

MINUTES OF THE MEETING
LOCAL GOVERNMENT COMMITTEE
MONTANA STATE SENATE

February 1, 1979

The meeting of the Local Government Committee was called to order by Chairman Senator George McCallum in Room 405 of the State Capitol Building on February 1, at 12:30 P.M.

ROLL CALL: All members were present.

Several visitors were in attendance. (See attachment)

CONSIDERATION OF SENATE BILL 206: Senator Pat Regan, Senate District 31, sponsor of the bill, gave a brief resume. This bill is an act to change the method of establishing salaries for county elected officials and other county employees; and providing for certain conditions. Senator Regan stated that the Legislature should not have the responsibility of the salary-setting authority.

Dave Wanzenreid of the Department of Community Affairs explained how salaries are figured. Mr. Wanzenreid stated the formula incorporates demand for service (population) and ability to pay (tax base), but he stated that it does not always accurately reflect a county's stage of development which often determines workload. Mr. Wanzenreid suggested that the formula should be updated.

Chairman McCallum called for the proponents and, hearing none, he called on the opponents.

John Bell, representing the Clerk and Records Association and the Montana Sheriff Association, stated that all elected county officials do oppose SB 206. Mr. Bell stated that he did not feel that the bill would work.

Dale Dye, President of the Montana Sheriffs and Peace Officers Association, stated that some commissioners refused the last pay raises, which were a 2 and 1/2 percent increase.

Tom Homzel, representing the County Attorneys Association, stated their opposition to the bill and that the county attorneys are not only county officers but also state officers.

Walter Hammermeister, representing the Montana Sheriff and Peace Officers Association, stated that if the commissioners are allowed to set the salaries for the elected officials, there will probably be more pressure for county employees to unionize.

Darlene Hughes, president of the Montana Clerk and Records Association, stated that there is neither uniformity

nor an effective date in the bill.

Claire Gillreath, representing the Clerk of the District Courts Association, stated that her group is against SB 206.

Ray White, representing the Gallatin County Assessors Office, stated that he is against the commissioners being able to set salaries.

John L. Howard, Teton County Sheriff, stated that his commissioners do not want to set the salaries for fear of unionization.

Ethel Harding, Clerk and Recorder of Lake County, stated that this bill does not create consistent guidelines.

May Jenkins, Yellowstone County Treasurer, stated that the officials in her county would rather go without an increase rather than have the county commissioners set the salaries.

Charlotte Edwards of Pondera County stated her opposition to the bill.

Mary Westermarck, Toole County Treasurer, stated she would like the Legislature to set the salaries.

Jim Waltermire, representing the Missoula County Commissioners, stated that it appears employees are the same as elected officers in the bill. Mr. Waltermire asked "what does this bill really intend to do?"

John Onstad, Gallatin County Sheriff, stated his opposition to the bill.

Dan Bukwich, a clerk of a district court, stated he felt this bill would give total control to the commissioners, and that would not be good.

Ron Brown, a deputy from Gallatin County, stated that he was against this bill.

With no further proponents or opponents, Senator Regan made the closing remarks. Senator Regan stated that she did not believe that the Legislature should set the salaries, that the responsibility belongs on the local level. She then stated that she felt that some of the testimony given against SB 206 was misleading. Tax bases change and jobs change; therefore, the responsibility belongs at home with the people.

Chairman McCallum then turned the meeting over to Senator Story.

CONSIDERATION OF SENATE BILL 229: Senator George McCallum, District 12, sponsor of SB 229, gave a brief resume of the bill. This bill is an act to raise the salary schedule for elected county officials 7 percent in 1979 and 7 percent in 1980 and to add additional salary categories based on taxable valuation. Senator McCallum stated that this is a standard pay bill that is introduced in the Legislature each session.

Senator Story then opened the testimony to the proponents.

John Bell, representing the Montana Peace Officers Association, stated his support of the bill. He offered two amendments to the bill. The amendments were (1) on page 6, the top figures should be \$200,000 or over and (2) page 7, \$30,000 should be changed to \$34,200 for county attorneys.

Walter Hammermeister, Pondera County Sheriff, stated his support of the bill.

John Onstad, sheriff of Gallatin County, stated his support of the bill. Mr. Onstad then offered several letters of support from county employees of Gallatin County (see attachment).

Florence McGiboney, Cascade County Clerk of the Court, stated her support of SB 229 and commented that with the cost of living increase, this raise will help considerably.

Will Teddy, representing the Montana Assessors Association, spoke in favor of SB 229.

Ron Brown of the Gallatin County Sheriff's Office stood in support of the bill and commented that SB 229 does give the county employees something to look forward to.

Dale Dye, President of the Montana Sheriffs and Peace Officers Association, stated his support of the bill and offered some attachments (see attachments).

Jim Burns, undersheriff of Cascade County, thought very favorably of SB 229 as it was the best offer so far.

Ray White, of the Montana Assessors Association, stood in support of the bill; however, he felt that rural population counties should get more of a percentage increase because of the low tax base.

Darlene Hughes, Ravalli County Clerk and Recorder, stated her support of the bill.

Mary Westermarck, Toole County Treasurer, stood in support of the bill (see attachment).

Ethel Harding, Clerk and Recorder of Lake County, stated

her support of the bill and stated perhaps a salary commission could be established for all elected officials.

May Jenkins, Yellowstone County Treasurer, stood in support of the bill.

Tom Honzel, representing the County Attorneys Association, stated his support of the bill and offered one amendment (see attachment).

Frank Guey, Flathead County Commissioners, stated that he supports the bill, but felt perhaps a minimum salary should be placed on the salaries.

Dan Bukwich, Clerk of the District Court, stated that he agrees with Mr. Guey's testimony.

Senator Story then called on the opponents. Hearing none, Senator McCallum made the closing statements. He stated that 1974 valuation was used in figuring the tax base.

Senator Story then opened the meeting to a question and answer period from the Committee.

Senator Story then turned the meeting back over to Senator McCallum.

Senator McCallum stated that Senator Manley had a bill which did not get turned in on time and would this committee consider treating it as a Committee Bill. A motion was made by Senator Lockrem to have Senator Manley's bill become a Committee Bill. Motion carried unanimously.

DISPOSITION OF SENATE BILL 229: A motion was made by Senator Thomas that Senate Bill 229 receive a DO PASS recommendation.

Senator Watt stated that he would like to see a substitute motion inserted which would give a little more money to the rural counties. He then asked that a subcommittee be formed which could study this bill a little more.

Senator McCallum stated perhaps this bill could be fixed to please everyone for the next two years and passed out of Committee. He also suggested that perhaps the Salary Commission could come as a Committee Bill.

Senator Story suggested that the people could perhaps vote on a Salary Commission.

A subcommittee of Senators O'Hara, Watt, and Thomas was appointed to study this bill.

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February 1, 1979
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A motion was made by Senator Rasmussen that a Committee Bill be drafted regarding a salary commission. Motion carried.

Chairman McCallum handed out Code Commissioner Bills.

ADJOURN: With no further business, the meeting adjourned at 2:10 P.M.


Senator George McCallum

ROLL CALL

LOCAL GOVERNMENT COMMITTEE

46th LEGISLATIVE SESSION - 1979

NAME	PRESENT	ABSENT	EXCUSED
GEORGE MCCALLUM, CHAIRMAN	✓		
LLOYD LOCKREN, VICE CHAIRMAN	✓		
MAX CONOVER	✓		
JESSE A. O'HARA	✓		
BOB PETERSON	✓		
A. T. (TOM) RASMUSSEN	✓		
PETE STORY	✓		
BILL THOMAS	✓		
ROBERT D. WATT	✓		

Each Day Attach to Minutes.

BILL _____

VISITORS' REGISTER

DATE _____

Please note bill no.

NAME	REPRESENTING	BILL #	(check one)	
			SUPPORT	OPPOSE
Dean J. J. J. J.	W. J. J. J. J.			
Deane B. J. J.	Jones & Clark Co. Treasurer	206	229	229
John J. J. J.	Williamstone Co. J. J.	206	229	229
Edith C. J.	Mont. Ass. & J. J. J.		229	229
Chuck O'Reilly	Lewis & Clark Co. Sheriff	106 229	X	X
Bill J. J. J.	Gallatin Co. Sheriff	206 229	229 X	229 X
Jack Greenway Jr.	Gallatin Co. Sheriff	206 229	229	2
Mike Spracklin	Gallatin County Sheriff	206 229	229	2
Wally Schumacher	Gallatin Co. Sheriff Dept.	206 229	229	2
James R. J. J.	GALLATIN CO. SHERIFF DEPT.	206 229	229	2
Sam T. J. J.	Gallatin Co. Sheriff Dept.	206 229	229	206
William B. J. J.	Gallatin Co. Sheriff	229	229	2
Robert R. J. J.	Gallatin Co. Sheriff Dept.	206 229	229	2
Robert Campbell	Gallatin Co. Sheriff Dept.	206 229	229	2
Robert Johnson	Gallatin Co. Sheriff Dept.	206 229	229	2
Ronald Shime	Gallatin Co. Sheriff Dept.	206 229	229	2
David R. J. J.	Gallatin Co. Sheriff Dept.	206 229	229	2
Reginald E. J. J.	Gallatin Co. Sheriff	206 229	229	2
Edward J. J.	Libby Co. Sheriff	206 229	229	2
L. John J. J.	Gallatin Co. Sheriff	206 229	229	2
Dick J. J.	Helena Police	206		206
Tom J. J.	County Attorney	206	229	2
John Bell	Helena County Police	206	229	2

SENATE

COMMITTEE

BILL _____

VISITORS' REGISTER

DATE _____

Please note bill no.

NAME	REPRESENTING	BILL #	(check one)	
			SUPPORT	OPPOSE
Paul Jones	Powder Co Sheriff	206		✓
Donald E Shaw	Lincoln Co Sheriff	206		✓
Warren Sibley	Matheson Co Sheriff	206		✓
Don Corrigan	Grant Co Sheriff	206	✓	
Bill Bailey	Cornwall Lake Co	206	✓	
Thelma Sibley	WY Co Sheriff		229	206
Dorlene Hughes	Chas & Reuben Powell Co		229	206
John Tilden	Montana Co Sheriff		229	206
Robert H. Kuman	" " "		229	206
Wesley Carpenter	" " "		229	206
Ray White	" " "		229	206
Ray Froehlich	Missoula Sheriff		229	206
Quincy Newman	Shelby Co		229	206
Mary Westman	Idaho Co Sheriff		229	206
Theresa McElroy	Cornwall Co Sheriff	206	229	206
John Gibeath	Chief of Dist Court		229	206
Thomas A. Hall	Woot & White		229	206
Marion A. Shaw	Chief of Dist Court		229	206
Dan Burkach	" " "		229	206
Wesley Thompson	" " "		229	206
John F. Howard	Teton Co Sheriff		229	206
James R. Barnes	Lincoln Co Sheriff		229	206
Walt L. Hammermeister	Powder Co Sheriff M.S. & P.O.		229	206
Wesley Thompson	" " "			

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY

COMMITTEE

VISITORS' REGISTER

DATE _____

(check one)

[illegible]

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY

NAME: Bill Gaddy DATE: 2-7

ADDRESS: Takane Hotel

PHONE: 883-2803

REPRESENTING WHOM? *Montana Association of*

APPEARING ON WHICH PROPOSAL:

DO YOU: SUPPORT? 229 AMEND? OPPOSE? 206

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME:

Elizabeth H. H. H.

DATE:

2-1

ADDRESS:

Polson M. H.

PHONE:

883-4361

REPRESENTING WHOM?

Lake Co. Park & Recreation

APPEARING ON WHICH PROPOSAL:

DO YOU:

SUPPORT?

229

AMEND?

OPPOSE?

