

**MINUTES**

**MONTANA SENATE  
53rd LEGISLATURE - REGULAR SESSION**

**COMMITTEE ON STATE ADMINISTRATION**

**Call to Order:** By Senator Eleanor Vaughn, on January 25, 1993,  
at 10:00 a.m.

**ROLL CALL**

**Members Present:**

Sen. Eleanor Vaughn, Chair (D)  
Sen. Jeff Weldon, Vice Chair (D)  
Sen. Jim Burnett (R)  
Sen. Harry Fritz (D)  
Sen. John Hertel (R)  
Sen. Bob Pipinich (D)  
Sen. Bernie Swift (R)  
Sen. Henry McClernan (D)  
Sen. Larry Tveit (R)

**Members Excused:** Sen. Hockett

**Members Absent:** None.

**Staff Present:** David Niss, Legislative Council  
Deborah Stanton, Committee Secretary

**Please Note:** These are summary minutes. Testimony and  
discussion are paraphrased and condensed.

**Committee Business Summary:**

Hearing: SR 2  
Executive Action: SR 2, SJR 12

**HEARING ON SR 2**

**Opening Statement by Sponsor:**

Sen. Vaughn turned the hearing over the Vice-Chair Weldon. She presented SR 2 which is a resolution of the Senate of the State of Montana concurring in, confirming, and consenting to the nominations and appointments made by the Governor and submitted by written communication dated January 5, 1993, to the Senate.

As Director of the Department of Administration, Ms. Lois Menzies. Ms. Menzies spoke of her qualifications. (EXHIBIT #1) Her view of the Department is that the department provides an infrastructure for state government. The department's goal is to save the state money or try to control the functions that the

legislature believes need to be controlled so that we are acting as one company or one business rather than individual departments.

As Director of the Department of State Lands, Mr. Arthur R. Clinch. Mr. Clinch spoke of his qualifications. (EXHIBIT #2) Mr. Clinch moved to Montana in 1970 from New Jersey and has been a full-time resident since then. As the Director of the Department of State Lands his intention is to concentrate on conflict resolution, consensus building and bringing Montana out of the ages of constant confrontation and litigation. There are a lot of challenges at the Department of State Lands. He stated he doesn't have the solution to all of those but he has some capabilities and interests to advance and move the department forward and remedy many of the problems that have grounded us in the past.

Sen. McClernan asked Mr. Clinch about mineral resources in Montana and his intentions in regard to that area. Mr. Clinch stated he would rely on expertise in-house. He said he works well with the various resource associations and has an open mind to the input they have and can blend that with the technical expertise he has in-house.

As Director of the Department of Health and Environmental Sciences, Mr. Robert J. Robinson. Mr. Robinson spoke of his qualifications. (EXHIBIT #3) He would like to move the department towards being more responsive to the public, other agencies and the guy on the street. The department deals with every local government, every sub-provider and every major investor in Montana. The department needs to be more customer and service oriented. He would like to see more emphasis on public health. It is important on the environmental side to have a strong public health ability within the department. Another area that is important is coordination of the local health departments.

As Director of the Department of Corrections and Human Services, Mr. Nels Richard Day. Mr. Day spoke of his qualifications. (EXHIBIT #4) His major goal with the employees is to move the department ahead and beyond the difficulties of the past with modern management techniques involving the employees.

Sen. Pipinich asked Mr. Day his opinion of the continuation of services at Galen and Warm Springs. Mr. Day stated he would like to identify the facilities that are marginally used. Although there is quality care, as far as the overall mission, there are several institutions, Warm Springs, Galen, a facility in Lewistown and none of the facilities are full. The Galen facility is the most under-utilized. We need to look at how we can bring our resources together and use them more efficiently. He believes the closure of the Galen facility is appropriate.

Sen. Pipinich stated the state has let Galen deteriorate to where

it is now. Mr. Day stated the department will lay out a plan for the reductions and handle the plan accordingly.

As Director of the Department of Fish, Wildlife and Parks, Mr. Patrick J. Graham. Mr. Graham spoke of his qualifications. (EXHIBIT #5) His goals are to work with the legislature to establish a state planning base for the State Park System both for the resident and visitors to the state. Another goal is to complete an environmental impact statement on wildlife program and concentrate on game management.

Sen. McClernan asked Mr. Graham about the funding of the parks program. Mr. Graham said there was very little general fund in the state parks program. Most of the funding comes from user fees and the gas tax.

Sen. Swift asked Mr. Graham about game farm regulations and if the game farms are run legally. Mr. Graham stated the department has conducted statewide game farms inspections.

As Director of the Department of Transportation, Mr. Marvin W. Dye. Mr. Dye spoke of his qualifications. (EXHIBIT #6).

As Director of the Department of Military Affairs, Mr. John E. Prendergast. Mr. Prendergast spoke of his qualifications. (EXHIBIT #7) His goal is to continue the work of the National Guard in the State of Montana.

Sen. McClernan asked Mr. Prendergast about how the budget cuts in military will affect the State of Montana. Mr. Prendergast stated he will be leaving on Feb. 2, 1993 to go to the Pentagon in Washington, D.C. to discuss the Montana National Guard.

Sen. Pipinich asked Mr. Prendergast what percent of federal money goes for the armory and if for every dollar Montana spends, six dollars comes back to the State of Montana. Mr. Prendergast stated the Air National Guard brings \$80 million into the State of Montana and pays \$1.3 million in state tax.

As Director of the Department of Revenue, Mr. Michael J. Robinson. Mr. Robinson spoke of his qualifications. (EXHIBIT #8) One of issues he will deal with is the tax reform issue. He also will concentrate on balancing the enforcement area of the department with the service area. He will also concentrate on the tax administration issue.

As Director of the Department of Labor and Industry, Ms. Laurie Ekanger. Ms. Ekanger spoke of her qualifications. (EXHIBIT #9) She feels her experience with the Department of Administration and the Department of Labor has given her the ability to deal with conflict and labor issues. The Department of Labor will focus on quality programs and quality service.

As Director of the Department of Agriculture, Mr. Leo Giacometto. Mr. Giacometto spoke of his qualifications. (EXHIBIT #10) The reason he got involved with public service was because he felt the agricultural interests in Montana were not being heard. One of the goals of the department is to give better service for less money.

Sen. Fritz asked Mr. Giacometto if coming from Alzada, he is more familiar with the agricultural communities of Wyoming and South Dakota instead of Montana. Mr. Giacometto said he felt his international experience would help in his new position.

Sen. Tveit asked Mr. Giacometto about his small town background. Mr. Giacometto said whatever the background of a small town is, it all has to do with agriculture. Understanding the rural Montana agricultural issues is a benefit to him.

As Director of the Department of Family Services, Mr. Henry Hudson. Mr. Hudson spoke of his qualifications. (EXHIBIT #11) One thing he would like to bring to the department is stability and consistency of direction. The Department of Family Services has had a lot of starts and stops and a lot of scrutiny but it is an agency that is getting stronger. It is a department that helps families succeed and keeps families together. His goal is to take the actions necessary and deal with programs in a way that family survival and stability will count.

As Director of the Department of Social and Rehabilitation Services, Mr. Peter Blouke. Mr. Blouke spoke of his qualifications. (EXHIBIT #12) His goals for SRS are to recognize the vulnerability of the population dealt with in the department, the aged, low-income and disabled. Oftentimes difficult decisions have to be made. We need understanding and compassion and to reinforce the current position of the department working together to empower Montanans. Another thing we would like to do is work with other human service agencies. There is a tremendous amount that could be done to improve the efficiency of government by working with the Department of Health, Department of Labor, Department of Corrections and human service issues with all the agencies.

Sen. McClernan asked Mr. Blouke about his involvement with St. Peter's Hospital. Mr. Blouke said he served six years on the Hospital Board for St. Peter's Hospital. It was a good experience. But it has been 2 1/2 years since he was on the board. Mr. Blouke said he sent in an old resume.

**Proponents' Testimony:**

Jim Jensen, Montana Environmental Information Center, spoke in favor of Arthur Clinch and Leo Giacometto. He stated Mr. Clinch is able to work with people with different points of view very well. He also had several occasions to work with Mr. Giacometto and has found him very good to work with. The issue of ground

water protection and the issue of herbicides and the weed laws are important for the Department of Agriculture Director.

Stan Bradshaw, Montana Trout Unlimited, spoke in favor of Arthur Glinch and Pat Graham. He stated Mr. Clinch had "significant moral courage." He also stated Mr. Graham has the greatest breath of vision about what that agency should be and is among the most thoughtful about the mission of the agency.

**Opponents' Testimony:**

None.

**EXECUTIVE ACTION ON SR 2**

**Motion:** Sen. Pipinich moved SR 2 DO PASS

**Vote:** The motion SR 2 DO PASS CARRIED UNANIMOUSLY.

**EXECUTIVE ACTION ON SB 147**

**Motion:** Sen. Pipinich moved SB 147 DO PASS.

**Discussion:** Sen. Vaughn stated there were some amendments to that bill. Sen. Pipinich said he would hold on the motion until he saw the amendments. Sen. Vaughn said the clerk and recorders had some legitimate concerns about the bill. David Niss explained the amendments. Sen. Tveit asked Mr. Niss what the word "major" meant, if it meant Democrats and Republicans. Sen. Fritz explained a political party that gets 5% of the vote is a significant party. Sen. Burnett asked if it was a list that was available to anyone. Mr. Niss explained it was a public document. The lists can be bought at the county.

**Motion/Vote:** Sen. Pipinich said he would hold his motion until a later time.

There was additional discussion on SB 100, SB 131 and SJR 12.

**EXECUTIVE ACTION ON SJR 12**

**Motion:** Sen. Swift moved SJR 12 DO PASS.

**Vote:** Motion SJR 12 DO PASS CARRIED UNANIMOUSLY.

**EXECUTIVE ACTION ON SB 96**

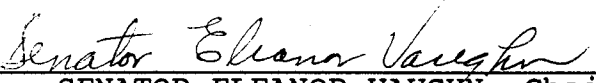
**Motion:** Sen. Burnett moved SB 96 BE TABLED.

**Vote:** Motion SB 96 BE TABLED CARRIED UNANIMOUSLY.

There was additional discussion on the Governor's appointments to the Northwest Power Planning Council and the Department of Natural Resources and Conservation. Sen. Weldon moved the resolution be drawn. Motion carried unanimously.

**ADJOURNMENT**

**Adjournment:** 12:00 a.m.

  
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SENATOR ELEANOR VAUGHN, Chair

  
\_\_\_\_\_  
DEBORAH STANTON, Secretary

EV/ds

# ROLL CALL

SENATE COMMITTEE STATE ADMINISTRATION DATE 1-25-93

NAME	PRESENT	ABSENT	EXCUSED
Sen. Eleanor Vaughn	✓		
Sen. Jeff Weldon	✓		
Sen. Jim Burnett	✓		
Sen. Harry Fritz	✓		
Sen. John Hertel	✓		
Sen. Bob Hockett			
Sen. Henry McClernan	✓		
Sen. Bob Pipinich	✓		
Sen. Bernie Swift	✓		
Sen. Larry Tveit	✓		
David Niss	✓		

FC8

Attach to each day's minutes

SENATE STANDING COMMITTEE REPORT

Page 1 of 1  
January 25, 1993

MR. PRESIDENT:

We, your committee on State Administration having had under consideration Senate Joint Resolution No. 12 (first reading copy -- white), respectfully report that Senate Joint Resolution No. 12 do pass.

