerk & Recorder Elect
Bighorn	Lawrence Pete Big Hair, Sr.	Sheriff Elect
Bighorn	Georgette Hogan	County Attorney Elect
Bighorn	Leroy Not Afraid	Justice of the Peace Elect
Blaine	Vic Miller	Commissioner Elect
Broadwater	K.C. Lynn	Commissioner Elect
Broadwater	Gary Olsen	Justice of the Peace
Broadwater	Gail Vennes	Commissioner Elect
Carbon	John Prinkke	Commissioner
Cascade	Dave Castle	Sheriff
Chouteau	Harvey Worrall	Commissioner
Custer	Gary Matthews	Commissioner Elect
Custer	Jack Nesbit	Commissioner
Dawson	Doug Buxbaum	Commissioner
Fallon	Don Rieger	Commissioner
Fergus	Ken Ronish	Commissioner
Fergus	Carl Seilstad	Commissioner
Flathead	Dale Lauman	Commissioner Elect
Gallatin	Earl Mathers	County Administrator
Gallatin	Steve White	Commissioner Elect
Glacier	Michael DesRosier	Commissioner
Glacier	Ron Doore	Commissioner Elect
Glacier	Glenda Hall	Clerk & Recorder Elect
Glacier	Ron Rides At The Door	Commissioner Elect
Golden Valley	Mary Lu Ringler	Clerk & Recorder Elect
Golden Valley	Tony Zinne	Commissioner Elect
Granite	Maureen Connor	Commissioner Elect
Granite	Mack Jones	Attorney Elect
Hill	Doug Kaercher	Commissioner
Judith Basin	Cody McDonald	Commissioner Elect
Lewis & Clark	Leo Gallagher	Attorney Elect
Lewis & Clark	Andy Hunthausen	Commissioner Elect
Lewis & Clark	Mike Murray	Commissioner Elect
Lewis & Clark	Ed Tinsley	Commissioner
Liberty	Larry Hendrickson	Commissioner Elect
Lincoln	Ron Higgins	School Superintendent
Lincoln	Tammy Lauer	Clerk & Recorder Elect
Lincoln	Nancy Sutton	Treasurer Elect
Madison	Jim Hart	Commissioner Elect
Madison	Lewis Stahl	Commissioner Elect
McCone	Connie Eissinger	Commissioner
McCone	Janet Wolff	Commissioner Elect
Meagher	Bernie Lucas	Commissioner
Mineral	Clark Conrow	Commissioner Elect
Mineral	Judy Stang	Commissioner
Missoula	Greg Hintz	Sheriff's Department
Northern Cheyenne Tribal Housing Auth.	Don Rapos	Parks & Recreation Coordinator
Phillips	Richard Dunbar	Commissioner
Pondera	Cynthia Johnson	Commissioner

(Continued on page 16 . . .)



County News

County Officials

STILLWATER's new county commissioner, Jerry Friend, will serve the remaining two years of former Commissioner Chuck Egan's term.

MINERAL County treasurer Billye Anne "Toots" Bricker will retire as of the end of the year after more than 20 years as the county's treasurer.

CUSTER County's new Clerk of District Court is Hazel Parker, who is stepping in for retiring Clerk of District Court Bernice Matthews.

Zoning

FLATHEAD County commissioners gave their approval to the Juniper Bay neighborhood's request for interim R-2 zoning.

LEWIS & CLARK County commissioners approved interim zoning regulations for the Helena Valley.

Subdivisions

MADISON County commissioners approved an eight-lot subdivision south of Cameron on 166 acres of land that sits between two other developments.

LINCOLN County commissioners approved a controversial subdivision for a 70-acre housing development on Farm to Market Road near Libby City-County Airport.

Miscellaneous

CASCADE County is now using tax increment financing to fund a development's infrastructure, such as roads.

TETON County recently celebrated the construction of their courthouse after 100 years.

CHOUTEAU County will be getting a zero-interest loan of \$902,895 to finance a wind energy project to provide power for the county.

PARK County commissioners adopted a non-motorized trail plan after two years of research, discussion, and drafting by a local group of outdoor enthusiasts.

BIG HORN County Historical Museum recently welcomed several authors of popular books dealing with area and Western Topics to come and sign copies of their work.