206

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Dale H. Hughes DATE: 2-1-79

ADDRESS: Hamilton Port - Clark & B...

PHONE: 363-1833

REPRESENTING WHOM? Mountain Clark & B...

APPEARING ON WHICH PROPOSAL: SB 229

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Frank Buey DATE: 2-1-79

ADDRESS: 244 Mount Dr. Haledipoll

PHONE: 755 5300 X235

REPRESENTING WHOM? D. Graham County

APPEARING ON WHICH PROPOSAL: 55 229

DO YOU: SUPPORT? ☒ AMEND? ☒ OPPOSE? ☐

COMMENTS: 2 min should be
placed in setting 2

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME :

DATE: _____

ADDRESS :

PHONE :

REPRESENTING WHOM?

APPEARING ON WHICH PROPOSAL:

DO YOU:

SUPPORT?

AMEND?

OPPOSE?

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Robert Brown DATE: 2-1-79

ADDRESS: 1000 1st St. N. W. Washington, D. C.

PHONE: 224 6542

REPRESENTING WHOM? Callahan County Sheriff

APPEARING ON WHICH PROPOSAL: 56 212 56 207

DO YOU: SUPPORT? 229 AMEND? OPPOSE? 206

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: John Orsted

DATE: Feb 1 1979

ADDRESS: Bozeman

PHONE: 587-4309

REPRESENTING WHOM? Gallatin County Sheriff's Dept.

APPEARING ON WHICH PROPOSAL: SB 206 SB 229

DO YOU: SUPPORT? 229

AMEND? _____

OPPOSE? 206

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Tom Hengel DATE: 2-1-75

ADDRESS: Courthouse Helena

PHONE: 442-4550

REPRESENTING WHOM? County Attorney

APPEARING ON WHICH PROPOSAL: SB 225 & SB 206

DO YOU: SUPPORT? 225 AMEND? OPPOSE? 206

COMMENTS: County Attorney is also a state
officer and is paid 1/2 by the
state. This should be taken into
consideration for SB 206

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Don Beckwith DATE: 2/1/79

ADDRESS: 400 A. Western - Butte

PHONE: 792-3251

REPRESENTING WHOM? Clerk of Court

APPEARING ON WHICH PROPOSAL: SB 206 229

DO YOU: SUPPORT? 229 AMEND? OPPOSE? 206

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME :

DATE: Feb 1, 1979

ADDRESS :

ADDRESS :

PHONE :

PHONE :

REPRESENTING WHOM?

REPRESENTING WHOM?

APPEARING ON WHICH PROPOSAL:

APPEARING ON WHICH PROPOSAL:

DO YOU:

SUPPORT?

DO YOU:

AMEND?

OPPOSE?

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME:

Vivian A. Hall

DATE:

Feb 1 1974

ADDRESS:

Box 547, Arley, NC 27924

PHONE:

434-2271 Office 3035 Home

REPRESENTING WHOM?

Club of District Court

APPEARING ON WHICH PROPOSAL:

SB 206 + 229

DO YOU:

SUPPORT?

229

AMEND?

OPPOSE?

206

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Clara Kilbreath

DATE: 2-1-79

ADDRESS: L & C County Clerk of Court

PHONE: 442-6430

REPRESENTING WHOM? Clerks of Court Association

APPEARING ON WHICH PROPOSAL: SB 206 SB 229

DO YOU: SUPPORT? 229 AMEND? OPPOSE? 206

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Flarence M. Gibney DATE: 2-1-

ADDRESS: Great Falls, Montana

PHONE: 761-6900 Ext 227

REPRESENTING WHOM? Cascade Concrete Works of Co.

APPEARING ON WHICH PROPOSAL: SB-229 + SB 206

DO YOU: SUPPORT? 229 AMEND? _____ OPPOSE? 206

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY

NAME: Mary Swane

DATE: 2-1-79

ADDRESS: Shelby, Mt

PHONE: 434-2242

REPRESENTING WHOM? Montana County Treasurers

APPEARING ON WHICH PROPOSAL: SB-229 & SB-206

SUPPORT?

229

AMEND?

OPPOSE? 206

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Ray Froehlich

DATE: 2/1/79

ADDRESS: Missoula Mt.

PHONE: 721 - 1470

REPRESENTING WHOM? Missoula Sheriff Dept

APPEARING ON WHICH PROPOSAL: SB 229 - & S.B. 206

DO YOU: SUPPORT? 229

AMEND? _____

OPPOSE? 206

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Ray White

DATE: 2-1-79

ADDRESS: Bozeman mt.

PHONE: 586-2322

REPRESENTING WHOM? Mont Assessment Assoc.

APPEARING ON WHICH PROPOSAL: S.B. 229 and S.B. 206

DO YOU: SUPPORT? 229 AMEND? OPPOSE? 206

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

Robert Holdman

2/1/79

Virginia City, N.M.

843-5344

Met Assessors Assoc.

5. B. 229.

5-0 206

SUPPORT? 229

AMEND?

OPPOSE?

206

COMMENTS :

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME:

Al Pison

DATE:

2-1-79

ADDRESS:

Kalispell, Mont.

PHONE:

257-1174 - 255-3691

REPRESENTING WHOM?

Shoriff - Elk Head

APPEARING ON WHICH PROPOSAL:

30229

DO YOU:

SUPPORT?

yes

AMEND?

OPPOSE?

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

Wm. D. L. L.

2/1/77

5012 August 19

359-7646

County of Lincoln

56229

SUPPORT?

OPPOSE?

This image shows a single page of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

PHONE: 543-5201

REPRESENTING WHOM? Missoula County Commissioners

APPEARING ON WHICH PROPOSAL: S.B. 206

DO YOU: SUPPORT? _____ AMEND? X OPPOSE? _____

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME :

JOHN L. LEWARD

DATE : _____

Feb. 1, 78

ADDRESS :

CHATEAU MONT.

PHONE :

466-5781

REPRESENTING WHOM?

TEEN C. SCHWARTZ

APPEARING ON WHICH PROPOSAL:

50207

S B Fe C

DO YOU:

SUPPORT?

229

AMEND?

OPPOSE?

206

COMMENTS :

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

ADDRESS: Conrad. Mont

PHONE: H 278-7167 O 278-3923

REPRESENTING WHOM? Mont Shiff, Power, Inc. 67-17

APPEARING ON WHICH PROPOSAL: S. B 229 .206

DO YOU: SUPPORT? 229 AMEND? _____ OPPOSE? 206

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: _____

DATE: 2-1-77

ADDRESS :

PHONE :

REPRESENTING WHOM?

APPEARING ON WHICH PROPOSAL:

DO YOU:

SUPPORT?

AMEND?

OPPOSE?

COMMENTS :

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Glenn L. Harbo DATE: 2-1-79

DATE: 2-1-79

ADDRESS: Star Pte Box 221, Borneo

PHONE: 883-2374

REPRESENTING WHOM? Lake Co. Illinois Dept. of Health

APPEARING ON WHICH PROPOSAL: S.B. 206 - SB 229

DO YOU: SUPPORT? S.B. 229 AMEND? _____ OPPOSE? S.B. 226

S.B. 229 AMEND? _____

AMEND? _____

OPPOSE? S.B. 296

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.



COUNTY OF TOOLE

SHELBY, MONTANA

VIVIAN E. HALL, Clerk of Court
MARY E. WESTERMARK, Treasurer
EARL E. BOMBERUD, Auditor
JANICE E. BAILEY, Co. Sup.
RONALD W. Fick, M.D., Coroner
P.J. JACQUEMART, Public Administrator
JAMES C. FARRAR, Justice of the Peace

TREASURER,

It appears that you have exceeded the wage policy established by Toole County, by increasing the salary of one of your employees from \$636.70 to \$668.53 and another employee from \$560.00 to \$588.00 during the fiscal year.

We feel that with the salary increases given since July, 1978, we cannot justify another increase at this time.

Since the established policy seems to have created problems of interpretation, we would like to meet again with all department heads and try to resolve these problems.

Tom Sherrard

Dated January 29, 1979

RT. 2, Box 454
Belgrade, Montana 59714
January 26, 1979

46th Legislature
State Capital Building
Helena, Montana 59601

Dear Committee Members:

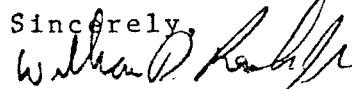
I have been a dispatcher/jailer for the Gallatin County Sheriff's Department for about two months. I work midnight to eight a.m. shifts.

My duties as a dispatcher include taking all phone calls, handling fire department, ambulance and coroner paging systems, dispatching sheriff patrol cars, dispatching highway patrol cars and several other jobs.

My duties as jailer consist of booking, mugging, printing and watching prisoners.

I work all shifts all shifts by myself. I am currently making \$625.00 per month and take home about \$463.00 of this amount. This pay check does not go very far with the way inflation is running. Even though in a civilian capacity, my wages are based on the sheriff's pay scale. I truly believe that the dedicated people of law enforcement should have and well deserve a raise.

I would appreciate it if you would consider and then support a bill that would give us a raise.

Sincerely,


William D. Rash, Jr.

WDR/msl

January 26, 1979

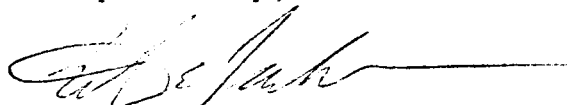
46th Legislature
State Capital Building
Helena, Montana 59601

Dear Committee Members:

I have been employed as a jailer of the Gallatin County Sheriff's Department since August of 1978. As a jailer, my duties are booking prisoners, mugging, fingerprinting them, seeing to their welfare and maintaining the security of the jail while I am on duty.

My present salary is \$625.00 per month and after deductions comes to \$478.00 per month. The only reason my take-home pay is this much is that I don't have insurance taken out on my wife. At this time my wife is working and if for some reason she should have to quit her job, I would have to look for a job that pays more. With today's economy, we could not make it on my salary. Although I am a civilian worker, my salary is based on a percentage of the sheriff's salary.

Respectfully,

A handwritten signature in dark ink, appearing to read "Robert E. Jackson", with a long horizontal flourish extending to the right.

Robert E. Jackson, Jailer
Gallatin County Sheriff's Dept.

P.O. Box 1025
Bozeman, Montana
January 26, 1979

46th Legislature
State Capital Building
Helena, Montana 59601

Dear Committee Members:

I would like to take this opportunity to request your support for the sheriff's pay bill that will be introduced during this legislative session.

I have been employed by the Gallatin County Sheriff's Department for the past eight years. During this time, we have recieved several pay raises. However, when we recieve a 4% or 5% increase and the inflation rate is even higher, I find it more and more difficult to make ends meet.

The law enforcement field today requires highly trained personnel, and the people are very professional and dedicated. I am not asking to get rich, but I would like to recieve a livable wage.

I know that this is a year in which a careful look is being taken at the budget, but I hope you will look at our needs when you consider the sheriff's pay bill.

Respectfully yours,



Donald R. Houghton, Cpl.
Gallatin County Sheriff's Dept.

46th Legislature
State Capital Building
Helena, Montana 59601

Ladies and Gentlemen of the Montana Legislature:

My name is David R. Petersen, and I am employed by the Gallatin County Sheriff's Department in Bozeman as a Radio Dispatcher. I am a non-sworn Officer in a civilian capacity, and have been employed for over two years.

My duties as a Dispatcher include coordinating radio communication for all of Gallatin, Park, Broadwater, Jefferson, and Madison counties.

Within Gallatin County itself, I am responsible for communication between the Gallatin County Sheriff's Department, Montana Highway Patrol, Montana Department of Fish and Game, Federal Bureau of Investigation, Bozeman Police Department, Belgrade Police Department, Manhattan Police Department, Three Forks Police Department, West Yellowstone Police Department, Big Sky Law Enforcement, Civil Defense, Ambulance Service, Gallatin County Fire Marshalls, and fourteen rural fire departments.