Signed: *Eleanor Vaughn*  
Senator Eleanor Vaughn, Chair



PRELIMINARY

SENATE STANDING COMMITTEE REPORT

Page 1 of 1  
January 25, 1993

MR. PRESIDENT:

We, your committee on State Administration having had under consideration Senate Resolution No. 2 (first reading copy -- white), respectfully report that Senate Resolution No. 2 be adopted.

Signed: *Eleanor Vaughn*  
Senator Eleanor Vaughn, Chair

PRELIMINARY

SENATE STANDING COMMITTEE REPORT

Page 1 of 1  
January 25, 1993

MR. PRESIDENT:

We, your committee on State Administration having had under consideration Senate Resolution No. 2 (first reading copy -- white), respectfully report that Senate Resolution No. 2 be adopted.

Signed: *Eleanor Vaughn*  
Senator Eleanor Vaughn, Chair

Senator Vaughn

Exhibit #1

1-25-93

SR-2

**MONTANA SENATE**

53rd LEGISLATURE

**COMMITTEE ON STATE ADMINISTRATION**

**NOMINATION RESEARCH ASSIGNMENTS**

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<u>SENATOR</u>	<u>NOMINEE</u>
Sen. Jim Burnett	Arthur R. Clinch Robert J. Robinson
Sen. Harry Fritz	Nels Richard Day
Sen. John Hertel	Patrick W. Graham
Sen. Bob Hockett	Marvin W. Dye
Sen. Henry McClernan	John E. Prendergast
Sen. Bob Pipinich	Michael J. Robinson
Sen. Bernie Swift	Laurie Ekanger Leo A. Giacometto
Sen. Larry Tveit	Henry Hudson Lois Menzies
Sen. Jeff Weldon	Peter Blouke



GOVERNOR-ELECT MARC RACICOT  
STATE OF MONTANA

Room 212, Capitol Building, Helena, Montana 59620

Telephone: (406) 444-2075

December 28, 1992

Senator Eleanor L. Vaughn  
P.O. Box 45  
Libby, Montana 59923

RE: Cabinet Nominations

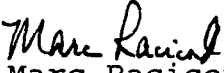
Dear Senator Vaughn:

Attached are resume's for nominations for cabinet level positions. I am submitting the resume's to you for consideration and final confirmation by the State Administration Committee.

I believe you will find sufficient information within these resume's to initiate the confirmation process, however, if you need additional information please contact Mike Lavin or Pat Lopach at extension 3111.

I look forward to working with you and your committee as we implement the appointment and confirmation process. Please don't hesitate to call if you have questions.

Sincerely,

  
Marc Racicot  
Governor-elect

# TRACICOT'S CABINET AT A GLANCE



**Menzies**

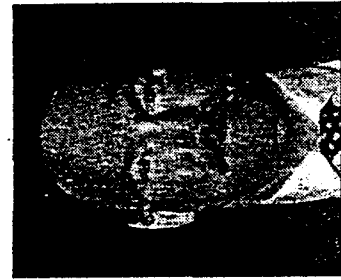
**Giacometto**



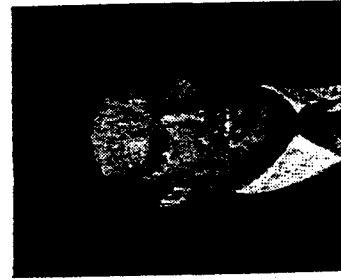
**Day**



**Hudson**



**Graham**



**B. Robinson**



**Ekanger**

## Tribune Capitol Bureau

HELENA — Gov.-elect Marc Racicot's 11 cabinet nominees — most chosen from among the ranks of state government — will face confirmation hearings this month before the state Senate.

Seven of his 14 Cabinet nominees and top staffers worked under him at the Justice Department and 12 are veterans of state government.

Racicot still has two unfilled Cabinet slots: The departments of Commerce and Natural Resources & Conservation. He is expected to announce those nominees this week.

The lineup:  
**ADMINISTRATION:** Lols Menzies, 38, administrator of the state Gambling Control Division within the Justice Department since 1990. Spent 10 years as a researcher for the Montana Legislative Council in Helena.

**AGRICULTURE:** Leo Giacometto, 30, owner-operator of a ranch near Alzada and former Republican state representative.

Worked for U.S. Sen. Conrad Burns' 1988 campaign and was appointed U.S. marshal for Montana in 1990.

**CORRECTIONS & HUMAN SERVICES:** Rick Day, 39, administrator of Law Enforcement Division in the Department of Justice since 1991. The former Bozeman police officer has worked as an investigator for the state Gambling Division and state Revenue Department.

**FAMILY SERVICES:** Hank Hudson, 40, a former teacher who headed the Governor's Office on Aging from 1980-1992. Presently serves as deputy director for Department of Social and Rehabilitation Services, and directed Family Services Department for five months in 1990.

**FISH, WILDLIFE & PARKS:** Patrick Graham, 40, a biologist specializing in fisheries and a longtime employee of the department. Has served as deputy director since 1989.

**HEALTH & ENVIRONMENTAL SCIENCES:** Bob Robinson, 45, administrator of the Gambling Control Division in the Justice Department since 1989. Previous jobs include chief

of the state Workers' Compensation Division and deputy director of the Department of Natural Resources.

**LABOR & INDUSTRY:** Laurle Ekanger, 43, administrator of the state Personnel Division since 1985. Has also worked in the Labor Department as deputy administrator of state Employment and Training Division.

**MILITARY AFFAIRS:** Col. John "Gene" Prendergast, 52, a longtime employee of the Montana National Guard. Prendergast, a Helena native, has been chief of staff for the Guard since 1990.

**REVENUE:** Michael "Mick" Robinson, 42, a former economics and business professor at Carroll College, has been administrator of the Central Services Division in the Justice Department since 1989.

**SOCIAL & REHABILITATION SERVICES:** Peter Blouke, 50, who served as the agency's deputy director from 1989-1991. Blouke, who has a doctorate in psychology, was senior analyst for the legislative fiscal analyst's office from 1984-1989.

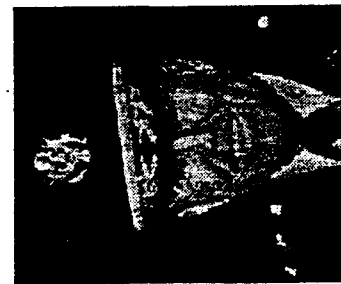
**TRANSPORTATION:** Marvin Dye, 51, who has overseen the state crime lab in Missouri since 1989. Dye headed the Justice Department's Crime Control Division from 1980-1989.

## TOP STAFFERS

**BUDGET DIRECTOR:** David Lewis, 50, well-traveled state administrator who was budget director for Gov. Ted Schwinden from 1980-1984. Directed Department of Administration under Gov. Tom Judge and Social and Rehabilitation Services under Schwinden.

**CHIEF OF STAFF:** Mike Lavlin, 52, has been deputy director of the Justice Department under Racicot since 1989. Served as executive director of Board of Crime Control for 1 years.

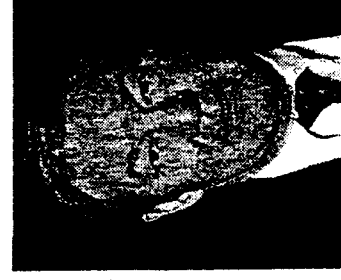
**LEGAL COUNSEL:** Judy Browning, 50, has served as deputy attorney general for Montana since 1987. Also worked as special assistant to the U.S. attorney in Montana and for the Federal Election Commission in Washington D.C.



**Prendergast**



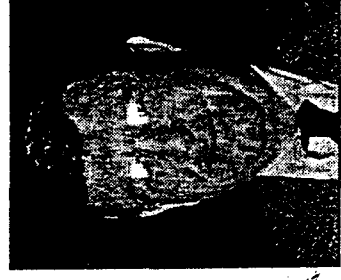
**M. Robinson**



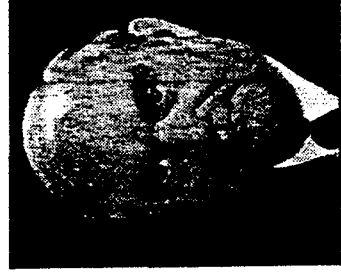
**Blouke**



**Dye**



**Lewis**



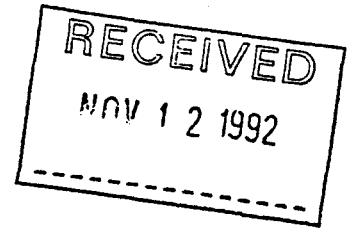
**Lavlin**



**Browning**

*Tribune - Sunday 1/3/92 (?)*

Exhibit #1  
1-25-93  
SR-2



November 10, 1992

Governor-elect Marc Racicot  
State Capitol  
Helena, Montana 59620

Dear Marc,

Congratulations on your recent victory. I was delighted with the election results.

As I mentioned to Mike Lavin last week, I would like to join your team. Through nearly 13 years of employment in state government, I have acquired a variety of skills in the areas of planning, facilitating, managing, and trouble shooting. I believe that I have much to offer and would welcome the opportunity to continue working with you.

Enclosed is my resume. Thanks for considering me.

Sincerely,

A handwritten signature in cursive script that reads "Lois Menzies".

Lois Menzies

Enc.

Menzies Lois  
RPA

# LOIS A. MENZIES

605 Second Street  
Helena, Montana 59601  
Home phone: (406) 443-0206  
Office phone: (406) 444-1971

## WORK EXPERIENCE

Administrative Officer, Gambling Control Division  
Montana Department of Justice  
Helena, Montana  
February 1990 - present

SENATE STATE ADMIN.

EXHIBIT NO. 1

DATE 1-25-93

BILL NO. SR2

- Serve as Division Administrator in Administrator's absence
- Serve as member of state team responsible for negotiating gaming compacts with Indian tribes
- Develop and conduct training and informational sessions for gambling operators and general public
- Draft legislation and represent Division before legislative committees
- Draft administrative rules and coordinate rule adoption process
- Provide staff services to Gaming Advisory Council
- Supervise two clerical positions

Legislative Researcher, Montana Legislative Council  
Helena, Montana  
May 1980 - November 1987; December 1988 - February 1990

- Designed and conducted research projects for interim legislative study committees
- Presented research findings in written and oral forms
- Organized interim legislative committee meetings and public hearings
- Drafted bills and resolutions
- Staffed standing committees during legislative sessions
- Served as Acting Research Division Director and as Training Coordinator

Project Director  
Criminal Justice and Corrections Advisory Council  
Helena, Montana  
November 1987 - December 1988

- Developed project work plans and schedules
- Recruited, trained, and supervised professional staff
- Developed and administered project budget
- Defined public policy issues and options
- Compiled and analyzed criminal justice data
- Presented research findings in written and oral forms

1-25-93  
SR-2

Administrative Assistant, Women's Bureau  
Montana Department of Labor and Industry  
Helena, Montana  
May 1979 - May 1980

- Prepared and edited brochures and monthly newsletter
- Designed and conducted surveys and research projects
- Developed and coordinated training conferences, seminars, and workshops
- Provided counseling and referrals
- Operated and maintained information clearinghouse
- Developed budget and program priorities

### EDUCATION

University of Akron; Akron, Ohio -- B.A., 1976  
Major: Political Science; Minor: Peace Studies

University of Wisconsin; Madison, Wisconsin -- M.A., 1977  
Major: Political Science