GALLATIN County officials are moving forward with plans to build a new 911 center now that local voters have approved a new tax to pay for the emergency-services hotline.

MADISON County's libraries, as well as Whitehall Public Library in **JEFFERSON** County, and the City of Three Forks Library in **GALLATIN** County are joining forces in cyberspace and have linked themselves electronically via the Montana Library Network. This allows patrons a whole new world of books and other materials.

RAVALLI County commissioners' office recently started scanning all letters, memos, and general communications, which can now be viewed on public computers in the Ravalli County Clerk with a swift click of a button.

TETON County Commissioners and the Libby City Council are supporting a \$2.5 million redevelopment plan for the former Stimson lumber mill site.

Certified Commissioners

Garth Haugland, Beaverhead County
Mike McGinley, Beaverhead County
Elaine Mann, Broadwater County
Wally Frasz, Butte-Silverbow County
Bill Loehding, Carter County
Steve Rosencranz, Carter County
Joe Briggs, Cascade County
Ken Evans, Chouteau County
Harvey Worrall, Chouteau County
Jack Nesbit, Custer County
Dennis Afrank, Fallon County
Deb Ranum, Fallon County
Ken Ronish, Fergus County
Carl Seilstad, Fergus County
Joe Brenneman, Flathead County
Joe Skinner, Gallatin County
Michael DesRosier, Glacier County
Leslie Burroughs, Golden Valley County
Suzanne Browning, Granite County
Kathy Bessette, Hill County
Doug Kaercher, Hill County

Ken Weber, Jefferson County
Ed Tinsley, Lewis & Clark County
Connie Eissinger, McCone County
Mike Kilby, Musselshell County
Jim Durgan, Park County
Dick Murphy, Park County
Chris King, Petroleum County
Lesley Robinson, Phillips County
Sandra Broesder, Pondera County
John Jensen, Pondera County
Cynthia Johnson, Pondera County
Vickie Delger, Roosevelt County
Gary Macdonald, Roosevelt County
Dan Watson, Rosebud County
Maureen Davey, Stillwater County
Chuck Egan, Stillwater County
Dennis Hoyem, Stillwater County
Elaine Allestad, Sweet Grass County
Lloyd Berg, Sweet Grass County
Phil Hathaway, Sweetgrass County
Mack Cole, Treasure County



County News

Land Board Approves Fire Salvage Timber Sale

By Mary Sexton, DNRC Director

Helena, Mont. - The smoke has cleared and the fires of 2006 have blackened thousands of acres of state trust lands. In keeping with its mission to generate income for public schools and to restore these burned over lands, Department of Natural Resources & Conservation (DNRC) foresters moved quickly to develop timber salvage and restoration plans.

At the November 20th Land Board meeting, one fire salvage timber sale (Deer Creek) was brought before the members for approval. This sale involves salvaging timber scorched in the Derby fire this past summer. The sale covers approximately 247 acres of state trust land in Sweet Grass County and will yield approximately 6,700 tons of fire scorched saw logs. After presentation by the DNRC, the sale was approved by the Land Board.

Montana Governor Brian Schweitzer commented during the Land Board meeting. "We've demonstrated, as the State of Montana, that we can get into these fire-affected areas and just about as quick as the smoke is gone we were already cruising it and getting the sales taken care of. DNRC, thank you! To the rest of the Board who agree that this is part of responsible management, thank you. And to the federal government, you should be observing how it should be done."

DNRC Director Mary Sexton also commented. "These efforts are a testament to the dedication and hard work of DNRC employees. We not only have a responsibility to the school children of Montana, but to the long-term stewardship of these resources for the benefit of all Montanan's."

DNRC is diligently working to complete the planning and environmental work on several proposed fire salvage timber sales that involve harvesting timber that was burned during this past summer's fire season. Throughout the coming winter, DNRC is hoping to present additional timber sales to the Land Board, some due to fires, others due to beetle kill.

"Salvaging this charred timber in a timely manner not only allows the state to recoup some of the value of the timber, but it also helps to speed forest restoration and recovery efforts," explained David Groeschl, Forest Management Bureau Chief for DNRC. "To help speed forest recovery, we also look at the future needs of the burned areas for planting, erosion control and other rehabilitation needs."