I also handle all incoming telephone calls to the Gallatin County Sheriff's Department, as well as to many of the above departments. I evaluate each call, take appropriate action in relation to each call, as well as prepare the necessary reports for Departmental records and for further investigation by other Officers.

In addition to the above, I assist the public when they come into the Sheriff's Department, either by taking complaints, providing information, or by helping to find solutions to personal problems. I also must work an occasional shift at the Gallatin County Jail, where my duties consist of prisoner booking and release, security, prisoner welfare, and other duties normally associated with the job of Jailer.

I work forty hours a week (sometimes more), and my schedule may vary between day shift, evening shift, and midnight or graveyard shift. I don't get holidays off unless they happen to fall on my regularly scheduled days off. I may be called at my home at any time and be expected to report for duty in an emergency situation.

In light of the above duties, heavy responsibilities and work requirements, you might think I am well paid. You are wrong.

I receive 52% of the Sheriff's salary, in accordance with a guideline adopted by the Gallatin County Commissioners. Fifty-two percent of \$15,021.48 gives me a yearly salary of \$7809.64, or \$650.82 per month.

From this \$650.82, I must pay \$64.14 in federal tax, \$12.83 in state tax, \$39.37 in Social Security, \$39.05 in Public Employees Retirement, and \$27.42 for Blue Shield health insurance. After all of these deductions my take home pay is \$468.01. From this amount I must pay the same bills as anyone else - housing, utilities, automobile expenses, food, clothing, dental, medical, insurance, recreation, and etc. Some months the money simply won't go far enough.

That's right, \$468.01 per month for a dedicated and professional law enforcement officer whose responsibility it is to help protect the lives and property of the citizens of this state!

Prior to becoming involved in law enforcement, I was employed in the building trades where it is very common for an unskilled worker to make over \$12,000.00 per year. Skilled workers are, in many cases, making well over \$20,000.00 per year at this time, not counting fringe benefits. Compare these wages to those of a regular, sworn deputy sheriff in a Class II county such as Gallatin, where his wage would be \$12,015.20 per year, when figured at the standard 80% of sheriff's salary.

Would you then classify a Deputy Sheriff as an unskilled worker when you examine his duties and training?

An average deputy has attended several Montana Law Enforcement Academy classes; has studied the statutes of Montana on his own time so that he might do his job more efficiently; is constantly studying the opinions of our judicial system and analyzing their effect upon his enforcement of the law. Each day a peace officer works, he risks his life to protect the lives of others; he puts up with verbal (and physical) abuse; he acts as a counsellor to those needing words of comfort and wisdom; he enforces even the unpopular laws in spite of ridicule. A normal day may find him standing in the rain for several hours while directing traffic safely around an accident scene; he may be called upon to try and settle a domestic dispute; he may have to deliver a baby in the back of his patrol vehicle; he may soil his uniform attempting to change a tire for a lady motorist; he spends each shift doing any of a thousand things expected of him by the public.

Yet, the person digging ditches or collecting garbage is paid better than that officer who is always willing to help.

I would consider a law enforcement officer to be on the same plane as any other professional in his field, and should be paid accordingly.

Therefore, I strongly urge the Montana Legislature to enact legislation that would substantially increase the salary of the sheriffs within the state, whereby his deputies may receive a reasonable and comparable wage to that currently being received by the private sector.

Thank you for your time and effort in this matter.

Sincerely,

A handwritten signature in cursive script, appearing to read "David R. Petersen", with a long horizontal flourish extending to the right.

David R. Petersen
908 South Tracy C-1
Bozeman, Montana 59715

January 14, 1979

RICHARD MILLHOUSE
Salary Proposal

SHERIFF DALE E. DYE

Re: Reasons for 9.5% Raise

The cost of living has risen 10% for 1978. This means the necessities of life such as lights, power, rent and food have risen to an all time high which on our current pay, just doesn't seem to be enough.

On other departments, you are issued a car or picked up for work in the duty car. On this department, we have to use our own vehicles and gas, as well as the wear and upkeep on it.

Most departments have a clothing allowance that lets you buy the uniforms you need, plus balance in cash for cleaning and upkeep. In this department, that all comes from our take-home pay.

Most departments also contribute a large amount towards insurance. Here we receive \$10.00 toward the high insurance rate of \$90.00 per month.

In other departments such as the Highway Patrol, overtime is paid at time and a half, or compensating time of the same.

So, for the year and a half, we have had one raise in which the take-home pay was about \$15.00. Also, there was a raise in Federal tax, raise in insurance and social security, along with retirement. For the above reasons, I believe that a raise is needed.

Also, it would help as we are considered a profession. With the rate of pay we receive, it is hard to keep qualified people on the job, as qualified people leave for better pay or better working conditions or both.



DICK MILLHOUSE

SALARY INCREASE PROPOSALS

1/10/79

TAPE 48

At the present time, I am taking home \$676 to support a family of five. Out of this comes all my monthly bills from house payments, insurance, taxes when they come due, gas for my private vehicle, food, and the like. At the present time, what I am taking home on my Sheriff's Dept. pay alone would not cover the total amount of bills that I have. I am working a second job - being on the ambulance in my off duty time, which supplies me approx. \$80 per month extra, and this is working anywhere between three and five days on a 12 hour shift on the ambulance. However, this is not guaranteed. I have had a month where I have made as low as \$20 to \$25 and a month where I have made as high as \$123. My food bill with five people has increased substantially in the last year. Looking at the price of hamburger that you use to be able to buy for \$.69 a pound is now around \$1.30 a pound and forecast to go up to around \$2.00 a pound. This is basically what my family eats, as we cannot afford steaks. Other than that we eat what I get during hunting season, if I happen to be lucky enough to get a deer or ducks, and in the summer, I do quite a bit of fishing just to subsidize out meat supply. We also have a garden in the summer to offset the price of vegetables which is constantly fluctuating. The price of gas for my private auto has increased, and I rather imagine will increase substantially.

I am at a set salary for a month. This does not include hours over time that I donate to the county. I had a total of 278 hours over-time in the year of 1978.

Members of the Ravalli County Sheriff's Office are given a lump sum for a uniform allowance, however this does not cover the cost of our weapons, ammunition, leather gear, boots, etc, which we also have to buy out of our pocket.

Our utility bill, which basically the natural gas that we burn for our hot water supply and in the winter for out heat, has increased due to the rate increases by Montana Power, and I go out in the summer and get wood to burn in the fireplace, which is out basic source of heat during the daytime hours during the winter and cooler days of the year. However, my utility bill runs in the summer an average of \$35 per month to around approx. \$100 per month in the winter. With three small children, I do have to keep the house somewhat warm, however it is very seldom that we have the heat or thermostat above 65 to 67 degrees.

Our drug bill, which is not paid by insurance over the first \$100 where we take the children or ourselves in to see the doctor which is not covered, put quite a drain on our monthly income.

We also have to pay out of our monthly income for the cleaning of our uniforms.

These are my basic reasons why I believe we should get a pay increase. I believe other deputies throughout the state of Montana are in the same situation as we at the Ravalli County Sheriff's Office.

Donna M.

SALARY INCREASE PROPOSALS

1/10/79

TAPE 49

The Sheriff's Dept. at the present time and in my present case receives a gross pay of \$997.20. Now, this pay I would receive whether I had one year or twenty years with the Sheriff's Dept., provided that I was not the Sheriff or Undersheriff, but merely a deputy. In contrast, a highway patrolman receives considerably more money, and their pay increases in direct proportion to the amount of time in service that they have. A highway patrolman with the approx. same number of years in service that I have would be receiving approx. \$1,150 per month. Now, this does not include the \$65 per month extra that they receive for meal allowance. Each and every patrolman receives this \$65 per month. In addition, highway patrolmen are furnished all uniforms and equipment and ammunition. When I say uniforms, I mean to include the boots, which the Sheriff's Dept. must furnish at their own expense, equipment, which includes a gun and all leather gear that the Sheriff's Dept. must furnish at its own expense, whereas the patrolmen are furnished by the state. The ammunition that we use is either done thru reloading at the Sheriff's Dept. or we supply our own ammunition for any off duty shooting we may wish to do. The highway patrolman also has issued to him a patrol vehicle, which when considered, would be a substantial savings insofar as he does not have to use his private vehicle to come to and from work, and the cost of gasoline and vehicle maintenance, this could be a considerable sum, depending on how far from your main office that you work. Also, a highway patrolman's medical benefits are probably about the same as ours insofar as what is paid, however, the State contributes \$30, or $\frac{1}{4}$ toward the medical payments of the highway patrolman, whereas the county furnishes \$10 per man for the Sheriff's Dept. The highway patrolmen also have a retirement program with which they pay in $6\frac{1}{2}\%$ of their salary, however, they pay no social security, which the Sheriff's Dept. does, and in my particular case, if I did not pay social security, would be an amount of \$60.33 more that I would have in my pocket.

Of the total gross \$997.20 that I receive, I take home \$626.98. Out of this take home pay, I must pay for my house, which I am buying, my car which I am buying, electricity and heat, and all the other misc. expenses that most people occur in their everyday living. However, I feel that my position that I am in may be unique, but not totally unheard of insofar as I have full custody of a 6 year old daughter, and I receive no outside support money for this child, and I am totally responsible for her clothing, schooling, food and everyday needs. Due to the hours that I work, which is the night shift, I must pay to have this child boarded while I am at work due to the fact I cannot be around her during the evening hours. I also do not have the luxury of having a wife who works to supplement my income. Due to my single parent responsibilities, I cannot work part time at another job.

I do not want to sound as if this is a put down of the highway patrol, however, I might also add that the highway patrolmen receive time and $\frac{1}{2}$ for overtime, which the Sheriff's Dept. does not. In my case. in 1977 I worked 186 hours of overtime, and in 1978 I worked 159 hours of overtime, which, if I had been paid time and $\frac{1}{2}$, that would be a substantial

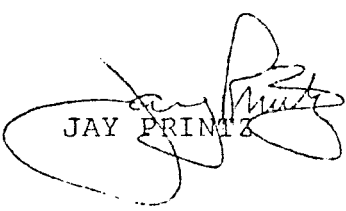
amount. I might also point out that during the late 60's and early 70's I worked an industrial job, private industry, where they had what's known as a shift differential insofar as the 4:00 P.M. to midnight shift received 8¢ more per hour over the day shift, and the midnight to 8:00 A.M. received 16¢ per hour more than the day shift due to the fact of the hours were considered more of a hardship on an individual than the regular day shift. I, however, do work night shift and receive no shift differential there. I would also like to point out that the highway patrolman have fewer responsibilities than the Sheriff's Dept. They are, in fact, by law only allowed to work traffic and handle motor vehicle accidents, whereas the Sheriff's Dept. is involved in all phases of law enforcement, including traffic and accidents, which we handle at times. We stand a considerably more profound risk of being assaulted, insulted, and injuring ourselves in a motor vehicle accident responding to serious offenses.

Last, but not least, I would like to point out that the Sheriff's Dept. as a general rule works the major holidays such as New Year's Eve, Creamery Picnic, Logger's Day, Halloween, and others, due to the fact that these are times when large amounts of people will be out. We also work all days of the Ravalli County Fair, with one day off. Whether or not it is your day off, you will work without receiving any overtime pay. This is not the case with the highway patrolmen, as their schedules are made in Missoula, and very little consideration is made for these type of holidays in our area. Also, if they do, in fact, work holidays, they do receive their time and $\frac{1}{2}$ pay.

We are also required to be at work specifically in bad weather conditions when the normal working man would not be working due to the fact that our job specifically deals with the protection of property and life, and in any natural disasters and/or extreme weather conditions, the Sheriff's Dept. will most generally, and in fact, will be required to work due to the particular nature of our job. No consideration is made as far as overtime if, in fact, a natural disaster or extreme weather conditions do occur.