### AWARDS AND HONORS

Governor's Award of Excellence, Department of Justice (1991)  
Emma Perry Ogg Fellow, University of Wisconsin (1976 - 1977)  
Valedictorian, University of Akron (1976)

### ACTIVITIES

State Employees Incentive Awards Advisory Council (1981 - present)  
Last Chance Audubon Society (1979 - present)  
Helena Toastmasters (1986 - 1992)

### PROFESSIONAL REFERENCES

Bob Robinson, Administrator  
Gambling Control Division  
2687 Airport Road  
Helena, Montana 59620  
(406) 444-1971

Bob Person, Executive Director  
Montana Legislative Council  
Room 138, State Capitol  
Helena, Montana 59620  
(406) 444-3064

James Oppedahl, Supreme Court Administrator  
Room 315, Justice Building  
Helena, Montana 59620  
(406) 444-2621



annual #1  
1-25-93  
SRT 2

**REFERENCES  
FOR  
LOIS A. MENZIES, DIRECTOR  
DEPARTMENT OF ADMINISTRATION**

**LEGISLATORS:**

- Senator Del Gage
- Senator Bill Yellowtail
- Senator Tom Keating
- Senator Chet Blaylock
- Senator Gary Aklestad
- Senator Chris Christiaens
- Rep. Bill Strizich
- Rep. Mary Lou Peterson

**OTHER REFERENCES:**

- Joe Mazurek, Attorney General  
(444-2026)
- Bob Person, Executive Director, Legislative Council  
(444-3064)
- Terry Cohea, Legislative Fiscal Analyst  
(444-2986)
- Dave Bohyer, Director, Research Division, Legislative Council  
(444-3064)
- Greg Petesch, Director, Legal Services Div., Legislative Council  
(444-3064)
- Deborah Schmidt, Executive Director, Environmental Quality Council  
(444-3742)
- Jim Oppendahl, Administrator, Data Processing Div., Department of Justice - (444-2424)
- Marie Durkee, Montana Tavern Association  
(442-5040)

Arthur K. "Bud" Clinch  
258 Gosney Crossroad  
Columbia Falls, MT 59912

756-6835

Age: 42

SENATE STATE ADMIN.

EXHIBIT NO. 2

DATE 1-25-93

BILL NO. SR2

Education--1970 graduate of Wall High School, Wall, New Jersey, Graduate of the University of Montana School of Forestry. Bachelor of Science in Forest Management awarded in 1974, with major emphasis in Forest Recreation.

Experience--1990 to date: Director of the Montana Private Forest Council, a coalition of forest landowners and harvesters dedicated to responsible forest management through a commitment and implementation of voluntary Best Management Practices. Responsibilities and activities include:

- coalition building of groups impacted by forestry regulation, public perception, and forest management allegations

- development of education programs to facilitate the process of "change" as it pertains to the forestry profession

- leadership role on progressive issues relating to public allegations and perceptions of land management activities

- legislative lobbying on behalf of the council's interests. Specific accomplishments include: (1) initiation of HB-731, the streamside management act and (2) HB-906, increased funding for the MT. Extension Forestry Program through both private and state funding sources

1982 to 1990: Safety Director, Montana Logging Association. Initially this position involved the assessment of need and subsequent development of appropriate safety programs for the 200 member participants. Escalation of workers' compensation rates for the codes reflecting the inherently dangerous occupation of logging necessitated these activities:

- observe and analyze the causes of logging related workers' compensation claims

- build respect and credibility among the constituency

- coordinate an innovative industry/government cooperative safety program that effectively and efficiently addresses the problem

- develop and supervise the Montana Sawyer Safety Program ( a cooperative program with the wood products manufactures (MWPA) and higher education (FVCC) to specifically train and certify professional standards for timberfalling

- develop, coordinate, and implement group safety programs in cooperation with private industry (Champion Timberlands, F.H. Stoltze Land & Lumber)

- influence the "change" both with management and on-the-ground operations necessary to have significant impact on accidents and injuries

Exhibit #2  
1-25-93  
SR-2

1981: Champion Timberlands--crew foreman. Supervision of two six man thinning crews composed of summer college students. Activities included thinning, tree planting and slash burning. My broad exposure to individuals through previous employment enabled me to develop a comradery within the crews that maintained morale and greatly increased production.

1979 - 1981: Employed with the E/L Ranch, Greenough Montana. This family run working dude ranch combined the traditional recreational operation with an intensified forest management program. Some 3,000 acres of forest land were managed for grazing, aesthetics, forest health, and wood fiber production. Various cooperative projects were implemented with State Agencies, the UM School of Forestry and the U.S. Forest Service. I was involved in all aspects of operations.

**Current Committees and Related Organization positions:**

- Montana Extension Forestry Advisory Council
- Montana Stewardship Steering Committee
- D.H.E.S. Water quality Bureau Non-Point Pollution Task Force
- Flathead Family Forestry Expo Advisor
- Governor's Forestry and Wood Products Focus Group
- Trustee, Advanced Life-Support Emergency Rescue Team (Alert helicopter rescue program)

**Publications and Awards:**

1991--Co-author, Forestry BMPs: Forest Stewardship Guidelines for Water Quality

1991--Danny On Conservation Award..."for significant contribution to resource conservation"

1991--American Pulpwood Association's H.H. Jefferson Memorial National Safety Award..."in recognition of outstanding contribution to the improvement of safety in America's forest products industry"

1992--U.S. Environmental Protection Agency Region VIII Outstanding Achievement Award..."for outstanding achievements to forest practice education and non-point source pollution management in Montana"

1992--Montana Wood Products Association, Timberman of the Year Award..."for efforts in promoting voluntary BMPs, forest stewardship, and professionalism in the field of forestry"

Summary Statement: My extensive and broad work experience have provided a broad perspective on land management. With my employment in both private logging sector and public land management combined with my personal interests in outdoor recreation, I am better able to relate to the common conflicts. Realizing the costs, benefits and trade-offs to all affected parties is most beneficial in reaching consensus and making those hard management decisions.

(P)  
AK

Transmittal Memo 7672  
GOVERNOR-ELECT MARC RACIOT

No. of Pages 3 Today's Date 11/23/92 Time 3:15 PM  
From BUD CLINCH  
Company MT. LOGGING ASSOC.  
Location Dept. Charge  
Fax # 756-9574 Telephone # 752-3168  
Original Disposition:  Destroy  Return  Call for pickup

444-3549 Telephone #

PER YOUR REQUEST

Exhibit # 2  
1-35-93  
SR-2



### MONTANA LOGGING ASSOCIATION

P.O. Box 1716  
Kalispell, Montana 59903-1716  
406-752-3168  
Fax 406-756-9574

November 23, 1992

Marc Raciot, Governor-Elect  
Third Floor, Justice Building  
215 Sanders  
Helena, MT 59620

Dear Governor-Elect Raciot:

I'm writing in response to our brief meeting and discussions on Thursday, November 19th to express my willingness to be part of the upcoming Raciot/Rehberg administration. As you can well imagine, that commitment doesn't come without significant soul-searching and consternation. And with that behind me and my family's support I'm ready to move forward.

Attached you'll find a resume outlining my education and work experience background. While I haven't expounded on my experience, philosophies, or ambitions; I'm confident you'll find them most compatible in fulfilling the challenges facing your administration. It's vividly apparent that the myriad of pending conflicts facing Montana can and will only be resolved through bi-partisan and multi-interest group support. Such consensus building can be difficult but is paramount to success. I look forward with great enthusiasm to being an active player in that process.

Respectfully,

*Bud*

Bud Clinch, Staff Forester Montana Logging Assoc.  
Director, Montana Private Forest Council

*Clinch's Deal  
via - Ag Stands*

## DEPARTMENT OF STATE LANDS



MARC RACICOT, GOVERNOR

P.O. BOX 201601

STATE OF MONTANA

(406) 444-2074

1825 ELEVENTH AVENUE  
HELENA, MONTANA 59620-1601

January 6, 1993

MEMORANDUM

TO: Pat Lopach Via Fax

FROM: Janet Cawlfeld, Administrative Assistant *Ja*

RE: Legislative Contacts

The following names are legislators that Commissioner Bud Clinch has had contact with in the past:

**House Members**

Steve Benedict  
 William Boharski  
 Ray Brandewie  
 Vivian Brooke  
 Tim Dowell  
 Jerry Driscoll  
 Jim Elliott  
 Mike Foster  
 Bob Gilbert  
 Edward Grady  
 Hal Harper  
 Don Larson  
 Mary Lou Peterson  
 Bob Raney  
 Bob Ream  
 Carolyn Squires  
 Douglas Wagner  
 David Wanzenried

**Senate Members**

Tom Beck  
 Bob Brown  
 Lorents Grosfield  
 John Harp  
 John "Ed" Kennedy, Jr.  
 Dennis Nathe  
 Barry Stang  
 Bernie Swift

DEPARTMENT OF  
HEALTH AND ENVIRONMENTAL SCIENCES



STAN STEPHENS, GOVERNOR

COGSWELL BUILDING

STATE OF MONTANA

HELENA, MONTANA 59620

January 7, 1993

SENATE STATE ADMIN.

EXHIBIT NO. 3

DATE 1-25-93

BILL NO. SR 2

Senator Eleanor Vaughn  
Chairperson  
Senate State Administration Committee  
Capitol Station  
Helena, MT 59620

Dear Senator Vaughn:

To assist your committee in its examination of my suitability to perform as director of the Department of Health and Environmental Sciences, I am providing the attached list of references.

In addition, I encourage your committee to contact any staff members of the Department of Natural Resources and Conservation, Workers' Compensation, Motor Vehicle, and Gambling Control Divisions to obtain their assessment of my performance as a co-worker and supervisor.

I look forward to meeting with the State Administration Committee and will extend my full cooperation to your deliberations.