"State trust lands are managed in an environmentally sound manner to produce revenues for the trust beneficiaries," stated Tom Schultz, Administrator of the DNRC Trust Land Management Division. In fact, approximately 10 percent of the state's share of elementary, middle, and high school funding in Montana is provided from the management of 5.2 million surface acres and the 6.3 million sub-surfaces acres of state trust land. Revenues from these lands are generated from mining, oil and gas development, commercial development, agriculture, grazing, and timber management.

Not only will salvaging burned timber generate revenue for educating the children of Montana, but these quick and responsive actions by DNRC foresters will hasten forest recovery and ultimately benefit local economies. This truly is sustainable forestry in action.

DNRC Hires New Water Resources Division Administrator

By Mary Sexton, DNRC Director

Helena, Mont. - The Montana Department of Natural Resources & Conservation (DNRC) Director, Mary Sexton, announced that John Tubbs has accepted the position of Administrator for the Water Resources Division of DNRC.

Prior to accepting the position, Tubbs was the Chief of the Resource Development Bureau within DNRC. He was directly responsible for the administration of the grant and loan programs including the Renewable Resource Grant and Loan, Reclamation and Development Grants, Irrigation Development, State Revolving Fund, and Regional Water System programs.

"Throughout his 22 year career in state government, John has worked closely with local governments, such as conservation districts, counties and municipalities, state agencies and the Legislature, tribal governments, federal agencies, and congressional staff. We're pleased to have

him be in a key leadership role for water issues in Montana," Sexton explained.

Before managing financial assistance programs for the department, John was an economist in the Energy and Water Resources divisions. John received a M.A. in Economics and a B.S. in Forestry, both from the University of Montana, Missoula.

"I'm both excited and pleased to get the opportunity to be a part of the team of professionals working on the important water issues in Montana," Tubbs stated regarding his position. "I look forward to working with all Montanan's on the many important water issues we face in the state."

Tubbs began in the position November 20th. His office will be in the DNRC Water Resources Office at 1424 9th Ave in Helena.

John is married to Stephanie Ambrose and they have two sons.

What the Israelis Showed us to Help Our Counties

By Bill Kennedy,
Yellowstone County Commissioner

A group of seven County Commissioners and Supervisors, one County Mayor, and two National Association of Counties (NACo) staff members toured Israel in seven days. We visited sites, asked questions and detailed the experience with hundreds of photographs. Between the hospitality of the American-Israeli Friendship League, along with the Israeli government, we observed their border security, agricultural irrigation programs and met with the Deputy Mayor and Planner in Tel Aviv. We were able to see how their planned growths in a large city with historical and new buildings mesh together.

Israel is a fairly new country, but they have capitalized on economic development. Major high-tech companies, such as Motorola, have built a rich economy for Tel Aviv, along with other major companies. These companies have pushed a mainly agricultural country into a world power in the high tech fields. Tel Aviv, known for its beauty on the Mediterranean Sea, is capitalizing on a world market. News reports on the Middle East don't give an accurate account of Israel, which has a stable economy and is a beautiful destination point. Tourism is a major industry and the hospitality of the Israelis, along with the many attractions and top-notch hotels and restaurants make Israel an important destination spot.

Security of the Israeli borders is a number one ticket item. We toured the border, spoke with local government officials, and listened to their concerns before building a fence to protect their borders. Sound familiar? The Israeli government is



Masada overlooking the Dead Sea

sion for recycling, instilled in us the use of recycled materials for more products. Landfill re-use for more housing and parkland was impressive for a small country with limited land for growth.

Jerusalem was a real gem. The many different religions, a large population and their cultural history make this city not only a tourist destination, but also the center of the Israeli government. The Kneset (Parliament) is very secure but still accessible to the people. A diverse group of elected officials need to build coalitions to pass legislation. Taxes, healthcare costs, growth issues, the war and national security dominate the debates and also put pressure on their elected leaders to solve problems. Local leaders follow the debate and lobby their approval or dissatisfaction with the direction of the Israeli leaders. Major elections take place every 4 to 4-1/2 years, similar to the USA.