At this time, that is the basic reasons why I feel that the Sheriff's Dept. at least deserves a token raise of 7 $\frac{1}{2}$ %.

Respectfully submitted,



JAY PRINTZ

January 10, 1979

To: Sheriff Dye

Re: supporting facts of pay raise

There are numerous areas that could be entered on my personal needs and fellings, but, I will start with those areas, which, the public would most likely respond to.

Over the past couple of years, our county has experienced a marked increase in serious, (felonious/high misdemeanor) crimes; Burglaries thefts, acts of violence, and gun related calls are no longer uncommon. In each of these mentioned areas, citizens are the victims. For the prevention, or, apprehension of violent, or, property loss crimes an adequate staff must be maintained. This means individuals of above average intelligence, general education and later specialized education. Individuals who come to this department with those qualifications, or, gain those qualifications while with the department could not be criticized for accepting positions with other agencies, out of county, or, state for reasons of higher pay. With our department last year, we lost two outstanding deputies, with exemplary backgrounds previous to their county positions. Both stated their reasons were totally based on inadequate pay.

Several out of state law enforcement agencies offer increased pay to applicants and sworn personnel for degrees, or continued education. This indicates that studies conducted by these larger departments have found that it is to their benefit, by reason of efficiency and economy to attract desirable individuals to their agencies and keep those currently employed.

On a personal basis: my take home salary is \$638.35. My expenses are as follows:

House: \$181.00

Car \$155.00 (payment)

Power: \$40.00

Water: \$2.45

Food : \$150.00

Credit 22.00 (this is a monthly on household items stove etc;)

CONT'D

Phone 1.11.20 2000
House/Car Insur: 32.00 (averaged for the month)

Gas: 50.00

TOTAL: \$638.45

Difference: ~~\$5.00~~

15.10 in the hole

With the difference of ~~\$5.00~~, my options are limited as to what to spend it on. To side step the problem, my wife works full-time and it is with herx salary that we make home repairs, or, improvments, rely on for unexpected expensesx, savings and our sons future education. From what I hear, most of the other deputies are in a similar situation.

According to the University of Montana the cost of living has ~~taken~~ risen as follows:

1976 4.8%

1977 6.8%

1978 9.6%

I hope this gives you something to work with.

Scott
Scott

Note: I also looked into over-time on the basis that the county gets a deal.

For 1977 I had logged 274 $\frac{1}{2}$ hrs overtime, which is roughly, 38 working days, or, 15.5% of a 245 day working year.

For 1978 I logged 421 hrs. over-time, or, 52 working days, which is, 21.2% of a 245 day working year. Additionally, thats just shy of a 5% increase from 1977 to 1978. I'm sure this would apply to everyone

else.

over time is unpaid time

TO WHOM IT MAY CONCERN:

Within the last 3 years, the cost of living has gone up an average between 8½% and 9½% a year. Our wages have not.

Insurance for medical, car, household and life has also gone up.

Our pay has not.

Education costs have gone up each year. Our pay has not.

In order for a family man to save money for educating his kids, there should be enough money to at least take out enough to start a small savings account. A family man, on these wages, cannot save any, plus with the rent, or house payments, nothing is left. A man has to either have his wife working, or have other income.

Also, along this line of thought, if we only put in a 40-hour work week, our hourly wage would be approximately \$6.23 per hour. However, with the overtime that is put in, and accumulated through the month, our hourly income can drop as much as \$4.98 per hour.

Other organizations have a time scale, meaning if you work normal working hours, you receive nothing extra; however, if you work during evening hours, or past into Midnight, you have an extra 15¢ and 20¢ per hour benefits. We have none.

In summarizing this, the amount of hours put in by all officers and the pressures with the job, along with the rising costs of living nowadays, makes this type of livelihood very underpaid, and departments such as ours are in need of some kind of assistance, such as 14 officers looking for part-time work which results in the officers not devoting all their time and thought to law enforcement.

A law enforcement officer in Montana is required to have a minimum of 280 hours of Basic Training at the Montana Law Enforcement Academy in his/her first year of employment. Constant training on at least a weekly basis is necessary to keep up with new laws, modification of old laws, court decisions, firearms training, physical training, driving skills, techniques in basic psychology for crisis intervention, first aid(to name a few).

To compare a law enforcement officer with another profession cannot be equally done,because the law enforcement profession is a unique field.

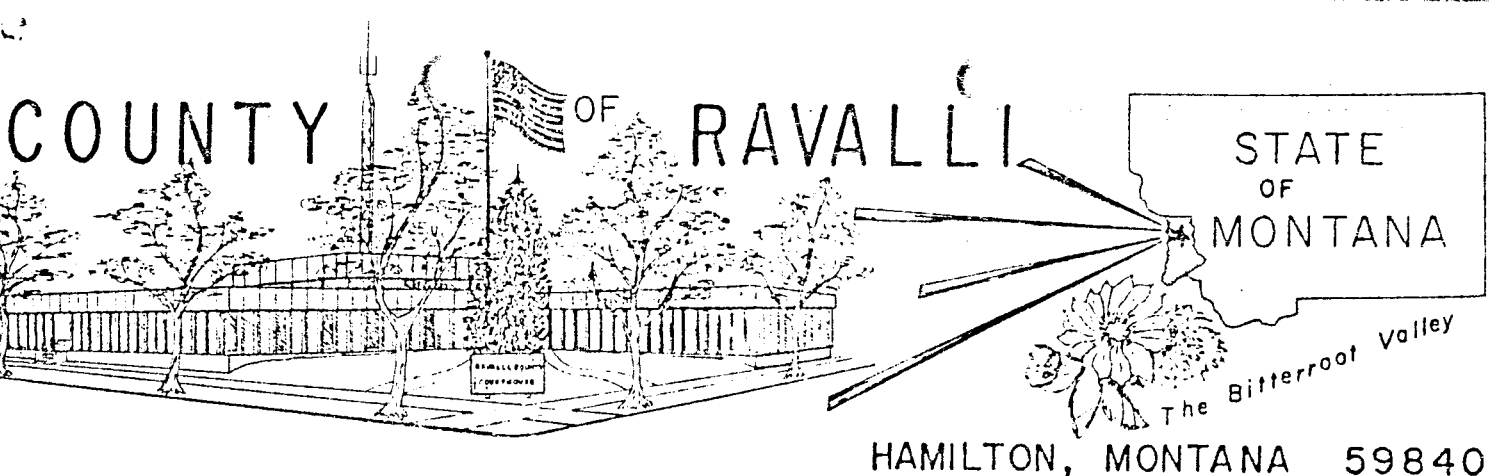
If we were to compare our salaries with non-skilled laborers and other like jobs that require no schooling and constant training it can easily and readily be seen that a great many of them are receiving \$4,000 to \$6,000 more per year than we are.

It is a costly process for the tax payers to be constantly paying their tax dollars for the education and training of law enforcement officers. There is a large turnover and the biggest reason for leaving this line of work is the PAY!

If the salary of the law enforcement in general were raised to where it made the field a desirable type of employment it would then attract a bigger amount of applicants which would then give the administrators a better choice of persons to pick from. The turnover rate would decrease. The public would then be better served in the many ways they expect and demand from us.

Dan Richie

A handwritten signature in cursive script that reads "Dan Richie". The signature is written in dark ink and is positioned below the typed name.



1/17/79

TO WHOM IT MAY CONCERN

I have been employed by the Ravalli County Sheriff since November 1971, and during that time I have seen the prices of items take a pretty drastic raise in cost.

1971	Rough sawn lumber	\$50 per thousand	
1978	Rough sawn lumber	\$250 per thousand, and price increases according to thickness and length	
1971	Telephone	\$8.25 per month	
1978	Telephone	12.29 per month	
1972	Montana Power highest bill was	\$70.10	
1978	December billing was	\$113.00	
1971	Vehicle license on a 1969 Chevrolet 3/4 ton pick up		\$45.80,
1972		\$60.37	
1975		63.47	
1978		40.47	
1975	Insurance on that same 1969 truck was	\$75.60	
1978	Insurance has raised to \$112, for the same coverage, same vehicle no change in driver eligibility, no accident, no citations, or claims against vehicle.		
1972	Personal property taxes	\$50.00	
1977	Personal property taxes	\$167.92	
1973	Sorrel boots	\$33.00	
1979	Sorrel boots	\$49.00	

I have talked to police officers all over the country, some of them have applied for jobs with this office, but most are not interested when I tell them what the salary is. Some comparisons of salary is that officers in similar positions in most parts of the country are in the \$18,000 - \$22,000 yearly range.

Starting salary for a Highway patrolman in California is approximately \$14,000 per year.

Today it costs a Deputy Sheriff approximately \$100 for belt, holster and leather gear, another \$25.00 for handcuffs and \$200 for a service revolver.

The winter trousers that were \$25.00, are now \$60 a pair.

Following is some of the other Montana police agencies salary:

Billings Police Dept \$1,000 month starting salary

Cut Bank Police Dept \$870.24 - \$1,002.96, depending upon past experience

Security Guard, University of Montana \$917 per month

Montana Law Enforcement Academy, Police Instructor \$1162 month

Chief Juvenile Probation Officer \$16,000 year

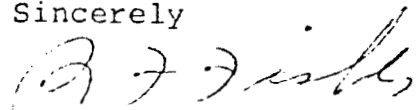
Deputy, Juvenile Probation Officer \$14,400 year

The Legislature approved a salary increase in 1977 which amounted to \$47.30, and in my case a take home amount of \$30.91. Again in 1978 an increase of \$47.30, but this only amounted to a take home increase of \$28.62.

My increase was higher than the Sheriff and the other officers, because I do not participate in the health insurance program, which increased almost as much per month as the salary increase.

I have tried to show some of the price changes during the past few years, and to indicate that the Sheriffs Salary has not kept up with the cost of Living.

Sincerely



R. F. Fisher
Undersheriff

January 25, 1979

To Members of the 46th Legislature:

I am writing this letter with concern for the low pay that is given to the County Sheriffs and their deputies. These officers and their men have the responsibility equal to corporate executives. They are receiving wages equal to the men who clean the offices of the corporation. These men are as professional in the execution of their duties as any executive in private enterprize.

I believe that the Legislators in the past have ignored the fact that these people are highly trained professionals and that the loss to the departments dollar wise and experience wise is enormous. The turnover in personell is a direct result of low wages and benefits.

The Montana Sheriffs have proposed pay bills that will help to remedy the situation. I am enclosing a check stub with my deductions and take home pay. As you will see this is not a wage that a family of four can live on. I hope that you will do whatever you can to assist the Sheriffs and their deputies in this matter.

Sincerely,

Ronald E. Brown

Ron Brown

THIS IS NOT A CHECK
DO NOT CASH

DATE	HOURS		YOU EARNED AND WE PAID				TO YOUR GOVERNMENT ACCOUNTS				YOU HAVE REQUESTED THESE DEDUCTIONS					
	OVER- TIME	REGULAR	REGULAR	OVER- TIME	OTHER	FEDERAL TAX	FICA TAX	STATE TAX	PENSION	INSURANCE	PENSION DUES	INSURANCE DUES	MISC.	CODE		

7/31/78

8.292 1063.85

1063.85 115.99 64.36 25.52 74.47 37.41

746.10 513.38 321.8

CODE

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January 26, 1979

FROM: Robert Campbell, Deputy Sheriff
Gallatin County Sheriff's Department

TO: Members of the 46th Legislative Session

SUBJECT: Bill To Raise The Salaries of Sheriff's

I am writing this letter in support of legislation to raise the salaries of the sheriffs of Montana.

The present salary for a deputy sheriff in Gallatin County is not enough to live on without some other source of supplemental income.