Sincerely,

Handwritten signature of Robert J. Robinson in cursive script.  
Robert J. Robinson

RJR:js

attach:

References for Robert J. Robinson  
Senate Confirmation Process

Legislators

Senator Bill Yellowtail	Representative Larry Grinde
Senator Mignon Waterman	Representative Hal Harper
Senator Cecil Weeding	Representative Bill Strizich
Senator Bob Brown	Representative Francis Bardanouve
Senator Delwyn Gage	Former Representative Clyde Smith

Members of Industry Associated with My Work in State Government

Ms. Marie Durkee Executive Secretary Montana Tavern Association 900 N. Montana Ave. Helena, Montana 59601 (406) 442-5040	Mr. Keith Olson Executive Officer Montana Logging Association Box 1716 Kalispell, Montana 59903 (406) 752-3168
Mr. Jim Gusick Gusick's Restaurant & Lounge 760 South 20th St. West Billings, Montana 59102 (406) 652-5441	Mr. Caleb Shields Chairman, Fort Peck Assiniboine and Sioux Tribes Box 637 Poplar, Montana 59255

Other References and Former Supervisors

Mr. Leo Berry, Former Director, DNRC  
139 N. Last Chance Gulch  
Helena, Montana 59601  
(406) 449-6220

Mr. Larry Fasbender, Former Director, DNRC  
1600 Jerome Place  
Helena, Montana 59601  
(406) 442-2219

Mr. Steven Brown, Former Counsel  
Board of Natural Resources and Conservation  
1313 Eleventh Avenue  
Helena, Montana 59601  
(406) 442-8711

Mr. Jack Copps  
Former Superintendent of Schools, Helena  
Currently Deputy Superintendent  
Montana Office of Public Instruction  
(406) 444-5643

Mr. Maynard Olson  
Former Superintendent of Schools, Helena  
3480 East Shore Drive  
Helena, Montana 59601  
(406) 442-7290

enroll # 0  
1-25-93  
SR-2

Former Co-Workers

Gambling Control Division - 442-2573

Mr. Jeff Bryson, Chief, Investigation Bureau  
Mr. Rick Ask, Supervisor, Tax and Audit Section  
Ms. Kathy Baertsch, Supervisor, Licensing Section  
Mr. Ben Kamerzel, Supervisor, Testing Lab Section

Motor Vehicle Division - 444-4536

Mr. Duane Tooley, Chief Driver, Services Bureau  
Ms. Anita Drews, Chief Examiner

Workers Compensation Division (State Compensation Insurance Fund) -  
444-6518

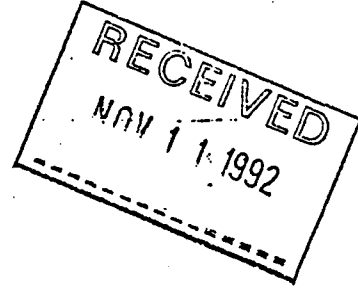
Mr. Jim Murphy, Executive Vice President  
Ms. Carla Smith, Vice President, Finance  
Mr. Pete Strizich, Claims Manager, Benefits  
Ms. Nancy Butler, General Counsel  
Mr. John King, Vice President, Underwriting

Department of Natural Resources

Mr. Van Jamison, Administrator, Energy Division - 444-6697  
Mr. Ray Beck, Administrator, Conservation Division - 444-6667  
Mr. Dan MacIntyre, Chief Counsel - 444-6699



ROBERT J. ROBINSON



- > Montana Native
- > Raised in Helena
- > Graduated from Cathedral High in 1965
- > Attended Carroll College -- Graduated in 1969 -- BA in History -- Business Minor
- > Received M.S.T. in Economics from University of Missouri in 1973
- > Taught school and coached in Fort Benton for one year and Helena three years
- > Revenue Estimator and Budget Analyst for Legislative Fiscal Analyst Office, 1974 - 1989
- > Appointed Administrator of Energy Division at Department of Natural Resources and Conservation, June, 1981
- > Appointed Deputy Director of DNRC, November, 1982
- > Appointed by Governor Schwinden to be Administrator of Workers' Compensation Division, February, 1986
- > Appointed by Attorney General Racicot as Administrator of Motor Vehicle Division, January, 1989
- > Appointed by Attorney General Racicot as Administrator of Gambling Control Division, June, 1989

*Robinson, Bob  
Heath*

1-25-93  
SR-2

## BIOGRAPHICAL SKETCH

### ROBERT J. ROBINSON

#### PERSONAL:

Born April 15, 1947 in Butte, raised in Helena

#### EDUCATION:

Cathedral High - 1965  
Carroll College - 1969  
B.A. History

University of Missouri - 1973  
M.S.T. Economics

#### EMPLOYMENT HISTORY:

7/89 - present

State of Montana  
Administrator, Gambling Control Division  
Department of Justice

As the first administrator, is responsible for establishing the division in all aspects from hiring of personnel to policy issues. General responsibilities include management of licensing legal gambling activities except raffles, enforcement of gambling regulations in cooperation with local law enforcement agencies, collection of video gambling machine and live keno/bingo taxes and fees, and testing and permitting authorized gambling equipment. Designated spokesman and team leader for state negotiating team conducting Indian gambling compact negotiations.

1/89 - 6/89

State of Montana  
Administrator, Motor Vehicle Division  
Department of Justice

Responsible for state activities related to driver licensing, motor vehicle registration and titling as well as record management for driving citations and habitual offenders. Most of the 170 person staff are assigned throughout Montana which requires significant attention to remote staff supervision. Major activities included initial preparation for implementation of the Commercial Vehicle Operator Licensing Act and an automated vehicle registration and titling system in County Treasurer's offices.

2/86 - 12/88

State of Montana  
Administrator, Workers' Compensation Division  
Department of Labor and Industry

As Chief Executive Officer for the Division, the Administrator operates in a dual capacity as the chief regulator over all parties involved in the workers' compensation insurance as well as being responsible for the State compensation Insurance Fund, the largest authorized insurer in Montana. Duties included: Supervision of insurers authorized to sell workers' compensation insurance in Montana; authorization of employers seeking to self insure; attorney fee regulation; and day-to-day administration of the State

EMPLOYMENT HISTORY (Continued):

- Compensation Insurance Fund. The State Fund insures 27,000 of the 33,000 employers in the state of Montana and earned an annual premium in excess of \$85 million dollars. The Division had 230 employees.
- 11/83 - 2/86      State of Montana  
Deputy Director, Department of Natural Resources and Conservation
- Responsible for overview of daily operations of the five department divisions. Responsibilities included: Supervision of all personnel actions; contract negotiations; coordination of Board of Natural Resources activities; water development bond issues; and new building construction.
- 1/81 - 11/83      State of Montana  
Administrator, Energy Division  
Department of Natural Resources and Conservation
- Responsible for the combined energy conservation and major facility siting act programs. Supervised staff evaluation of projects under the jurisdiction of the Major Facility Siting Act and the Montana Environmental Policy Act including Montana Power, Regional Co-Op and Bonneville Power Administration powerline corridors, power generation facilities and transcontinental pipelines. Supervised regional, federal, and state energy conservation and alternative energy programs.
- 8/74 - 6/81      State of Montana  
Analyst, Legislative Fiscal Analyst Office
- Responsible for budget analysis of state agencies, legislative presentation of same, and special studies directed by the Legislative Finance Committee as well as general fund and major earmarked fund revenue estimates.
- 1973 - 1974      Helena School District #1  
1970 - 1972      Teacher and Coach
- 1969 - 1970      Fort Benton Public Schools  
Teacher and Coach

OTHER AFFILIATIONS AND COMMUNITY INVOLVEMENT:

- 1975 - 1981      Helena School District #1 Board of Trustees  
Chairman 1979 through 1981  
Vice-chairman 1978-79
- 1977 - 1980      Finance Advisory Committee - Western Montana Catholic Diocese

OTHER AFFILIATIONS AND COMMUNITY INVOLVEMENT (Continued):

1979 - 1992	Carroll College Activities: Impact Scholarship Fund Drive Co-Chairman 1988 and 1989
1989 - 1992	Century Club Board of Directors
1988 - 1992	Presidents Council
1988 - 1991	Board of Directors Helena Area Economic Development Corp. (HAEDCO)
1991 & 1992	Helena High School Booster Club Chairman, Bengal Bash Fundraiser

1-25-93  
SR-2

GOVERNOR-ELECT MARC RACICOT  
STATE OF MONTANA

Room 212, Capitol Building, Helena, Montana 59620

Telephone: (406) 444-2075

November 11, 1992

Robert J. Robinson  
2520 Outlook Circle  
Helena, MT 59601

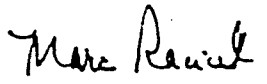
Dear Bob:

Thank you for your application for a position with our administration. I am delighted that you are interested in joining with me to find solutions to the challenges that lie ahead.

We are in the process of evaluating applications and hope to make our decisions within the next few weeks. It is a privilege to make these appointments from a pool of such well-qualified applicants who are anxious to serve our state.

Please be assured your resume will be given serious consideration in our effort to develop a team that works best for Montana.

Sincerely,



Marc Racicot  
Governor Elect

**M. Richard (Rick) Day**

**EDUCATION**

B.S. Sociology and Criminal Justice  
1976, Montana State University  
Bozeman, Montana  
Honors Graduate

Political Science  
1971, Gonzaga University  
Spokane, Washington  
Second Honors

SENATE STATE ADMIN.

EXHIBIT NO. 4

DATE 1-25-93

BILL NO. SR2

**SUMMARY OF EXPERIENCE**

I currently serve as Administrator of the Law Enforcement Services Division of the Department of Justice. As Administrator, I am responsible for the oversight of a division which provides statewide support to Montana's criminal justice community and public safety. This support includes undercover dangerous drug investigation teams, a general criminal investigation unit, criminal history and identification records, and fire prevention and investigation services. The division is in the process of adding an automated fingerprint identification system (AFIS), which will be a significant advance in Montana Law Enforcement.

My public service career began seventeen (17) years ago as a city police officer. This service continued when I was hired by the Department of Revenue as an Alcohol Beverage and Tobacco Control Investigator. I was subsequently promoted to liquor investigation section supervisor and Revenue Investigation Bureau Chief. With the creation of the State Gambling Control Division, I assumed duties as the Gambling Investigation Bureau Chief and was later appointed Administrator of the Law Enforcement Services Division. My career now includes fifteen (15) years experience in State government; eleven (11) of which have been in management and supervisory positions.

**EMPLOYMENT HISTORY**

1991-Present Administrator, Law Enforcement Services Division, Department of Justice, which includes management of statewide dangerous drug investigation, criminal information and fire prevention and investigation units.

**M. Richard (Rick) Day**

Page 2

- 1989-1991 Bureau Chief, Gambling Investigation Bureau, Gambling Control Division, Department of Justice, which included establishing and managing the first statewide criminal and licensing gambling investigation unit.
- 1981-1989 Program Manager, Investigation Bureau, Department of Revenue, which included management of statewide alcohol control, welfare fraud and video gambling operation.
- 1977-1981 Investigator, Investigation Bureau, Department of Revenue based in Miles City and Missoula.
- 1975-1977 Police Officer in the cities of Bozeman, Belgrade and West Yellowstone and an internship with the Spokane Police Department, Spokane, Washington.

#### **MEMBERSHIPS AND BOARDS**

Board Director for Montana, Rocky Mountain Information Network

Board Member, Organized Crime Drug Enforcement Task Force, Montana District Coordination Board

Member, Montana Sheriff's and Peace Officer's Association

Member, Montana Association of Chiefs of Police

#### **SPECIALIZED MANAGEMENT TRAINING**

Intermountain Law Enforcement  
Executive Command College

Principals of Management

Principals of Upper Level Management

First Line Supervision

#### **AWARDS**

Governor's Citation for Service to the People  
of the State of Montana

Certificate of Appreciation, National Committee  
for Employer Support of the Guard and Reserve

Fox Award for Academic Achievement at the  
Montana Law Enforcement Academy

Exhibit #4

1-25-93

SR-2

RICK DAY

Department of Corrections and Human Services

442-7172 (Home)

444-3901 (Work)

The following is a list of legislators and former legislators who are familiar with Rick's work:

Senator Del Gage  
Senator John Harp  
Senator Bob Brown  
Senator Fred Van Valkenburg  
Representative Joe Quilici

The following is a list of State management employees who are familiar with Rick's work:



**N. Richard (Rick) Day**

**REFERENCES**

Jon Meredith, Assistant Administrator, Family Assistance Division, Department of Social and Rehabilitation Services, Room 205, SRS Building, 111 Sanders, Helena MT; Tel 444-4545

Ed Hall, Administrator, Crime Control Division, Department of Justice, Room 463, Scott Hart Building, 303 North Roberts, Helena MT; Tel 444-3604

Barry Michelotti, Sheriff, Cascade County, 325 Second Avenue North, Great Falls MT; Tel 761-6842

Bill Fleiner, Undersheriff, Lewis and Clark County, Law Enforcement Center, 221 Breckenridge, Helena MT; Tel 447-8232

Exhibit # 4  
1-25-93  
SR-2

**Montana Department  
of  
Fish, Wildlife & Parks**



Helena, MT 59620  
December 30, 1992

Senator Eleanor Vaughn  
Senate Administration Committee  
Capitol Station  
Helena, MT 59620

Dear Senator Vaughn:

I have been appointed by Governor-elect Marc Racicot to serve as Director of the Department of Fish, Wildlife and Parks.