The most intriguing stop was the police station in Jerusalem. The Old Jerusalem is under surveillance by over 350 cameras monitored 24 hours a day, seven days a week. The streets are safe and most know about the cameras. The criminals are aware, and still are caught within a short time frame. The number of officers cannot patrol all the back alleys and streets but the cameras catch it all. This was very impressive.

After visiting Tel Aviv, Netanya, Haifa and Jerusalem on the last day, we had the opportunity to see Mosada and the Dead Sea. The desert, with unusable water for irrigation, would make you think that the land was not good for anything. This was not the case. Many irrigated farms have a drip watering system and acres of tents for shelter for their crops that keep this region of Israel producing fresh vegetables, fruit and even watermelons. The use of high-tech watering systems makes use of the arid climate. The Dead Sea also provides a million dollar industry by extracting minerals from the water. The Israelis take advantage of everything they can to produce a cash crop.

This small country, known in the news for constantly fighting its neighbors, is actually an advanced country making use of education, agriculture and high-tech to become an impressive world leader.



Tel Aviv, Israel

number one in the world on homeland security and each of us were amazed at how much local governments are involved with securing their borders. We can learn from their "paving the way to keep their citizens safe."

The use of the sun (360 days a year of clear skies) let the Israeli citizens take advantage of solar power to heat water for their homes. Thousands of homes with large barrels and solar panels line the hillsides. The use of solar, along with their pas-



Announcements & Reminders

Assistant Director for Outreach Needed, MT Water Center

MSU-Bozeman—The mission of the Montana Water Center is to mobilize the resources of the Montana University System to resolve Montana's water problems. The Assistant Director for Outreach is responsible for operating the Water Center's base grant program and directing its outreach program, including websites, newsletters, conference planning and print publications. The ADO supervises a staff of specialists and represents the Water Center at local, regional, and statewide meetings. Minimum educational requirements include an undergraduate degree in a natural science or engineering; advanced degree in environmental science, engineering, policy, communications or education; and familiarity with western water issues and the scientific process. Excellent communication and organizational skills, program management experience and basic computer skills are a must. Screening will begin on January 12, 2007.

A complete position description is available at <http://www.montana.edu/msuinfo/jobs/profl>. Contact: Sue Faber, MT Water Center, sfaber@montana.edu (406) 994-6690. ADA/AA/EO/Vet.Pref.

MACRS' 27th Annual Conference

Montana Association of County Road Supervisors (MACRS) would like to invite all members of MACo to our 27th annual Conference and Seminar on March 26th through the 29th 2007 at the Red Lion Inn, in Kalispell, MT. We have an outstanding agenda set that will not only benefit road supervisors and foremen but also County Commissioners. For more information please contact:

Tim White, MACRS President: Lincoln County Road Dept., Dist 3; Eureka, MT 59917; 406-889-3702; honcho@interbel.net OR Lois Evans, Conference Coordinator Montana LTAP, MSU; Bozeman, MT; 1-800-541-6671; 1-406-994-6724; levans@coe.montana.edu

Act Fast...Apply Now for a TSEP Preliminary Engineering Grant

By Jim Edgcomb, Treasure State Endowment Program

Is your County planning to replace a bridge within the next few years, or maybe there is a small community in your county that needs to construct a water or sewer system, or repair an existing one? Preliminary engineering grants help counties with the up-front costs of doing the preliminary engineering that is required in order to apply for a Treasure State Endowment Program (TSEP) construction grant. These funds are especially important for helping counties assess bridges that MDT does not inspect and are the responsibility of the county. The Department of Commerce will begin accepting applications for PER grants after January 1, 2007. Do not hesitate to submit your application, because the TSEP staff expects numerous applications to arrive immediately after the new year. If you wait, it may be too late. For more information about TSEP preliminary engineering grants and the application form, go to <http://comdev.mt.gov/Includes/TSEP/TSEPApplicationGuidelines.pdf>.

If the answer to the question at the beginning was yes, you may also want to attend one of the one-day workshops that will provide information about the various grants and loans available through Montana's public infrastructure funding programs. The workshop will be presented in three cities around Montana: Great Falls on February 21st, Missoula on March 7th, and Billings on March 15th.

Want to know more? Call Jim Edgcomb at (406) 841-2785.