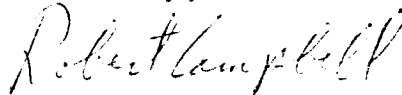
My regular salary is \$1,054 a month, of which I receive \$770. take home pay. House payments, utilities, taxes, insurance and groceries take \$680. of this amount leaving \$90. for doctor bills, clothing, recreation and savings. In the four and one half years I have been employed by Gallatin County, my pay check has not been sufficient to meet all monthly obligations one time.

In taking the job as deputy sheriff, I realized I would never become wealthy, but I do think I should be able to live on the salary without supplemental income from other sources. We have received several raises since I was employed but they do not even cover the annual rate of inflation.

I consider every person working in the Gallatin County Sheriff's Department today a professional person and do not like to think of some of these professionals going into other lines of work simply because they can not make a livable wage.

I am asking your assistance in obtaining a livable wage in order that the training and investment in the people employed might not be lost.

Sincerely,



Robert Campbell

P.O. Box 1025
Bozeman, Montana
January 26, 1979

Dear Members of the 46th Legislative Session:

I would like to take this opportunity to ask you to seriously consider the upcoming legislation to raise the salaries of law enforcement officers of the State of Montana.

At the present time I am employed as a civilian dispatcher at the Gallatin County Sheriff's Department. As with Deputies, my salary is based on a percentage of the Sheriffs' salary. I am in my second year of employment and my salary is 52% of the Sheriffs', or \$650.00 per month-gross. My take home pay is approximately \$450.00 per month. As you can see with State, Federal, Social Security and retirement with holdings \$200.00 is taken before I ever see my pay check. With the \$450.00 I have left, I have to make car payments, insurance premiums, clothing, and other necessary payments. This leaves me very little at months end for savings, travel and entertainment. The reason that I do not have rent and food listed is that I still live at home with my parents, as I cannot live on my own and still pay for the necessities of life.

I feel a raise is justified not only to help make ends meet, but also because law enforcement officers are very dedicated and professional individuals. I cannot speak for the Deputies employed by Gallatin County, but as far as dispatchers go, I will briefly outline an average day. My hours can vary anywhere from afternoon, day or graveyard shifts. In those 8 hours I will answer anywhere from 10 to 50 phone calls. These calls range anywhere from information to life threatening emergencies. It is my duty to decide the nature of the call and to send the appropriate help, be it a Deputy, an ambulance, a fire unit or any of the above combination. I also deal directly with the public via walk in traffic. I also answer the police radio. The number of calls vary greatly, but they also vary in nature from minor radio traffic to major emergencies. Other duties I have are typing complainants, sorting and routing teletypes to the proper channels, typing a daily officers briefing sheet, in general I am responsible for the office during the 8 hours I am there.

In conclusion, I urge you to pass the upcoming pay bill. Thank you for your time and consideration.

Sincerely,



Robert R. Secor
Civilian Dispatcher-
Gallatin County Sheriff's
Office.

January 25, 1979

To the Members of the 46th Legislature

Dear Legislators:

This letter is an appeal for your serious consideration of the soon to be introduced pay bill regarding the salaries of the Montana Sheriffs.

At present, to send an officer of any Sheriff's Department to the six week Basic School at the Montana Law Enforcement Academy, it costs the taxpayers of that particular county an average of \$1486.50 per officer. Expenses for the two week Intermediate and Advanced Schools average out at \$553.00 per officer, each school. The Academy also holds schools for approximately thirty specialized subjects, usually one week each, which are attended by Sheriff's officers from throughout the State. Expense to the counties for these specialized schools is approximately \$316.00 per officer.

The Montana Law Enforcement Academy got its start in 1959. At its inception the Academy was a part-time proposition, ten years later the Academy became a full-time service to the State of Montana. As of June 1978, 2290 officers, members of Montana Sheriff's Departments, had graduated from classes offered at the Academy. These 2290 graduates of the Academy represent a considerable investment on the part of Montana's taxpayers when the fact that Basic School is a prerequisite to all other schools is considered. (Some exceptions, depending on the officer) This investment has provided the people of Montana with quality law enforcement officers that for the greater part are totally dedicated to their profession and the responsibilities they have accepted. Too often the dedicated professional officer is taken for granted and his work goes unnoticed by the public he serves because of the hours he works and the people he deals with are generally not the upstanding citizens that pay his wages.

How much longer can the Sheriff's Departments of Montana continue to perform their duties in the manner expected of them or let alone, provide an expanded and better service to the public when they are being forced into a second or third class citizen category by inadequate wages? Previous legislatures have tried to deal with this problem but with a measure that was insufficient, the citizens of Montana are losing on their investment. The problem is here and now and will intensify if action is not taken. Officers are being forced to take some other employment or take second jobs just to provide their families with some of the amenities of life enjoyed by those they serve. Let it be known, many do without. To replace the many years of training and experience these officers represent will be a further loss of the public's investment.

Support your investment and your Sheriff's Department, get us a living wage. Thank you.

Respectfully,

W.W. Schumacher

W.W. Schumacher - Deputy Sheriff
Gallatin County

P.O. Box 1042
Bozeman, Montana 59715
January 26, 1979

46th Legislature
State Capital Building
Helena, Montana 59601

Dear Committee Members:

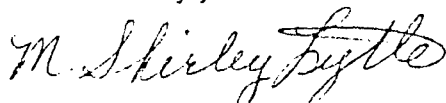
As a taxpayer and a mother, a safe secure place for my family and property is very important. This we now have in Gallatin County thanks to a dedicated group of individuals, namely deputy sheriff's who are guided and directed by a superior individual who is our sheriff.

Since I am also employed as a secretary for the Gallatin County Sheriff's Department, I also see, on a daily basis, the true dedication and loyalty on the parts of the people who work here, both sworn and civilian personnel.

It is difficult not to notice that most, if not all, find it necessary to either moonlight or have working spouses in order to meet monthly expenses. These people are professionals and yet are paid less than many individuals who work at jobs which require very little education or experience. I personally feel that it is only a question of time before many of our officers are forced by the ever rising inflation to look for other fields which would provide more monetary reward for a job well done, be it law enforcement or construction.

It is therefore my sincere request that you as representatives, examine the pay bills put before you this session very carefully and obtain for these dedicated individuals a liveable wage so they may continue to serve the people of Gallatin County with the fine dedication and devotion to duty that we have received in the past.

Sincerely,

A handwritten signature in cursive script, reading "M. Shirley Lytle".

M. Shirley Lytle

P.O. Box 1025
Bozeman, MT 59715
January 26, 1979

46th Legislature
State Capital Building
Helena, Montana 59601

Dear Committee Members:

I would like to express my opinion on the topic of a pay raise for all Sheriff's Department personnel, but I speak for those attached to the Gallatin County Sheriff's Department in particular.

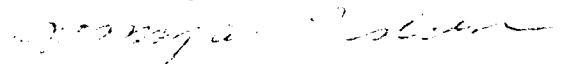
Each and every day greater demands and responsibilities are being placed upon our deputies, and for the most part, we are able to cope with all the situations mainly through sheer dedication; combined with advanced training and police technology. However, there is one problem that we can not resolve and that is the high cost of living without a substantial pay raise.

When wages fail to keep up with the bounding inflation, problems arise. We begin to lose those trained, dedicated professional people to other occupations or to other enforcement agencies that realize their worth and pay them accordingly.

It takes a special kind of person to get into law enforcement, and while his problems and hardships are many in the fulfillment of his sworn duties, all he asks in return is a living wage. I would like to see our wages brought up to par with the wages of other local law enforcement agencies and/or with civilian concerns.

Thank you for taking the time to read this letter and know my views.

Sincerely,



Henry Feddes, Sgt.
Gallatin County Sheriff's Dept.

January 26, 1979

46th Montana Legislature
State Capital Building
Helena, Montana 59601

Ladies and Gentlemen of the 46th Legislature:

This letter is written in support of the pay increase bill which will come before you and applies to sheriff's salaries in the State of Montana.

As I am sure you are all aware, law enforcement officers are no more protected from inflation than are any other citizens of this state. We also have families to raise and support and bills to pay.

I can assure you from my personal experiences that my salary as a deputy sheriff in Gallatin County is by no means adequate enough by itself to support my small family. I am married and we have a ten year old son by my wife's previous marriage living with us.

The starting salary for a deputy sheriff in -y position is \$940.00 per month. After all is taken out in deductions, I am left with \$620.00 per month as my take home pay. I can assure you that \$620.00 per month is not enough to support a family of three. Needless to say, my wife also works a full time job. I will admit, my wife wants to work, however, she would rather not have to work full time.

It is my feeling, that the people of Montana, of which I am a native, must realize that law enforcement is a profession of trained and educated men and women. We, notice I include myself as a citizen of this state, must realize that if we want good quality professional law enforcement and if we want it to continue to improve, we must pay for it. There are hundreds of dedicated professionals in law enforcement in the State of Montana doing highly trained professional work, but we can not expect these people to live on dedication alone, dedication does not pay anyones bills!!!

Your very serious consideration of the sheriff's pay bill when it comes before you, will be sincerely appreciated by this deputy sheriff and by hundreds of others.

Very respectfully yours,

Ray W. Schuchter
D 1 00 - 11 11 1979

1506 Driftwood
Bozeman, Montana 59715
January 26, 1979

46th Montana Legislature
State Capital Building
Helena, Montana 59601

Dear Committee Members:

I am writing to request your support of the sheriff's pay bill which will be introduced in this session.

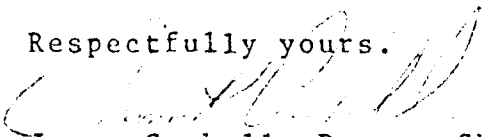
As a deputy sheriff with the Gallatin County Sheriff's Department, my monthly pay is \$1,038.81. After deductions for taxes and retirement, my takehome pay is \$738.28. After deducting housepayment, car payment, power and gas bills, medical bills and other expenses which seem to appear, there is less than \$100.00 for groceries for the month.

Sheriff's have received wage increases totaling 14% in the last two years. When compared with an inflation rate of between 17% and 20%, we seem to be on an ever narrowing path. Because of the low wages paid to sheriffs, the wives are forced to work to make ends meet.

No one in the law enforcement field expects to get rich but a liveable wage is not too much to ask. Dedication and pride can only go so far.

I would appreciate your consideration of the sheriff's pay bill and ask that you take a close look at the situation that the sheriff's and sheriff's deputies of this state are in.

Respectfully yours.


James Cashell, Deputy Sheriff
Gallatin County, Montana

Sheriff of Park County to quit; cites low pay

By JAMES DeWOLF
Gazette Bozeman Bureau

LIVINGSTON — Park County Sheriff Gary Green confirmed Wednesday that he is about to submit his resignation because of the low salary that comes with his elected job.

Green's decision comes at a time Montana lawmen are asking the Legislature to approve large pay increases for sheriffs.

The sheriff, who was elected to a second term in November, said he is leaving Park County after 11 years to take a better paying law enforcement job in another state.

"The reason I am leaving is that I have a family to take care of," the sheriff said. "In my county the pay is \$12,600 which means a take home pay of a little over \$9,000 a year. It's im-

possible to raise a family on \$9,000."

The sheriff is aware of efforts to raise the statewide salary schedule that is tied to county valuation and population. Green said he hopes it succeeds.

"I hope that who ever comes after me gets \$25,000," he said, "But the biggest raise I ever saw was \$50 a month. Your salary goes up 4 or 5 percent while the cost of living goes up \$200."

Green said lawmen are no more protected from inflation than anyone else and that the state should adopt salary schedules to meet the problem.

"If the public wants good qualified people they have to realize that dedication can only last so long," Green said. "It finally becomes a question of your family or dedication and you have to choose your family."