Enclosed please find my resume for review and approval by the Senate Administration Committee.

If you need additional information, please contact me at 444-3186.

Thank you.

Sincerely,

Patrick J. Graham  
Director

PJG:mp

# RESUME

*Patrick James Graham  
Director,  
Montana Department of  
Fish, Wildlife and Parks*

SENATE STATE ADMIN.

EXHIBIT NO. 5

DATE 1-25-93

BILL NO. SR2

---

1420 East Sixth Ave.  
Helena, MT 59620  
(406) 444-3186

Age: 40

Wife: Gail, Art Teacher, Helena Middle School

Children: Brock, 7th grade; Kayla, 3rd grade

---

## ***Education***

B.S. Fish and Wildlife Management, Montana State University, 1975  
M.S. Fisheries Management, University of Idaho, 1977

## ***Experience -- Montana Department of Fish, Wildlife and Parks***

Deputy Director of Staff Operations, 1989 - Present  
Administrator, Fisheries Division, 1987-1989  
Chief, Fish Management Bureau, 1986  
Chief, Fish Research Bureau, 1983-1986  
Special Assistant to Associate Director, 1982-1983  
Fish and Wildlife Program Manager, 1980-1983  
Fish and Wildlife Biologist, 1977-1980

## ***Experience and Responsibilities as Deputy Director***

- Supervise Administrators of Fisheries, Wildlife, Parks, Enforcement, Conservation Education and Field Services Divisions, Legal Unit, Responsive Management Unit and Resource Assessment Unit
- Oversee development of programs, policy and strategic plans
- Legislative liaison and lobbyist
- Liaison with state and federal natural resource agencies on significant issues -- State Lands Access, Game Farming, Stream Access, State Water Policy

Issues, Clark Fork Lawsuit, Yellowstone Bison Management, Landowner/Sportsmen Relations Committee, etc.

- Coordinate Department Management Team -- Regional Supervisors, Division Administrators and other key staff
- Coordinate staff presentations to DFWP Commission
- Facilitated development of Department's Strategic Management Process

### ***Non-Profit Public Service***

Chairman, Helena Girls Soccer Association, 1991-present  
Board Member, Canyon Ferry Limnological Institute, 1989-1991  
YMCA Soccer Advisory Committee, 1984-1987  
Coach, Youth Sports, 1984-present

### ***Professional Boards and Committees***

#### **Regional/National**

Board Member, National Responsive Management Board, 1991-present  
International Association of Fish and Wildlife Agencies (IAFWA)  
Chairman, Columbia River Basin Resident Fish Committee, 1982-1986  
Chairman, Montana Fish, Wildlife and Hydropower Committee, 1981-1983  
Scientific Advisory Committee, Northwest Power Planning Council, 1981-1983  
Vice-Chair, Hydropower Assessment Committee, NWPPC, 1984  
Chairman, Western Regional Economic Values Committee, 1984-1985  
Member, Grants-In-Aid Committee, IAFWA, 1989-present

#### **Montana**

Chairman, Clark Fork Rehabilitation Advisory Committee, 1990-1991  
Member, Policy Committee - Clark Fork Natural Resource Damage Lawsuit,  
1990-Present  
Member, State Water Plan Advisory Committee, 1990-Present  
Member, Drought Advisory Committee, 1987-1991

### Professional Organizations

Western Division American Fisheries Society (AFS), 1975 - present  
Secretary/Treasurer, 1981-1982  
Nominated for President, 1984

Montana Chapter AFS  
Secretary/Treasurer, 1982-1982  
Vice President, 1982-1983  
President, 1983-1984

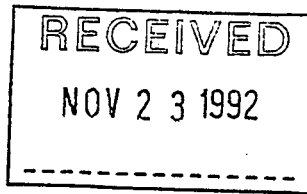
### ***Training***

Public Administration  
Systematic Development of Informed Consent  
Personnel Practices for Supervisors  
Marketing for Natural Resource Agencies  
Conflict Management and Communication  
Situational Leadership  
Principles of Management  
Media Relations  
Creative Problem Solving  
Advanced Recreation Economics

### ***Publications and Formal Presentations***

During the last ten years, I have authored over 60 publications and formal presentations. A list can be provided upon request.

7 David Court  
Helena, MT 59601



Governor-Elect Marc Racicot  
Justice Building  
215 North Sanders  
Helena, MT 59620-1401

Dear Governor-Elect Racicot,

I would like to convey my interest in the position of Director of the Montana Department of Fish, Wildlife and Parks. I want to clarify that I do not want to compete with the current Director, K. L. Cool. However, if you are considering other candidates, I have good leadership skills and qualities and considerable experience.

The prospect of working with a Governor who's vision includes "reinventing government" is exciting, both personally and professionally. I look forward to learning more about your vision for Montana.

I helped facilitate development of a strategic management process in our Department that models the key elements of mission-driven government. We have learned a great deal. We are now preparing for the next steps in the process.

The Director of the Department of Fish, Wildlife and Parks is a significant leadership position in Montana. If selected, I would tell the Department employees:

- I will listen
- I will lead with integrity and work to build trust and understanding
- I value diversity -- both ecologically and among people
- I will promote equity and maintain a level playing field
- I will work to ensure a balance between needs of family and the needs of the agency
- I believe the potential of the agency can only be reached if individuals are allowed to reach their own potential

I pledge my full support to whomever you select as Director. Good luck in your tenure as Governor.

Sincerely,

  
Patrick J. Graham

*Patrick J. Graham  
All in FWP*

## RESUME

*Patrick James Graham  
Deputy Director,  
Montana Department of  
Fish, Wildlife and Parks*

SENATE STATE ADMIN.

EXHIBIT NO. \_\_\_\_\_

DATE \_\_\_\_\_

BILL NO. \_\_\_\_\_

---

Home: 7 David Court  
Helena, MT 59601  
(406) 443-4022

Work: 1420 East Sixth Ave.  
Helena, MT 59620  
(406) 444-3186

Age: 40

Wife: Gail, Art Teacher, Helena Middle School  
Children: Brock, 7th grade; Kayla, 3rd grade

---

### **Education**

B.S. Fish and Wildlife Management, Montana State University, 1975  
M.S. Fisheries Management, University of Idaho, 1977

### **Experience -- Montana Department of Fish, Wildlife and Parks**

Deputy Director of Staff Operations, 1989 - Present  
Administrator, Fisheries Division, 1987-1989  
Chief, Fish Management Bureau, 1986  
Chief, Fish Research Bureau, 1983-1986  
Special Assistant to Associate Director, 1982-1983  
Fish and Wildlife Program Manager, 1980-1983  
Fish and Wildlife Biologist, 1977-1980

### **Current Experience and Responsibilities**

- Supervise Administrators of Fisheries, Wildlife, Parks, Enforcement, Conservation Education and Field Services Divisions, Legal Unit, Responsive Management Unit and Resource Assessment Unit
- Oversee development of programs, policy and strategic plans
- Legislative liaison and lobbyist
- Liaison with state and federal natural resource agencies on significant issues -- State Lands Access, Game Farming, Stream Access, State Water Policy

Issues, Clark Fork Lawsuit, Yellowstone Bison Management, Landowner/Sportsmen Relations Committee, etc.

- Coordinate Department Management Team -- Regional Supervisors, Division Administrators and other key staff (Attachment 1)
- Coordinate staff presentations to DFWP Commission
- Facilitated development of Department's Strategic Management Process (Attachment 2)

### ***Non-Profit Public Service***

Chairman, Helena Girls Soccer Association, 1991-present  
Board Member, Canyon Ferry Limnological Institute, 1989-1991  
YMCA Soccer Advisory Committee, 1984-1987  
Coach, Youth Sports, 1984-present

### ***Professional Boards and Committees***

#### **Regional/National**

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International Association of Fish and Wildlife Agencies (IAFWA)  
Chairman, Columbia River Basin Resident Fish Committee, 1982-1986  
Chairman, Montana Fish, Wildlife and Hydropower Committee, 1981-1983  
Scientific Advisory Committee, Northwest Power Planning Council, 1981-1983  
Vice-Chair, Hydropower Assessment Committee, NWPPC, 1984  
Chairman, Western Regional Economic Values Committee, 1984-1985  
Member, Grants-In-Aid Committee, IAFWA, 1989-present

#### **Montana**

Chairman, Clark Fork Rehabilitation Advisory Committee, 1990-1991  
Member, Policy Committee - Clark Fork Natural Resource Damage Lawsuit, 1990-Present  
Member, State Water Plan Advisory Committee, 1990-Present  
Member, Drought Advisory Committee, 1987-1991



### Professional Organizations

Western Division American Fisheries Society (AFS), 1975 - present  
Secretary/Treasurer, 1981-1982  
Nominated for President, 1984

Montana Chapter AFS  
Secretary/Treasurer, 1982-1982  
Vice President, 1982-1983  
President, 1983-1984

### *Training*

Public Administration  
Systematic Development of Informed Consent  
Personnel Practices for Supervisors  
Marketing for Natural Resource Agencies  
Conflict Management and Communication  
Situational Leadership  
Principles of Management  
Media Relations  
Creative Problem Solving  
Advanced Recreation Economics

### *Publications and Formal Presentations*

During the last ten years, I have authored over 60 publications and formal presentations. A list can be provided upon request.

### *References*

Keith Colbo, former member, Northwest Power Planning Council and former Director, Department of Fish, Wildlife and Parks, 443-4940  
Dennis Casey, Director, Department of State Lands, 444-2074  
Marshall Bloom, State Director, Trout Unlimited, 363-3485  
Errol Galt, Chairman, Fish, Wildlife and Parks Commission, 572-3312  
Karen Barclay, Director, Department of Natural Resources and Conservation, 444-6699  
Rich Day, Montana Wildlife Federation, 721-6705  
Jack Salmond, Chairman, Board of Livestock, 466-2815  
Ron Marcoux, Rocky Mountain Elk Foundation, 523-4500

# Montana Department of Fish, Wildlife & Parks



## DEPARTMENT MANAGEMENT TEAM RESPONSIBILITIES

May 26, 1992

The Department of Fish, Wildlife and Parks (DFWP) Management Team was created by the Director and is presently comprised of Division Administrators, Regional Supervisors and the Director's Office. The Management Team is supported by the Responsive Management Unit, Resource Assessment Unit and Legal Unit (see attached list).

This document reflects current thinking about this evolving and dynamic process. It will be reviewed, revised and reauthorized as needed.

The Management Team is responsible for five major areas: (1) develop Department goals and recommend priorities for new legislation and work proposals to the Director; (2) develop and monitor the Department's management process; (3) identify and define management and leadership skills and practices that need to be developed by the team as well as other levels of management in the organization; (4) review and recommend program needs, and (5) monitor and evaluate emerging issues and ongoing programs.

### 1. Priorities

The Management Team develops Department goals, updates them biennially and reviews them through public, employee, and Commission involvement every four to six years. The Management Team utilizes the Department's planned management system to determine the priority of legislative, capital and new work proposals to recommend to the Director each biennium. The Management Team annually reviews broad categories of existing work that cannot be accomplished with existing resources and recommends actions to the Director.