Lake County Treasurer Retiring After 20 Years

Patricia (Pat) Cook, Lake County Treasurer is retiring after working for Lake County for 34 ½ years, 20 of those years as Treasurer

Pat was hired in July 1972 by Charlie Reynolds. She was selected for the position because of her legible handwriting. Charlie Reynolds was the Assessor and at that time the Assessor's Office kept up the tract books and legible entries were important. Pat worked in the Assessor's office for 5 years and then transferred to the Plat Department under County Clerk & Recorder, Ethel Harding. Here she continued to enter deed information in the plat books and draft section maps and land divisions.

After 6 years in this position Pat had a desire to run for county treasurer when Marjorie Knaus retired. Pat asked to transfer to the treasurer's office where she learned the bookkeeping and other functions of the treasurer's office. Pat felt she had an excellent background in county government and a desire to offer the residents of Lake County courteous and efficient service.

After a contested election Pat was elected to the position of treasurer where she has served 5 terms.

Pat was instrumental in obtaining bar codes on tax notices to allow payments to be scanned rather than hand keyed, automat-

ing warrant downloads from the bank which eliminated manual entry, acceptance of credit cards allowing online receipting of property taxes and vehicle registrations by phone, electronic transfer of reports and receipts cutting mailing costs and many other cost saving and streamlined procedures. Pat took a great deal of pride in the balancing and reconciliation of millions of dollars for the county, school districts, state and other local governments.

Pat has served as President of the Montana County Treasurer's Association, Legislative Chairman for 10 years for the Treasurer's Association, was appointed to serve on the Local Government Review Commission by Governor Marc Racicot and was appointed by the Board of County Commissioners to serve twice as Ex-Officio member of the Local Government Study Commission. She was very active in local government and was considered a leader by her peers. She has enjoyed working with local, state and school district governments.

Pat said the most rewarding thing about her job has been her association with co-workers and the wonderful people she has met along the way.

You are invited to a retirement party being held at the Polson Elk's Lodge in Polson Friday, January 19th 2007 at 7:00 p.m.



How to Make Your County Deferred Compensation Plan a “No Brainer”

By Thomas Jones, CRA, CRC, Minnesota-North Dakota State Program Director for Nationwide

In the next sentence, I’m going to tell you something you already know, but bear with me because I also am about to disprove it. It’s hard to get employees to enroll and defer into an employer-sponsored supplemental retirement plan such as Deferred Compensation Plans.

According to the 2005 report of The Nationwide Retirement Education Institute, two-thirds of public employees do not participate in their employer’s deferred compensation plan. Employees seem to be naturally resistant to save today for a better tomorrow. In a recent research working paper, Gary W. Selnow outlines five basic reasons for this resistance:

1. Saving for retirement is a gamble. No one can promise that money will ever come back.
2. Workers don’t easily buy the idea of payoffs in the distant future.
3. Setting aside even a few dollars each month is most painful when the need for cash is greatest.
4. When the worker chooses not to save that \$100, (s)he is immediately rewarded with \$100 that (s)he can enjoy.
5. Fifth, there is no immediate tangible reward.

So, What Can Plan Sponsors do to Get Employees to Make Good Decisions?

Selnow argues that **the answer lies in automatic enrollment**, where every employee can enjoy the benefit unless they specifically choose to opt out. The idea is to turn inertia around—to make it work *for* the employee.

Selnow says people don’t like to act in ways that seem to be different than their values. Every day that they do not to opt out, it becomes less likely the employee will opt out. As time passes, the decision to participate becomes moot. They are likely to stay in the plan because pulling out would suggest that they made a wrong decision—and nobody likes the thought of making a wrong decision.

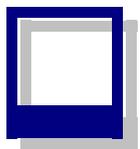
In the end, participation in deferred compensation becomes part of their core values, “something they’ve always believed in.” With each passing day, it is more likely that the employee will stay in the plan over the long-term.

Ongoing Education Compounds Auto-Enroll Success

Selnow says automatic enrollment may drive plan growth, but the key to long-term plan success is ongoing education:

“Approaches to Employee Education laid out by many advocacy groups are not only valid, but they are essential to the long-term success of the plan. With education, we complete the cycle: behavior, attitudes, and knowledge, knowledge, attitudes, and behavior—each element supporting the other in maintaining the employees’ involvement in retirement savings.”