January 25, 1979

Members of the 46th Legislature;

Referring your attention to the pay bill which is being introduced by the Sheriffs & Peace Officers Association for your consideration during this legislative session. As you know, the Sheriff's salary is set by the Legislature and his deputies receive a percentage of what the Sheriff is paid. I feel that just compensation for the Sheriff and his deputies is a necessity in order to maintain the professionalism of Law Enforcement. The main cause of personnel turn-over in Law Enforcement is the lack of a living wage which drives many of the best officers to seek occupations which are better paid.

Please find attached a copy of my last month's check stub which will explain the difficulty I have in providing for a family of four on what I take home each month.

Please vote "yes" for the pay raise as proposed in the bill,

Respectfully yours,

Bruce LaRue

Bruce LaRue - Deputy Sheriff
Gallatin Co. Sheriff's Department

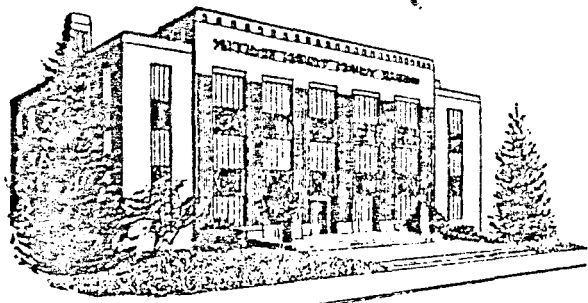
THIS IS NOT A CHECK
DO NOT CASH

DATE	HOURS		YOU EARNED AND WE PAID		TO YOUR GOVERNMENT ACCOUNT				YOU HAVE REQUESTED THESE DEDUCTIONS			
	OVER TIME	REGULAR	OVER TIME	OTHER	FEDERAL TAX	STATE TAX	PENSION	INSURANCE	PENSION	INSURANCE	MISC.	CODE
12/29	6.061	1051.33	1051.33	123.95	68.61	25.19	72.59	1.25	761.74	907	87	

GERRARD'S BUSINESS FORMS

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State of Montana
COUNTY OF GALLATIN

Bozeman

Gallatin County Sheriff's Office
P.O. Box 1025
Bozeman, Montana 59715
January 26, 1979

46th Legislature
State Capital Building
Helena, Montana 59601

Dear Ladies and Gentlemen of the 46th Legislative Session:

I am writing you regarding two proposed pay bills concerning sheriff's and their departments. One is Senate Bill 229, the other is a bill which has not been given a number..

As the head of a law enforcement agency with 40 employees serving approximately 50,000 people, the caliber of the employee is very important to me. We presently have many of the best qualified people involved in law enforcement that has been able to be assembled. These people come to us for the most part from the police science curriculum at Montana State University, many of these individuals have completed their education there. During my first four years in office, the turnover rate of our employees has been nil. The reason for this is because we are a progressive law enforcement agency, dealing with an area in the state which is experiencing rapid growth and in turn causing our department to grow rapidly. This is interpreted as a possibility for advancement.

We are presently approaching a time, however, which is going to cause many of these individuals working this department to have to make a decision as to whether they can afford to stay and work here or find that they can not afford to stay here and go elsewhere for employment.

The dollars spent by local government and by state government in training these individuals through the Montana Law Enforcement Academy, the outside schools that these officers have attended, the in-service training that these people receive, the investment in clothing and many other areas total up to be

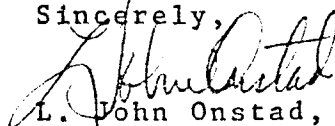
very expensive. To lose these individuals and have to re-train officers to attain the same level is, of course, very expensive and secondly never seems to allow a department to catch up.

I see officers throughout the state looking for greener pastures. The Billings Gazette this morning in a news story indicated a south-central Montana sheriff resigning, going elsewhere for a better paying law enforcement job. For years, the legislature has said "Become professionals and when you have reached that plateau, you will be paid as professionals". It is my opinion that we have strived and are striving daily to be professionals. This is required by the country of laws which we live in. To be a successful law enforcement agency, in this day and age, we must be and we are professionals. We ask you very carefully to consider the pay proposals in order that the State of Montana may maintain the professional law enforcement officers which we now have and not experience the large turnover possibilities which confront us now.

In my own situation, there seem to be some legislative misconceptions as to the fringe benefits of a sheriff in a county. There are presently few fringe benefits attached with this job and in the near future those that do exist will be discontinued. The \$14,600. which I am paid in this day and age sounds good but does not go very far when the actual take home pay is seen.

It is my hope, for my sake, and for the sake of my employees, that you give every consideration to the two pay bill proposals effecting sheriffs in the State of Montana. Thank you.

Sincerely,

A handwritten signature in cursive script, appearing to read "L. John Onstad".

L. John Onstad, Sheriff
Gallatin County, Montana

LJO/msl

Post Office Box 1774
Bozeman, Montana 59601
January 26, 1979

46th. Montana Legislature
State Capital Building
Helena, Montana 59601

Dear Committee Members:

We the deputies of Gallatin County Sheriff's Department ,
Bozeman, Montana would like to take time from our busy
schedules to urge you to take a close look at the salary
we recieve for the duties we perform.

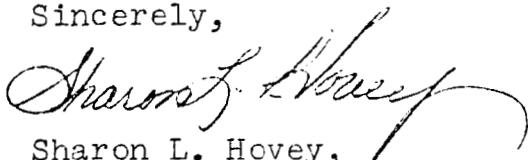
We work all holidays, 24 hour shifts, Saturdays and Sundays,
we are called out at all times of the day and night and
court dates always fall on your day off. I could go on and on.
We all have families to support and most of the deputies find
it necessary to have another job or their wife holds a
job.

As set by the legistature all deputies make a percentage
of the sheriff's salary. I strongly urge you to re-examine
and upgrade the salary of our Montana Sheriff's so he can
continue to hire a first class person as his deputies. Every-
day we find we have lost good people to better paying jobs.
Dedication in Law Enforcement can go only so far and then
they are forced to seek more income in another job.
The cost of living was the highest this last year at 9%
and our increase was only 3-4%, so many find themselves going
a step backwards.

Please take a few minutes from your busy day, as I have, to
re-examine our pay scale compared to the unskilled workers.

I thank you in advance for your consideration in behalf of
ALL law enforcement officers in the State of Montana.

Sincerely,



Sharon L. Hovey,
Deputy Sheriff
Gallatin County
Bozeman, Montana 59715

Route 1 Box 358
Bozeman, Montana 59715
January 26, 1979

46th Montana Legislature
State Capital Building
Helena, Montana 59601

Dear Committee Members:

As a deputy sheriff of Gallatin County, I feel a responsibility to my family first of all, but also to all other officers in this county, as well as this state to write a letter in support of any type of pay raise which is in the works for law enforcement agencies.

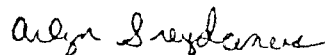
Why should the sheriff's departments around the state need more money and benefits you may ask? Well, in a short letter it would be hard for me or anyone else who works as a sheriff's deputy or in any law enforcement agency to tell of all the jobs which are required of an officer. We do everything from looking for lost animals to lost children and people, stand for hours directing traffic around accidents where we might have just pulled a dead or injured person from, delivering a death message to a lady who all she really has in the world is her husband or son who was just killed by a drunk driver whose car hit the victim head on, going into a trailer home where the husband and wife are having a fight and you aren't really sure you will walk out of it because he or she might just get mad that you are there and pull a gun or knife, driving on ice and snow covered roads to get to a home where a lady is having a baby and helping all you can to comfort her and get her the help she needs. All of this and more for \$940.00 per month, take home pay of \$675.00 Why? It sure can't be the money!

A copy of a check stub is enclosed to show a breakdown of my monthly deductions. How far can \$675.00 go in a month? Not very far I assure you. This amount must cover trailer payment, power and heat expenses, vehicle payment, telephone and live insurance. As you can see, this does not include one of the main items needed for living, food. In order to buy groceries, my wife must work. I also have a part time job with a security service. This job started as something which was not necessary but more and more I have to work on days off to cover unexpected bills which come up like licence plates, property taxes, vehicle insurance, doctor appointments and trailer insurance.

It may not be possible with the way money is at this time to get as much as would be needed to make a deputy's wage adequate but if any benifits could be added, it would sure help. By benifits, I mean health insurance which would include eye and dental paid in full and also some payment to pension which is taken out of our checks now.

I realize that money is real hard to come by at this time and we are asked to tighten our belts but they can only be tightened so much. What we are asking for would be great but any increase at all would help. Your cooperation would be very much appreciated.

Respectfully,

A handwritten signature in cursive script, appearing to read "Arlyn Greydanus".

Arlyn Greydanus, Deputy Sheriff
Gallatin County Sheriff's Dept.

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DATE	HOURS			YOU EARNED AND WE PAID			TO YOUR GOVERNMENT ACCOUNTS				YOU HAVE REQUESTED THESE DEDUCTIONS				CODE	
	OVER TIME	REGULAR	REGULAR	OVER TIME	REGULAR	OTHER	FEDERAL TAX	FICA TAX	STATE TAX	PENSION	INSURANCE	PENSION DUES	INSURANCE DUES	MISC.		
12/29		6.045	938.69				938.69	93.46	56.79	18.69	65.71	27.43		674.62	619.49	82.20

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DETACH AND RETAIN FOR YOUR RECORDS
PRINTED IN U.S. AMERICA

Big Sky, Mt.
Jan. 26, 1979

46th Legislative Assembly
Re/ Senate Bill #229

If our "take home pay" was the amount of our gross pay I'm sure that most of the Sheriffs' deputies would stay through their retirement.

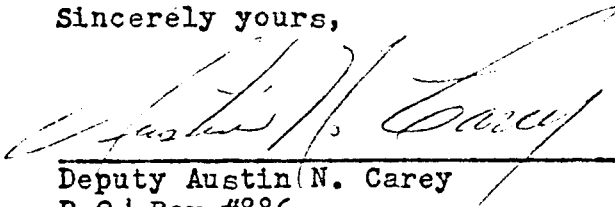
However, after five years of service our net pay is \$754.19, this amount does not go very far here in Big Sky. Rent is a minimum of \$300.00 plus utilities (in excess of \$120.00 per month for heat during the winter.) Groceries are 15 to 20% higher than in Bozeman, gasoline 5¢ higher per gallon. No medical facilities within 50 miles, just examples.

We are on 24 hour call and have a 50 mile radius to cover with many transits, heavy truck traffic, logging operations, snowmobilers, skiers, hunters & fishermen. Besides our regular Sheriff duties we are frequently called upon to head search & rescue of lost or injured hunters & other sportsmen, locating transite people for messages from home or business.

Patrolling "week-end or summer cabins" where burglaries are frequent requiring many hours.

These are a few of the many duties that require more money for more take home pay.

Sincerely yours,



Deputy Austin N. Carey
P.O. Box #886
Big Sky, Mt. 59716

P.O. Box 883

Big Sky, Montana

January 24, 1979

The Fourty Sixth Legislative Session

Capital Building

Helena, Montana

Ladies and Gentlemen,

During this session you will be asked to consider a pay bill sponsered by the Montana Sheriff's and Peace Officers Association.

It is my wish to provide you with some information concerning our current income and compare it with the realities of the cost of living. Thus hoping you will come to the obvious conclusion that we need this bill passed.

I am a Sergeant with the Gallatin County Sheriff's Department. I am responsible for four men and an area larger than some states. I have a B.S. degree from Montana State University, and a long list of schools from the Montana Law Enforcement Academy.

Law enforcement in Montana has become more complex along with the increase in population and growing demands on its agencies. Thus the job demands the full time efforts of even the most highly trained professional. I believe the citizens of the state deserve the very best service from our department, and have made it a personal goal to provide them with just that.