### 2. Management Process

The Management Team continues to develop an evolving management process to: (a) establish means and measures to monitor and evaluate progress toward achieving Department goals by the major Department work units; (b) review organizational structure and implement process to best meet Department goals; (c) communicate Department priorities and processes effectively within their respective work units; and (d) communicate with the public to ensure we are effectively meeting their needs.

3. Skills

The Management Team determines the key leadership skills needed to develop the type of organization described in our vision statement. We develop and practice leadership and management skills and provide opportunities for staff to develop those skills. The Management Team identifies barriers toward program thinking and teamwork and replaces the barriers with incentives.

4. Program and Policy Needs

The Management Team reviews the recommendations for new and modified programs and policies and works toward agreement on priorities and direction for programs and policies that will be developed. The division staff then develops the programs and policies and the regions implement them. Evaluation of implementation is ongoing by the Regional Supervisors. Each biennium, the division staff evaluates implementation and makes recommendations to Supervisors and Director's Office.

5. Emerging Issues

The Management Team periodically reviews emerging issues and trends that may affect the Department's current goals, programs, policies and operating environment and recommends a course of action. This will create a forum to evaluate new opportunities, and maintain the integrity of the management system to minimize management by crisis.

respons.mtm

SENATE STATE ADMIN.

EXHIBIT NO. 6DATE 1-25-93BILL NO. SR 2**RESUME****MARVIN W. DYE**

**Home Address:**  
2640 55th #10  
Missoula, MT 59802  
251-5378

**Work Address:**  
554 West Broadway  
Missoula, MT 59802  
728-4970

**EDUCATION**

Montana State University, 1973, Bachelor of Science in Accounting

**EXPERIENCE****DIVISION ADMINISTRATOR - Forensic Science Division, June 1989 to Present.**

As Division Administrator I am responsible for directing operations of the Division which includes the Office of The State Medical Examiner and the Criminalistics Laboratory. The Division provides for a statewide system of death investigations, forensic science training, and analysis of physical evidence submitted by coroners and state and local law enforcement officials. Autopsies are performed for coroners and tests and analysis are performed on firearms, toolmarks, hairs, fibers, paints, volatiles, drugs, blood, body fluids and tissues. The findings of these autopsies, tests, and analyses are communicated and interpreted to law enforcement and to finders of fact in a court of law.

**ACTING DIVISION ADMINISTRATOR - Crime Control Division, January 1989 to June 1989.**

This was a temporary appointment until the Board of Crime Control could complete its selection of an administrator. As the Acting Administrator, I was responsible for administering Division operations which included planning statewide systems improvements, Peace Officers Standards and Training, Crime Victims Compensation, Uniform Crime Reporting, Juvenile Justice Planning and Training programs, technical assistance support, five Federal grant programs, and the Board's legislative efforts.

**BUREAU CHIEF - Crime Control Division, March 1980 to January 1989.**

This position was multi-functional with responsibilities in financial management and budgeting, personnel management, program development, technical assistance, and systems development.

As Bureau Chief, my primary responsibility was supervising grant management, agency financial operations, personnel recruitment, and budget development.

My secondary responsibility was developing, coordinating and importing new programs such as Crimestoppers, Community Watch, Child Safety Fairs, and McGruff House; providing technical assistance to state and local criminal justice agencies in the area of crime prevention, management reviews, system development, record systems, microcomputers and local area networks; and, developing and importing automated criminal justice systems.

**AUDITOR - Crime Control Division, January 1974 to March 1980**

This position was responsible for performing fairly complex financial/compliance audits and management reviews of state and local government agencies receiving Federal grants.

I developed the policies and procedures for the Divisions audit function; performed audits of governmental agencies, private non-profit corporations and other contractors; and assisted the division in developing and revising it's financial and grant management policies and procedures.

**AUDITOR - Office of the Legislative Auditor, June 1973 to January 1974**

I performed program audits of state agencies and responded to legislative requests for special projects. Areas of concentration included reviews of insurance regulation in the State Auditors Office, University Foundation Programs, and milk price controls.

**ADDITIONAL EDUCATION AND TRAINING**

Basic Training for State Auditors - 80 hours - Interagency Audit Training Center, Washington, D.C.

Advanced Training for State Auditors - 40 hours - Interagency Audit Training Center, Washington, D.C.

Management by Objectives - 36 hours - Applied Management Corp. Denver, CO.

Transactional Analysis - 36 hours - Applied Management Corp. Denver, CO.

Understanding and Managing Government Data - 30 hours - Montana State University.

Creative Planning - 24 hours - Florida International University, Miami, FL.

Developing and Managing Crime Prevention Programs - 128 hours - National Crime Prevention Council, Washington, D.C.

Using Microcomputers in the Criminal Justice System - 16 hours - Search Group, Sacramento, CA.

**PERSONAL**

Born and raised in Northwestern Montana. I am married and have five grown children. My interests involve fishing, camping, computers, automobiles, and gardening. Former member of the Cut Bank Chamber of Commerce, United States Junior Chamber of Commerce, and Boy Scouts of America. Participated as an adult leader in Cub Scout and Boy Scouts, and coached Little League Baseball.

**MARVIN W. DYE***ADDITIONAL* 1959-1970

February, 1964 to  
May, 1970

BUSINESS OWNER/LESSEE - Continental Oil Company

I owned and operated a automobile service outlet that specialized in automotive maintenance and light repair. The facility was leased from Continental Oil Company.

1961 to 1964

DEPARTMENT MANAGER - Safeway Stores Incorporated

I worked in several areas of the retail food business and was specifically trained as a meat cutter. I worked at stores in Cut Bank, Kalispell, Polson, and was promoted to Meat Department Manager at Whitefish.

1959 to 1961

REPAIR TECHNICIAN

After high school, I worked in three different automobile repair businesses repairing and painting damaged automobiles and trucks.

Exhibit #6  
1-25-93  
SR-2

REFERENCES

MARVIN DYE

Department of Transportation  
458-9191 (Home)  
444-6201 (Work)

The following is a list of legislators and former legislators who are familiar with Marv's work:

Senator Del Gage  
Senator Tom Keating  
Representative Bill Strizich  
Representative Joe Quilici  
Representative Mary Lou Peterson  
Representative Norm Mills

The following is a list of State management employees who are familiar with Marv's work:

930 University Avenue  
Helena, MT 59601  
November 18, 1992

Governor-Elect Marc Racicot  
State Capitol  
Helena, MT 59601

SENATE STATE ADMIN.

EXHIBIT NO. 7

DATE 1-25-93

BILL NO. SRZ

Dear Marc:

Congratulations on your election to the highest office in the State of Montana. You will have many challenges and hard decisions to make about our great State of Montana. I wish you the very best success.

If you opt for a change in leadership in the Department of Military Affairs, I would like to be considered for the position of Adjutant General of the Montana Army and Air National Guard. Let me say at the outset that MG Gary C. Blair is my commanding officer, colleague and friend. I am loyal to him professionally and personally. If you decide that he will continue in his position, he will, of course, have my full support and continued service.

If, on the other hand, change is being considered, I should make you aware of my interest and qualifications. A resumé is attached that summarizes my military career. My experience and credentials make me well-qualified for this important position.

My affection for the Montana National Guard is the driving force behind my interest. Literally, my whole career has been in the Guard. I have had a variety of positions, from Pvt E-1 to my present assignment as Chief of Staff with the rank of Colonel. I have nine years enlisted service, two years in the Air National Guard, seven years in the Army National Guard, and 25 years commissioned service in the Army National Guard; I have been successful, whether leading or following.

I know from my 34 years in the Guard that it affects each and every one of us in Montana. Like many of our present government agencies, it needs dynamic and thoughtful leadership to carry it through the 1990's and into the next century. I can provide the interest, expertise and enthusiasm to help realize your commitment to prepare Montana for a new century.

As Chief of Staff, I manage and direct the administration, coordination, planning, development, execution and supervision of all ARNG programs. My leadership responsibilities must identify ARNG requirements, develop comprehensive plans, and negotiate for resources to support state goals and objectives and meet those established by the Department of Defense, Active Army and the National Guard Bureau.

My philosophy is mainly one of involvement. To me, it is vital to keep the Guard in a high state of readiness for our federal and state mission. This can only be accomplished by interaction with the people. Through realistic training, the soldiers and airmen are the ones who make it all come together through their dedication and hard work. Involvement

*Phonetic transcription of signature:*  
Phonetic transcription of  
Bill Blair,  
Adj. Gen.



Governor-Elect Marc Racicot  
November 18, 1992  
Page 2

with family and community, as well as ongoing concern for the environment, are also key issues as the National Guard moves ahead.

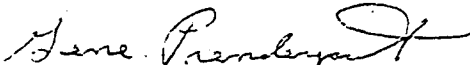
Recently, you were quoted, "I'm good at selecting and asking people to help—good people who can make a difference." I would make a difference to the Montana Guard and to the citizens of this state.

I would bring a "two-for-one deal" with my selection. I would select (and he has agreed to accept) COL Hal Stearns, Deputy State Area Command Commander, to become my Assistant Adjutant General for the Army. He is a "traditional" Guardsman who would bring a much-needed professional attitude to the Guard. He has an excellent variety of military experience. He is a natural communicator and mediator. He would serve you, me and the Guard with great caring and distinction. I am including his resumé.

The *Great Falls Tribune* quoted you on November 12: ". . .In the new administration I intend to appoint people who are compatible and qualified by reason of experience, competence, commitment and character." I believe I am the ideal person to answer that call for the Department of Military Affairs.

Thank you for your consideration of this letter of interest.

Sincerely,

  
Gene Prendergast

Amber #1  
1-25-93  
SR-2

Col. John E. "Gene" Prendergast

930 University  
Helena, Montana 59601  
(406) 442-9854

— Military Training —

- Senior Officer Judge Advocate General School, University of Virginia, 1991
- Senior Officer, Logistics, Maintenance Course, Fort Knox, Kentucky, 1986
- National Security Management Seminar Course, Helena, Montana, 1982
- Performance Appraisal System Workshop, Helena, Montana, 1980
- Command and General Staff College, Fort Leavenworth, Kansas, 1978
- Zero Base Budget Course, Little Rock, Arkansas, 1977
- Planning, Programming and Budgeting, Fort Benjamin Harrison, Indiana, 1975
- Ordnance Officer Advance, Aberdeen, Maryland, 1971
- Army Chemical, Biological, Radiological, Fort Lewis, Washington, 1970
- Civil Disturbance Leadership, Helena, Montana, 1968
- Ordnance Officer Basic, Aberdeen, Maryland, 1968
- ARNG Officer Candidate School, Helena, Montana, 1966-1967
- Finance NCO Course, Fort Benjamin Harrison, Indiana, 1965
- Wheel and Track Vehicle Mechanic, Fort Lewis, Washington, 1962
- Supply Specialist, Fort Eustis, Virginia, 1961
- Air Force Basic Training, Lackland Air Force Base, Texas, 1958

— Civillian/Military Technician Work Experience —

**Chief of Staff, Montana Army National Guard Rank: COL.**  
November 1990-Present

- Manage and direct administration
- Coordinate, plan, develop, execute and supervise all Army National Guard programs
- Leadership responsibilities include developing comprehensive plans, negotiating for resources to support State goals and objectives, and meeting the goals established by the Department of Defense, active Army, and the National Guard Bureau