Not all states permit automatic enrollment and some are working to encourage their legislatures to amend their laws to allow automatic enrollment in defined contribution plans. As you can see, it truly is a “Now Brainer.”



Nationwide® Posts *Plan Sponsor Voice* Newsletter Online

We are pleased to announce that the newest edition of *Plan Sponsor Voice* is now online in the Employer section of our Web site, www.nrsforu.com.

In this edition, you can read about:

How Nationwide can help you promote the themes behind National Save for Retirement Week year 'round.
The annual conference of the National Association of Governmental Defined Contribution Administrators.

The Pension Protection Act of 2006.

How employees want to receive financial education.

What the IRS says about plan audits.

You can find *Plan Sponsor Voice* in the Employer section of our Web site, www.nrsforu.com.



NACo Board of Directors Meeting Report

This year, National Association of Counties (NACo) President Colleen Landkamer picked Columbus, Ohio as the site for the 2006 NACo Board of Directors meeting. Commissioners Bill Kennedy of Yellowstone County and Connie Eissinger of McCone County attended the Board meeting.

Ohio is home to Nationwide Insurance. Bill and Connie were given a tour and dinner with the Nationwide President and staff.

The Board of Directors adopted the 2007 budget for NACo, as well as set the legislative priorities for the 2007 Legislature. The seven key priorities include:

- Reauthorization of the Farm Bill.
- Repeal of the withholding tax law (requires local governments to withhold taxes from their payments to vendors) and reform of other federal tax changes (such as telecommunications taxes) affecting counties.
- Reforms of health and human services laws and policies, particularly reducing the county share of Medicaid and restoring cuts to child support, child welfare and the Temporary Assistance for Needy Families Block Grant (TANF) program imposed by the Deficit

Reduction Act.

- Reauthorization of the Secure Rural Schools and Community Self-Determination Act, and enhanced appropriations for the Payment in Lieu of Taxes (PILT) program.
- Reauthorization of the federal Airport and Aviation program.
- Assistance to counties to combat methamphetamine abuse.
- Opposition to unfunded mandates and preemptions.

Commissioner Kennedy presented on behalf of the NACo Rural Action Caucus (RAC) and also announced the RAC is having their retreat in Bozeman, Montana on January 19-20, 2007. Top priorities of RAC will include the Farm Bill, along with PILT and Secure Rural Schools funding, Community Development Block Grants, and funding of anti-meth programs.

NACo will hold their legislative conference March 3 – 7, 2007.

Commissioners Kennedy and Eissinger felt that Montana's voice was clearly heard and appreciated the opportunity to represent you at the conference.

NACo Is Now Accepting Applications For The 2007 Cycle Of *Rural Health Works* Technical Assistance Awards

Rural Health Works is a community engagement process that provides county officials with the tools they need to revitalize their local health care systems. The ultimate goal of this project is to strengthen rural economies by increasing the use of local health services. The technical assistance award is valued at more than \$15,000 for each county. Funds are being provided by the Health Resources and Services Administration,

DHHS.

To apply, download an application from www.naco.org/techassistance under Health. The application deadline is February 5, 2007. For more information on the Rural Health Works Program, or for questions about the application process, please contact Christina Rowland at crowland@naco.org or (202) 942-4267.



Nationwide Retirement Solutions
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NACo National Association of Counties

The National Association of Counties (NACo), in Partnership with Nationwide Retirement Solutions (NRS), and state associations of counties, provides county employees with a Section 457 Deferred Compensation Program.

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Conclusions

Training Attendees: Continued From Page 7

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Prairie

Ravalli

Ravalli

Richland

Rosebud

Rosebud

Rosebud

Sanders

Sheridan

Stillwater

Stillwater

Stillwater

Sweet Grass County

Sweet Grass County

Teton

Toole

Toole

Treasure

Valley

Valley

Don McDowell

Lewis Smith

Ann Marie Davis

Greg Chilcott

Howard Lyons

Mark Rehbein

Randy Allies

Marilyn Hollister

Daniel Sioux

Jennine Robbins

Kathy Holte

Maureen Davey

Jerry L Friend

Beverly McCurry

Susan Metcalf

Rick Reed

Diane Inbody

Dave Miller

Allan Underdal

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Bruce Peterson

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Commissioner

Commissioner Elect

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