As the figures enclosed show, I am less and less able to meet the demands of food, shelter, clothing and transportation for an average Montana family, even with my wife working. The only recourse is to take a second job, but I don't feel I should be forced to do so because the demands on me by the citizens in my area are more than full time. And it isn't fair that they should suffer because of my inadequate pay check.

All we are asking is for enough income to provide for our families,
without having to have second and third jobs.

Our hope of bettering this situation is in your hands. Thank you for
this opportunity to express our facts and feelings on this matter.

Sincerely,

Bill Slaughter
Bill Slaughter

Take home pay is \$784.54 and out of this I must pay the following;

Rent \$300.00

Power \$60.00

Telephone \$15.00

Food \$250.00

Transportation, Gas \$150.00

Cleaning \$20.00

Clothing \$50.00

Garbage \$12.00

Total \$857.00

* Check stub enclosed.

THIS IS NOT A CHECK
DO NOT CASH

DATE	HOURS		YOU EARNED AND WE PAID CURRENT EARNINGS			TO YOUR GOVERNMENT ACCOUNTS				YOU HAVE REQUESTED THESE DEDUCTIONS				CODE
	OVER- TIME	REGULAR	REGULAR	OVER- TIME	OTHER	FEDERAL TAX	FICA TAX	STATE TAX	PENSION	INSURANCE	PENSION DUES	INSURANCE DUES	MISC.	
3/17/8		5.243	1126.43			128.73	68.19	25.75	78.83	40.41				784.54 780.13 536.60

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DETACH AND RETAIN FOR YOUR RECORDS
PRINTED IN U.S. AMERICA

P.O. Box 1025
Bozeman, MT 59715
January 26, 1979

46th Legislature
State Capital Building
Helena, Montana 59601

RE: House Bill 229

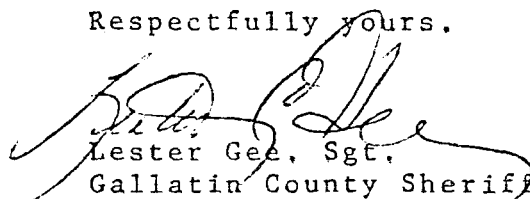
Dear Committee Members:

At present, the people or employees of the Gallatin County Sheriff's Department are compelled to moonlight in order to keep up with increased cost of living.

These people who work in law enforcement are required to have a great deal of schooling which costs the local governments a considerable amount of money and this cost all goes down the drain if an employee can not make it financially on the wages he or she is making.

I feel the increase asked for is within the national guidelines and something the taxpayers who we work for can live with.

Respectfully yours.


Lester Gee, Sgt.
Gallatin County Sheriff's Dept.

January 25, 1979

To the Members of the 46th Legislature

Dear Legislators:

This letter is in regards to pay bills that will soon be presented to you.

I am a secretary in the Detective Division of the Gallatin County Sheriff's Department. Currently my monthly salary is \$630.00 per month and my take-home pay is \$466.00 per month. These wages hardly coincide with the responsibilities I assume. Surely a person who has the responsibilities I have would be paid a much higher salary if they were in a private enterprise. With the cost of living going up and up, it's very difficult to make ends meet, even though my husband and I both work.

I sincerely hope that you will give these pay bills your fullest consideration and will vote "yes" when they are presented to you.

Thank you.

Respectfully yours,

Pam Wilson-Hebel

Pam Wilson-Hebel

P.O. Box 1025
Bozeman, Montana
January 26, 1979

46th Legislature
State Capitol Building
Helena, Montana 59601

Re: SB229

Dear Committee Members:

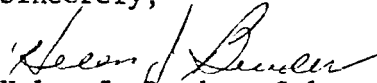
I am a Deputy Sheriff for Gallatin County holding the rank of Corporal and Office Manager, therefore, my duties and responsibilities are many and varied.

In this day and age law enforcement officers are and have to be professionals, capable of handling any and all situations, of making split second decisions that are correct as very frequently there is no second chance. To enable us to perform our duties, it takes not only training but dedication. Out training costs the county and the state a great deal of money and many officers leave this profession not because of lack of dedication but because they are not able to support themselves and their families on the wages paid.

Some officers are holding second jobs to supplement their income and in law enforcement this is not good as you have to be alert at all times in order to protect yourself and the general public.

With this thought in mind I would request your concern and assistance in the passage of Senate Bill 229 at the 7% increase.

Sincerely,


Helen J. Bender, Cpl.

Gallatin County Sheriff's Department

Box 1025
Bozeman, Montana
January 26, 1979

46th Legislature
State Capital Building
Helena, Montana 59601

RE: House Bill 229

Dear Committee Members:

I am employed by the Gallatin County Sheriff's Department as a dispatcher and have been for approximately two years. My salary is based on a percentage of the sheriff's salary, which is unique in this particular department.

I will not go into a complete job discription as it would take too long to do so and I am sure you are extremely busy, which I do appreciate. However, I will say that any job in law enforcement in these times, even in Montana, takes a very "special" type of person.

As a dispatcher, it is my responsibility to be able to handle any and all types of situations. It is a pressure ridden job, one which has to be taken seriously, I am the communicationline with the public and my officers. Whether it is a person on the telephone "screaming" in my ear that her child is choaking to death and to help her, or one of my officers making a felony stop alone with sometimes three or four subjects in the other vehicle carrying guns, it is my responsibility to remain calm and follow procedures that I have been trained for.

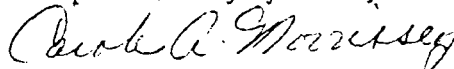
I might add that dispatchers also have to attend the Montana Law Enforcement Academy. The amount of education and training put into law enforcement people now is very costly, too costly, I might add, to have them terminate after a short period of time because they can not make a liveable wage.

As a dispatcher, I dispatch for my department, the State Highway Patrol, State Fish and Game and any other unit that needs me because these agencies do not have their own radio communications dispatchers. However, these various officers are just as important to me as my own officers.

To get on with the purpose of this letter, I feel very strongly that deputy sheriff's should make a salary comparable to that of the Fish and Game Department. As a dispatcher for all of these, I feel that my salary should at least meet the cost of living standard. If the cost of living goes up 9% and you give my sheriff a 7% increase, does it not seem quite unfair? As a professional with the responsibilities he has, our sheriff, I feel, deserves much more than he usually gets. In as much as my salary is based on a percentage of his, in turn it would raise my salary also, which amounts to \$400. take home monthly, not a liveable wage.

Thank you for your time.

Respectfully yours,

A handwritten signature in cursive script that reads "Carole A. Morrissey".

Carole A. Morrissey, Dispatcher
Gallatin County Sheriff's Dept.

P.O. Box 1025
Bozeman, Montana 59715
January 26, 1979

46th Legislature
State Capital Building
Helena, Montana 59601

Dear Ladies and Gentlemen of the 46th Legislative Session:

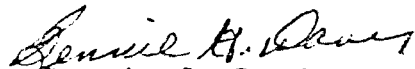
I would like to take this time to give you reasons why I believe it is not out of line to ask you to consider a pay raise for the Gallatin County Sheriff's Department.

I know that you have a lot of people begging and asking for more money for different organizations. However, I believe a law enforcement agency should rank high in your thoughts when a raise in pay is considered.

I will not describe all the reasons that we need a raise in our salary because I know you are in contact with some leg of law enforcement every day and that you realize what more take home pay could do for each and every person in law enforcement.

I will appreciate any considerations that you can make for us.

Respectfully yours,



Bennie G. Davis
Deputy Sheriff
Gallatin County Sheriff's Dept.

January 25, 1979

Ladies and Gentlemen of the Legislature:

Law Enforcement in Montana got off to a rather inelegant start when the citizens of Virginia City took justice into their own hands. That form of justice was both expedient and effective. It was not concerned with Supreme Court decisions, legislative intent or any form of rehabilitation. Juvenile offenders were treated to the same punishment as their adult counterparts.

It was men and women of courage and dedication who believed there was a better way, and there became talk of "a sense of professionalism" in Law Enforcement.

Today we have people in the Law Enforcement field that are trained, educated and dedicated more than at any point in the past. However, each year, as inflation eats deeper into the pecuniary benefits of the profession, it becomes more apparent that dedication to Law Enforcement can only be accompanied by so much personal sacrifice.

Trained Law Enforcement personell can enter fields, often even as untrained labor, with the promise of a brighter future.

Many have found their dedication dulled not by lack of desire or enthusiasm, only by an unfavorable economic situation. The turn-over rate is presently atrocious.


Is it advantageous for the citizens of the State of Montana to have their laws enforced by the dregs of a personell turn-over?

Or are the needs of the people better served by a group of experienced, well trained, dedicated personell? This decision is yours.

As both a citizen of the State of Montana, and a Law Enforcement Officer, I urge you to support those bills for increased salary for Sheriffs.

Thank you.

Respectfully,


R.L. Pearson

January 25, 1979

To the Members of the 46th Legislature

Dear Legislators:

There is presently being prepared and will be introduced for your consideration, a bill to establish and regulate and increase the salaries of the Sheriffs of the counties of Montana. To this particular matter, I should sincerely request your special attention and consideration.

It has been my fortune and destiny to have been involved in Law Enforcement in the State of Montana at city, county and state levels for the past 28 years. I have witnessed the progression of members of my profession, from that of unskilled, untrained individuals engaged in attempting to diligently perform their duties as the enforcers of Federal, State and City codes, as well as many other acts they were called upon to perform, to that stature of truly professional, confident and qualified personell. While being engaged in this profession throughout the era of this transition, I too have had the opportunity to progress in my own standards, through many hours of education, training and experience in becoming a truly professional in my chosen field.

During this time of service I have like most all other people engaged in this profession, have been continually faced with the circumstances that have made it extremely hard to maintain the status of the standard of living required by the people we serve. I do not begrudge the fact that due to the requirements of my services and duties, I have denied myself as well as my family many of the opportunitites of life that others may have been able to enjoy and benefit from because I have also had the enjoyment and pleasure of sometimes witnessing a relief of pain or heartbreak that I have been able to give others in my service to them.


Some time ago, during this transition period, and probably at the point in which a real interest and effort was initiated to provide for and require better selection of personell, proper training and education, as well as better qualified supervision of Law Enforcement personell, to entice these people to make an effort to take advantage of this opportunity to become more professional, it was inferred that after it could be shown that these new standards were met, we would deserve and would justly receive the proper compensation due.

During these years it has become necessary to continuously rely upon the consideration and understanding of you, the selected representatives of we the people to see that legislation is enacted to meet the required standards of compensation needed to acquire and keep professional, qualified personell in Law Enforcement.

It is my opinion it is purposeless to compare the compensation of other professions as to that of ours, because this profession is unique in its services.

When this matter comes to your attention, I respectfully request for myself as well as the many others that you do your best to give support to our needs. We will continue to serve our people both with heart and understanding in a professional manner.

Sincerely yours,


C. Ron Cutting

January 25, 1978
Rt 2 Box 186
Bozeman, Mont.

Gentlemen:

I am writing this letter in an attempt to make you aware of the financial problems and needs of sheriff's deputies, in hopes that you will give your support to the sheriff's pay bill in this years legislative session.

During the last two years we received less than four percent per year pay increases, while the cost of raising a family and maintaining a household has increased at a much greater rate. We have items such as health insurance and retirement deducted from our paychecks, while the worker in the private sector of our state's economy often has these paid by his employer. The result is, that while our pay scales may be comparable, our net pay is actually lower.

I have worked for the Gallatin County Sheriff's Department for five years and eight months. My monthly pay is \$1063.85, and I take home \$760.01. This would be \$40. less if my wife were included on my health insurance policy. (she is covered at her place of employment.

Three years ago my wife and I wanted to buy a home. My wife worked part-time then and when we applied for the loan we were turned down. The loan officer said that our combined wages were not high enough to support the loan payments. The house we wanted to buy cost \$32,000., which was far below the cost of the average home. My wife has since gone to work full time and we have secured a loan for our own home. I would like to make a respectable wage so that my wife would not have to work for the next thirty years.