**Director, Surface Maintenance, Headquarters, State Area Command**  
**Rank: LTC. and COL.**  
March 1980-November 1990

- Project Officer for Montana National Guard Maintenance shop construction with goal to replace nine old facilities. By 1990 all nine facilities were replaced successfully.
- Chairman, National Guard Bureau Maintenance Advisory Committee (MAC)
- Chairman, National Guard Bureau Construction Review Committee
- Member, RAND Corporation study-maintenance in the Army, Army National Guard, Army Reserve
- Director, M1 Tank Fielding Program; Project Officer, Armored Personnel Carriers and TOW vehicles
- Project Officer, fielding new DAS-3 computer system
- Chairman, Drug and Alcohol Abuse Program

— Civilian/Military Technician Work Experience —  
(continued)

**Training Administrator, Montana Military Academy** Rank: Major  
March 1978-March 1980

**Budget Officer, United States Property & Fiscal Office** Rank: CPT  
Fort Harrison, Montana  
November 1974-March 1978

**Accounting Technician, United States Property & Fiscal Office** Rank: 1LT  
Fort Harrison, Montana  
May 1972-November 1974

**Finance Specialist, United States Property & Fiscal Office** Rank: 1LT  
Fort Harrison, Montana  
May 1970-May 1972

**Time, Leave & Payroll Clerk, United States Property & Fiscal Office** Rank: 2LT  
Fort Harrison, Montana  
April 1965-May 1970

**Supply Clerk, United States Property & Fiscal Office** Rank: SP-5  
Fort Harrison, Montana  
March 1964-April 1965

**Fiscal Accounting Clerk, United States Property & Fiscal Office** Rank: SP-5  
Fort Harrison, Montana  
May 1963-March 1964

**Clerk Typist, United States Property & Fiscal Office** Rank: SP-4  
Fort Harrison, Montana  
April 1963-May 1963

**Automotive Mechanic, Field Training Equipment Concentration Site** Rank: SP-4  
Fort Harrison, Montana  
November 1961-April 1963

**Storekeeper, Field Training Equipment Concentration Site** Rank: PFC  
Fort Harrison, Montana  
December 1960-November 1961

**Bookkeeper, Union Bank, Helena, Montana**  
December 1958-December 1960

## — Army & Air National Guard — Military Career Assignments

Chief of Staff, Headquarters State Area Command (Col.), 1990-Present  
 Maintenance Management Officer, Headquarters, State Area Command (Col.), 1980-1990  
 Assistant Commandant, Montana Military Academy (Major), 1979-1980  
 Instructor, Montana Military Academy (CPT), 1978  
 Commanding Officer, 3669th Maintenance Company (CPT), 1974-1978  
 Shop Officer and Executive Officer, 3669th Maintenance Company (1LT), 1972-1974  
 Automotive Platoon Leader, 3669th Maintenance Company (2LT), 1968-1972  
 Shop Officer, 143rd Ordnance Company (2LT), 1967-1968  
 Finance Specialist, State Headquarters and Headquarter Det (SP5), 1963-1967  
 Automotive Repairman (SP4), 1961-1963  
 Supply Specialist (PFC), 1960  
 Personnel Specialist, Air National Guard (A/2C), 1958-1960

## — Awards & Decorations —

Legion of Merit  
 Meritorious Service Medal  
 Army Commendation Medal  
 Army Reserve Components Achievement Medal with 3 Oak Leaf Clusters  
 Armed Forces Reserve Medal with 1 hourglass  
 Army Service Ribbon  
 Army Reserve Component Overseas Training Ribbon  
 Montana Army National Guard Campaign Ribbon  
 Montana Service Ribbon with 4 Clusters  
 Montana Army National Guard Attendance Ribbon  
 Montana Army National Guard Physical Fitness Ribbon  
 Association of United States Army, Officer Candidate School Leadership Award

## — Community Service —

- Chairman, Helena Christmas Dinner for the Needy, 1987, 1988
- Coordinator, Montana ARNG Marathon Team, 1986-1988
- Chairman, Montana Army National Guard Special Olympic Committee, 1985, 1986
- Volunteer, Boulder River School and Hospital, 1979
- Organizer and supervisor, toy collection, Christmas seasons 1974-1978
- Chairman, all federal agencies in Lewis & Clark County, Combined Federal Campaign, 1976

## — Memberships —

National Running Association  
 Ancient Order of Hibernians  
 Special Olympics Committee, Montana Army National Guard  
 National Guard Association of the United States  
 Montana National Guard Association

— Education —

**Bachelor of Science** in General Studies, expected Spring 1993  
Liberty University, Lynchburg, Virginia

Western Montana College, Dillon, Montana, 1984-1990

Relevant Coursework:

Labor/Management Relations  
Personnel Management  
Organization/Management Theory  
Business Law I, II

**Additional Training:**

EEO Seminar for Managers/Supervisors, 1988  
Executive Seminar for New Managers, 1988  
Training Institute on Addictions, 1988, 1987, 1986  
Introduction to Microcomputers, 1985  
Basic Equal Employment Opportunity Counseling, 1976  
Individual, Family and Community Protection, 1965

— Personal —

Born (August 19, 1940) and raised in Helena, Montana

Married to Kathy Prendergast for 19 years

Two children: Kathryn (16) and John (9)

Interested in all sports, running, hiking, marathon racing and mountain biking

## REFERENCES

Major (ret) John Burnside Former Senior Army Adviser 1045 Erickson Helena, MT 59601	Work - 442-8006 Home - 458-9656
Major General (ret) John J. Womack Former Adjutant General MT ARNG 208 E. Bannack Dillon, MT 59725	Home - 683-5642
Major General (ret) James W. Duffy Former Adjutant General MT ARNG P O Box 961 Montana City Route Clancy, MT 59634	Home - 443-3789
Staff Sergeant Edna Cianciotto Administrative NCO Montana Army National Guard P O Box 4789 Helena, MT 59604-4789	Work - 444-0707 Home - 442-2537
W3 L. Edward Eschler Education Specialist Montana Army National Guard P O Box 4789 Helena, MT 59604-4789	Work - 444-7040 Home - 442-2923
Colonel Thomas Boggs Chief of Staff California National Guard 2829 Watt Ave. Sacramento, CA 95821-4405	Work - (916) 854-3190
Colonel Cliff Barkley Director, Surface Maintenance Texas National Guard P O Box 5218 Austin, Tx 78763-5218	Work - (512) 465-5194
Colonel Ted Carlson Chief, Information Systems Agency National Guard Bureau Washington, D.C. 20310-2500	Work - (703) 756-1578

# State of Montana

Stan Stephens, Governor



Department of Revenue

Denis Adams, Director

Natural Resource and  
Corporation Tax Division

December 28, 1992

Senator Eleanor Vaughn, Chair  
Senate State Administration  
251 Mahoney Road  
P.O. Box 45  
Libby, Montana 59923

SENATE STATE ADMIN.

EXHIBIT NO. 8

DATE 1-25-93

BILL NO. SR2

Dear Senator Vaughn:

As you know, I have been nominated by Governor-elect Racicot to become Director of the Department of Revenue.

I am looking forward to the opportunity to discuss my qualifications with your committee and have enclosed a copy of my resume for your information. I would be happy to provide any additional information you feel is necessary.

I look forward to meeting with you early in the legislative session.

Sincerely yours,

A handwritten signature in cursive script that reads "Mick Robinson".

Mick Robinson

cc: Sen. Jeff Weldon  
Sen. Jim Burnett  
Sen. Harry Fritz  
Sen. John Hertel  
Sen. Bob Hockett  
Sen. Henry McClernan  
Sen. Bob Pipinich  
Sen. Bernie Swift  
Sen. Larry Tveit

**MICHAEL J. ROBINSON**

413 South California  
Helena, Montana 59601  
Home: 406-443-5717  
Office: 406-444-3800

**PROFESSIONAL EXPERIENCE AND SKILLS**

**Management &  
Administration:**

- \* Division Administrator with the responsibility for managing a yearly budget of \$35,000,000.
- \* Advisory to various clients and boards of directors in the areas of office management, financial management and personnel management.
- \* Active involvement in managing a small business.

**Management  
Services:**

- \* Planning facilitator.
- \* Designed and implemented cost accounting systems.
- \* Supervised computer hardware and software installations.
- \* Assisted in financial analysis and planning.
- \* Taught continuing professional education courses in financial analysis.

**Auditing:**

- \* Audited a variety of for-profit and not-for-profit enterprises. Involvement included supervision of other auditing personnel and communication and reporting to management.

**Taxation:**

- \* Continuous involvement in tax planning and tax preparation for individuals, partnerships and corporations.

**Teaching:**

- \* Developed and presented continuing professional courses to Certified Public Accountants.

**Computers:**

- \* Familiar with accounting software applications for various industries as well as spreadsheet and word processing applications.



## HIGHER EDUCATION EXPERIENCE AND SKILLS

- Administration:**
- \* Chairperson - Faculty Assembly
  - \* Department Chairperson - administered the Department of Accounting, Business Administration and Economics.
  - \* Recruited full-time and part-time faculty members and expanded degree programs by twenty-five percent.
  - \* Member of various college wide administrative bodies i.e. Budget committee, Admissions committee, Faculty Welfare and Century Club.
  - \* Member Carroll College Continuing Education Committee.

**Classroom Teaching:**

- \* Taught undergraduate courses covering a variety of Accounting, Finance and Management Topics.
- \* Instituted CPA Review program
- \* Coordinated and taught courses in Small Business Entrepreneurship.

**Continuing Education:**

- \* Active member of organizational committee on continuing education.
- \* Participated as an instructor in a self supporting continuing education program for eight consecutive semesters.
- \* Designed and instituted a major in Public Administration as a result of marketing surveys conducted in conjunction with the continuing education committee.

**Communication:**

- \* Developed effective written and oral communication skills as a result of classroom teaching, instructing professional development courses and community involvement.

**Awards:**

1987 Burlington Northern Faculty Achievement Award

## EMPLOYMENT HISTORY

### Professional

- 1989 - Present Division Administrator, Central Services Division  
Department of Justice, Helena, Montana.
- 1978 - 1988 Maintained an active public accounting practice  
in conjunction with college teaching.
- 1974 - 1978 Progressed to the level of senior accountant with  
Galusha, Higgins & Galusha, a regional public  
accounting firm located in Helena, Montana.

### Academic

- 1985 - 1988 Assistant Professor, Department of  
Business/Economics, Carroll College,  
Helena, Montana.
- 1984 - 1985 Accounting Instructor, University of Maryland,  
European Division, Heidelberg, West Germany.
- 1978 - 1984 Chairperson and Assistant Professor, Department  
of Business/Economics, Carroll College,  
Helena, Montana.

## EDUCATION AND PROFESSIONAL CERTIFICATION

- MBA 1974 Washington State University, Pullman, Washington
- BA 1972 Accounting, Carroll College, Helena, Montana
- CPA 1974 State of Montana

## COMMUNITY INVOLVEMENT

- \* Treasurer and Director - Westmont
- \* Treasurer and Director local country club.
- \* Finance committee, building committee and council for local church.
- \* Participated in United Way and other city wide fund raising drives.
- \* Active in a variety of city sporting events.