We are trained professional law enforcement officers, and the services we render to the community are many, varied and essential. I realize this is a year in which the budget is being trimmed, but I hope you will be aware of our needs when you consider this pay bill.

Respectfully yours,


Bob Johnson

January 26, 1979

TO: The members of the 46th legislative session of the
Montana State Legislature

Ladies and Gentlemen:

As a Deputy Sheriff of the County of Gallatin, I am writing this letter in support of the proposed bill providing a pay increase for Montana Sheriffs.

I would like to show you, by personal example, why a pay increase is so badly needed in order to raise the pay of Sheriffs, and subsequently, Deputy Sheriffs. The following is a breakdown of my monthly salary vs. monthly expenses. All expenses listed are essential for day to day living, and expense figures are rounded off to the nearest dollar.

MONTHLY INCOME:

* Gross Pay: \$938.00
* Deductions: - 262.00
Net Pay: \$676.00

* Deductions include: Fed. Tax, State Tax, Social Security, Retirement, and insurance.

MONTHLY EXPENSES:

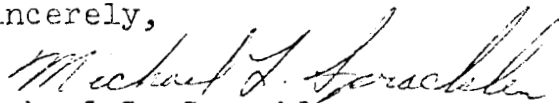
Utilities	\$90.00
House Pymnt.	300.00
Food	200.00
Car Pymnt.	130.00
Gasoline	30.00
Phone	15.00
Education	75.00
Medical	35.00
Dry Cleaning	15.00
Child Care	80.00
	<hr/>
	\$970.00 Total Expenses

(Continued)

As you can see, my monthly expenses (970.00 dollars) exceed my monthly income (\$676.00) by several hundred dollars. In addition, I have not listed occasional expenses such as clothing for my wife and two children, or a modest ammount for family intertainment. Fortunately, my wife has a secretarial job (full time), and, with her earnings, we usually manage to make ends meet, but not without sacrifice.

I urge you, the members of our legislative body, to promote passage of a pay increase for the benefit of all Sheriffs and Deputies in this state. A better quality of life for Montana Peace Officers will insure a good quality of Law Enforcement for the people of Montana.

Sincerely,



Michael L. Spracklen
Deputy, Gallatin County Sheriff's Dept.

Note: SEE ATTACHED WAGE STATEMENT COPY

THIS IS NOT A CHECK
DO NOT CASH

6.098 919.69

930.69 118.96 54.79 23.49 68.71 1.00

670.04 71

H O U R S		YOUR EARNINGS		TAXES		DEDUCTIONS		TOTAL	
REGULAR	ADDITIONAL	REGULAR	ADDITIONAL	FEDERAL TAX	STATE TAX	SOCIAL SECURITY	UNEMPLOYMENT INSURANCE	PENSION	INSURANCE

DETACH AND RETAIN FOR YOUR RECORDS

PRINTED IN U.S. AMERICA

COPI



Montana County Attorneys Association

January 31, 1979

Senator George McCallum
Chairman
Senate Local Government Committee
Helena, Montana

Re: Senate Bill 229

Dear Senator McCallum:

Senate Bill 229 raises the salary schedule for elected county officials 7% in 1979 and 7% in 1980. The Bill, however, does not provide for an increase for county attorneys in those counties having a population in excess of 30,000.

County attorneys in those counties are prohibited from having a private practice. They presently receive a set salary of \$30,000.00 regardless of the valuation and population schedules. I would, therefore, recommend that the Bill be amended as follows:

Page 7, line 14
Strike: \$30,000.00
Insert: \$34,200.00

Thank you for your consideration.

Very truly yours,

A handwritten signature in cursive script, reading "Thomas C. Honzel".
THOMAS C. HONZEL

TCH/dds

January 25, 1979

To the Members of the 46th Legislature

Gentlemen:

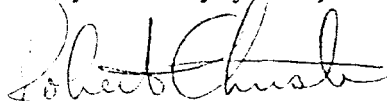
A bill will be introduced before you concerning a pay raise for Law Enforcement Agencies. I am a member of the Gallatin County Sheriff's Office and am concerned about the outcome of the bill.

It is my contention that in the last ten years, Law Enforcement in the State of Montana has become a highly skilled, well organized profession. Members of Law Enforcement are required to go to the Montana Law Enforcement Academy, which trains these men in all aspects of dealing with the public. Law Officers are required to be part lawyer, part psychologist, part sociologist and yet remain at a level where he can converse with an uneducated person who has a problem.

A police officer must face all types of situations, all types of people, at all times of the day or night and is expected to do so in a calm, professional manner. Why then is it so difficult to pay a law officer a professional wage? Is it any wonder that a man quits his job as a police officer to take a job that is easier and pays more? I'm wondering how long Montana can afford to train and equip people who cannot afford to remain in their chosen field.

All I'm asking of the 46th Legislature is that you look carefully at the upcoming pay bills and give them your consideration.

Respectfully yours,

A handwritten signature in cursive script, appearing to read "Robert Christie".

Robert Christie

(4) If the governing body decides to raise the

(1) In addition to the salary provided by 7-4-2107111 [section], each member of the board of county commissioners in counties of the first, second, third, and fourth class shall receive a mileage allowance as provided in 2-10-503 for the distance necessarily traveled in going to and returning from the county seat and his place of residence, each day that such trip is actually made and

MISSOULA COUNTY

OFFICE OF THE ATTORNEY
MISSOULA COUNTY COURTHOUSE
MISSOULA, MONTANA 59801
TELEPHONE: (406) 543-3111

ROBERT L. DESCHAMPS III
COUNTY ATTORNEY

January 31, 1979

Jim Waltermire, Commissioner
Missoula County Courthouse
Missoula, Montana 59801

Re: Senate Bill 206

Dear Mr. Waltermire:

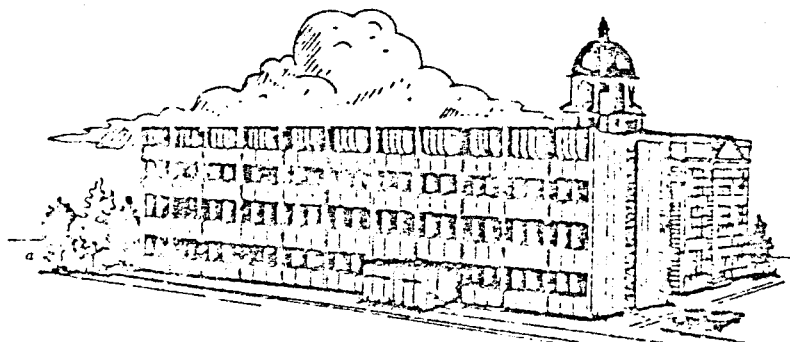
You have asked me for my opinion on the constitutionality of Senate Bill 206 or other legislation which would give the power to fix county officers salaries to the Board of County Commissioners. Specifically article XI, Section 3 provides that "the terms, qualifications, duties, and compensation of those officers shall be provided by law." The offices referred to are the traditional county offices.

Although there are no cases construing this particular provision, nor am I aware of any Attorney General's Opinions on it, it is my opinion that the power to fix county officer's salaries could be delegated to the Board of County Commissioners by the legislature and still comply with the constitutional provisions. Of course to be absolutely certain one would have to await the decision of the Montana Supreme Court on this question.

Sincerely,

Robert L. Deschamps III
ROBERT L. DESCHAMPS III
Missoula County Attorney

RLD:ves



STANDING COMMITTEE REPORT

January 19 79
Journal

MR. President

We, your committee on Local Government

having had under consideration Senate Bill No. 206

Respectfully report as follows: That Senate Bill No. 206,
introduced bill, be amended as follows:

1. Title, line 6.

Following: "CONDITIONS;"

Insert: "providing for a seven percent increase in salaries
for fiscal year 1980;"

2. Page 4.

Following: line 7

Insert: "Section 6. Increase for fiscal year 1980. The
salary of each elected county official and other county
employees shall be raised 7 percent for the fiscal year
ending June 30, 1980."

Renumber: all subsequent sections

And, as so amended,

DO PASS

STATE OF MONTANA

Request No. 128-79

FISCAL NOTE

Form BD-15

In compliance with a written request received January 27, 1979, there is hereby submitted a Fiscal Note for Senate Bill 216 pursuant to Chapter 53, Laws of Montana, 1965 - Thirty-Ninth Legislative Assembly. Background information used in developing this Fiscal Note is available from the Office of Budget and Program Planning, to members of the Legislature upon request.

DESCRIPTION:

This proposed bill exempts regulated companies owned and operated by municipal corporations from the consumer counsel fee.

ASSUMPTIONS:

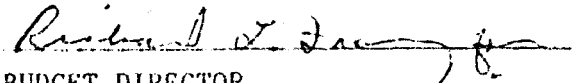
1. Accurate projections for all regulated companies cannot be determined due to changes in the tax rate for previous years.
2. Total gross operating revenue generated by regulated municipal corporations will total \$11.0 million in FY 80 and FY 81.
3. Municipal corporation payments to the consumer counsel account will be taxed at .06% for FY 80 and FY 81.

FISCAL IMPACT:

Consumer Counsel Tax collection	<u>FY 80</u>	<u>FY 81</u>
decrease due to exemption of		
municipal corporations from tax	<u>\$6,600</u>	<u>\$6,600</u>

The decrease in revenue affects the Consumer Counsel Fee Earmarked Revenue Account.

Prepared by Department of Revenue.


BUDGET DIRECTOR
Office of Budget and Program Planning
Date: 4/21/79

STATE OF MONTANA

FISCAL NOTE

Request No. 136-79

Form BD-15

In compliance with a written request received January 26, 1979,, there is hereby submitted a Fiscal Note for Senate Bill 229 pursuant to Chapter 53, Laws of Montana, 1965 - Thirty-Ninth Legislative Assembly. Background information used in developing this Fiscal Note is available from the Office of Budget and Program Planning, to members of the Legislature upon request.

DESCRIPTION OF PROPOSED LEGISLATION:

An act to increase the salaries of certain county officials and to add county assessors to the salary schedule.

ASSUMPTIONS:

1. That county population and taxable valuation will remain static over the biennium.
2. That employers' share of payroll costs increases in direct proportion to gross salaries at 13%.
3. That only the salary of the elected officials listed in Section 7-4-2503, MCA, will be raised if the measure becomes law.

FISCAL IMPACT:

	FY 80	FY 81
Total personal services cost under proposed law	\$5,409,230	\$5,759,083
Add: County Assessors Salaries	794,912	850,439
	<u>6,204,142</u>	<u>6,609,522</u>
Less: Total personal services cost under current law	5,050,334	5,050,334
Current County Assessor's salaries	739,691	739,691
	<u>5,790,025</u>	<u>5,790,025</u>
Increased expenditures under proposed law	<u>\$ 414,117</u>	<u>\$ 819,497</u>

The increased cost must be funded \$55,221 in FY 80 and \$110,748 in FY 81 from the State General Fund with the remainder funded by local governments.

OTHER COMMENTS:

Section 7-4-2503, MCA, pegs the salaries of deputies and assistants of county officials at 90% of the amount paid the respective county official. Historically, the salaries of all deputies and assistants tend to increase whenever the salaries of county officials are increased. Consequently, a 20% increase in the total personal services costs for each of the Officials' staff listed in Section 7-4-2503, MCA could have the following effect:

	FY 80	FY 81
Expenditures under proposed law	\$18,362,610	\$19,647,993
Expenditures under current law	17,161,318	17,161,318
Increased expenditures under proposed law	<u>\$ 1,201,292</u>	<u>\$ 2,486,675</u>

Carolyn Dearing
BUDGET DIRECTOR

Office of Budget and Program Planning

Date: 1/31/79