Exhibit # 8  
1-25-93  
SR-2

REFERENCES

MICK ROBINSON  
Department of Revenue  
443-5717 (Home)  
444-2460 (Work)

The following is a list of legislators and former legislators who are familiar with Mick's work:

Attorney General Joe Mazurek - (444-2026)  
Representative Hal Harper  
Representative Mary Lou Peterson

The following is a list of State management employees who are familiar with Mick's work:

Mike Trevor, Administrator, Information Services Div. -  
(444-2700)  
Andy Poole - Acting Director, Department of Commerce -  
(444-3797)

(R)  
PAT

**LAURIE EKANGER**  
Box 27 Pinecrest  
Clancy, Montana 59634  
(406) 933-8327

RECEIVED  
DEC 03 1992

SENATE STATE ADMIN.  
EXHIBIT NO. 9  
DATE 1-25-93  
BILL NO. SR 2

**EXPERIENCE**

1985 to Present

Administrator, State Personnel Division, Montana State Department of Administration  
Supervisor for 38 employees. Manage personnel programs for 10,500 executive branch employees including collective bargaining, deferred compensation, life insurance, self-insured health and dental plan, job classification, personnel policy, training, EEO/AA, and state pay plans.

1982 to 1985

Administrator, Purchasing Division, Montana State Department of Administration  
Supervised 35 employees. Managed the purchasing of \$100,000,000 of state government supplies and services, central state warehouse and distribution of certain supplies, and disposal of surplus property. Rewrite state purchasing laws and regulations based on the American Bar Association Model Procurement Code.

1980 to 1982

Deputy Administrator, Employment and Training Division, Montana State Department of Labor and Industry  
Supervised 40 employees: hiring, firing, work plan approval, standard procedures, and coordination. Managed \$25,000,000 CETA program consisting of 12 grants and 50 subgrants, including audits, compliance, evaluation, and planning. Staffed state advisory council and local area advisory boards. Acted as administrator in his absence.

1975 to 1980

Various Positions in the Employment and Training Division of the State Department of Labor and Industry

Bureau Chief (1978-1980) - Supervised six professional staff; managed \$8,000,000 CETA training programs, eight grants, 28 subgrants, affirmative action, grievances, area advisory councils, and public information.

Employment and Training Supervisor (1977-1978) - Supervised three professional staff in program planning and grant writing.

Employment and Training Specialist (1975-1977) - Governor's Employment and Training Council. (This agency transferred to the Department of Labor and Industry from the Governor's Office and was renamed Employment and Training Division in July 1977.) Supervised one technical position, planned and wrote grants, developed program budgets, and analyzed proposals for funding.

*Ekanger, Laurie  
Gov - Labor*

## 1974 - 1975

Research Analyst - Human Services Planning and Research Project (Governor's Office). Inventories human services agencies, researched and reported on alternative intake and delivery systems and wrote grants.

## 1968 - 1974

Various - Eligibility Worker, Idaho Public Assistance; Research Assistant, Smithsonian Institution; Clerical and Technical positions with Lane County Oregon Assessment and Taxation; Columbia University East Asian Library; St. Olaf College.

## COUNCILS AND BOARD MEMBERSHIPS

State Employee Group Benefits Advisory Council (Chair. 1985 to Present)  
Management Development Advisory Council (Chair. 1985 to Present)  
Incentive Awards Advisory Council (Chair. 1985 to Present)  
Local Government Education Council (1988 to Present)  
Public Employees' Retirement Board (1988)  
Governor's Health Care Cost Containment Advisory Council (1987 to 1989)  
Montana Vocational Education Planning Council (1980 to 1982)  
Montana Advisory Council for Vocational Education (1980 to 1982)  
Governor's Interdepartmental Coordinating Committee for Women (1978)

## EDUCATION

1971 - 1973 University of Oregon - B.A. English  
1970 Columbia University  
1967 - 1969 St. Olaf College  
1963 - 1967 High School, Caldwell, Idaho

## WORK RELATED TRAINING

A number of courses in personal computers and personal computer programs such as LOTUS and WordPerfect.

A number of management, planning, and budgeting courses.

Accredited as a Certified Public Purchasing Officer (C.P.P.O.) by the National Institute of Governmental Purchasing (1985)

U.S. Department of Labor, Grievance Arbitration Seminar (1979)

LAURIE EKANGER  
Department of Labor and Industry  
933-8327 (Home)  
444-3555 (Work)

The following is a list of legislators and former legislators who are familiar with Laurie's work:

Senator Harry Fritz  
Senator Larry Tveit  
Senator Gerry Devlin  
Senator Chuck Swysgood  
Representative Joe Quilici  
Representative Mary Lou Peterson  
Representative Jan Brown  
Representative Vicki Cocchiarella

The following is a list of legislative staff who have worked with Laurie:

Scott Seacat - (444-3122)  
Terry Cohea - (444-2986)

The following is a list of former Department heads who are familiar with Laurie's work:

Dave Fuller - (449-3865/work) or (443-2028/home)  
Dave Hunter - (458-5736)  
Ellen Feaver - (442-1040/work) or (442-6121/home)  
Bob Marks - (933-5589)



November 13, 1992

Governor Elect Marc Racicot  
Capitol Station  
Helena, MT 59620

SENATE STATE ADMIN.  
EXHIBIT NO. 10  
DATE 1-25-93  
BILL NO. SR2

Dear Marc,

Once again I congratulate you on your victory. My wife and I have discussed it and we would be honored to be part of your team in Helena. The state is at a crossroads and you will be deciding which road we will take and we would like to be part of that.

I have received numerous calls from people across the state mainly from agricultural backgrounds. They, as well as I feel that I could serve you very well as Director of Agriculture. Five generations of my family have been ranching in southeast Montana. I have been an administrator of a government agency now for three years and, in the past I have worked with all the agriculture groups across the state.

I feel that my background as a rancher, a legislator, a senate staffer and as the U.S. Marshal would serve me well as your Director of Agriculture.

One other area that I believe I could support you in is the legislature. I served two terms in Helena and I was a member on the Taxation, Judiciary, Agriculture, Natural Resources and Fish and Game Committees. I work well with both sides of the aisle. Evidence of my relationship with the Democrats was the numerous Democratic legislators that sent letters of support to the U.S. Senate during my Senate Confirmation hearings to become Marshal.

In closing, I feel I would serve you well.

Sincerely,

Leo A. Giacometto

Enclosure: Resume

*Giacometto, Leo  
Victor P. Og*



LEO A. GIACOMETTO  
ALZADA, MT 59311

SENATE STATE ADMIN.

EXHIBIT NO. \_\_\_\_\_

DATE \_\_\_\_\_

BILL NO. \_\_\_\_\_

**WORK EXPERIENCE:**

1990 - Present	U.S. Marshal for Montana
1982 - Present	Owner, Manager of a Ranch at Alzada
1984 - Present	Captain in Montana National Guard Commander of Malta-Glasgow Units
1988 - 1990	Executive Assistant U.S. Senator Conrad Burns
1986 - 1990	State Representative District 24
1984 - 1986	Carter County Justice of the Peace
1980 - 1982	Military Policeman U.S. Army

**EDUCATION:**

- Graduate of the Montana Military Academy
- Certificate of Training in Total Quality Management
- Several Certificates of Training from the Montana Supreme Court
- Graduate of the U.S. Army Military Police Academy
- Graduate of Numerous Law Enforcement and Military Courses

**PAST BOARDS:**

- U.S. Marshal Service Marshal's Evaluation Board
- Vice Chairman Montana Muscular Dystrophy Association
- Director Carter County Stockgrowers
- Director Montana Magistrates Association
- Director Tri-State Farmers & Ranchers Cooperative Grain Elevator and Mill

**HONORS:**

1991	Rated as one of the Outstanding Marshals in the U.S. First Montana Marshal to receive the award in over 20 years.
1986	Honor Graduate Montana Military Academy



exhibit # 10  
1-25-93  
SR-2

LEO A. GIACOMETTO  
ALZADA, MONTANA 59311

REFERENCES

Bill Walker  
Carter County Undersheriff  
Alzada, MT 59311  
Phone: 828-4520

Jim Roche  
Deputy Director, U.S. Marshal Service  
600 Army Navy Drive  
Arlington, VA 22202-4210  
Phone: 202-307-9023

Larry Pilster  
Rancher  
Alzada, MT 59311  
Phone: 828-4473

Bill Ware  
Chief, Helena Police Department  
221 Breckenridge Avenue  
Helena, MT 59601  
Phone: 447-8479

Mike Cooney  
Secretary of State  
Capitol Station  
Helena, MT 59620  
Phone: 444-2034

Conrad Burns  
U.S. Senator  
183 Dirksen  
Washington, DC 20510  
Phone: 202-224-2644

Exhibit # 11  
1-25-93  
SR-2

DEPARTMENT OF  
SOCIAL AND REHABILITATION SERVICES



STAN STEPHENS  
GOVERNOR

JULIA E. ROBINSON  
DIRECTOR

STATE OF MONTANA

P.O. BOX 4210  
HELENA, MONTANA 59604-4210  
(406) 444-5622

December 31, 1992

Senator Eleanor Vaughn, Chair  
State Administration Committee  
Montana State Senate  
Capitol Station  
Helena, MT 59620

Dear Senator Vaughn:

As Governor Racicot's nominee for Director of the Department of Family Services, I would like to pledge my cooperation during the confirmation process. It is my understanding that you have received my résumé and other background material from the transition office. If additional material is desired, please feel free to contact me at the Department of Family Services (444-5902) or at my home (443-0106).

I would also like to offer as references the names of four legislators who are familiar with both my work and approach to legislative issues. Representative John Cobb and Senator Tom Keating are individuals who are familiar with my work on appropriation matters. Both of these men have worked with me as Deputy Director of the Department of Social and Rehabilitation Services in policy analysis and fiscal matters.

Representative Rolph Tunby served as liaison to the Governor's Office on Aging during my tenure as Aging Coordinator and carried legislation for the office.

Finally, Senator Dorothy Eck served with me on the Health Care for Montanans project and has collaborated on other human service issues.

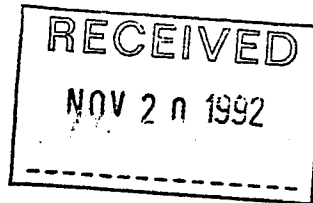
I believe these legislators could provide you with a good overview of my past performance. Early in this session I will speak with you about the confirmation process. Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Hank Hudson".

Hank Hudson  
Director Designee

cc Pat Lopach



November 19, 1992

Governor-elect Marc Racicot  
Transition Office  
Capitol Station  
Helena, MT 59620

Dear Governor-elect Racicot:

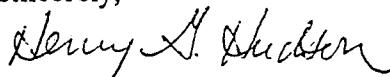
Please accept the attached resume as my request to be considered for positions within your administration. I am specifically interested in serving as the Director of the Department of Family Services.

During 1990 I served as the Acting Director of this Department. Since that time I have remained informed and involved in issues before the Department and believe that I can offer the leadership required to move these programs forward.

The attached resume lists references knowledgeable of my recent work. However, I encourage you, without reservation, to contact any of my past or present co-workers and supervisors.

Thank you for the consideration. I look forward to working with your administration.

Sincerely,

  
Henry G. Hudson

*Hudson, Henry  
Dir. AFS*

Exhibit # 11  
1-25-93  
SR-2

RESUME

Henry G. Hudson  
Box 742, Jackson Creek Road  
Clancy, Montana 59634  
443-0106 (h) 444-5622 (w)

SENATE STATE ADMIN.  
EXHIBIT NO. 11  
DATE 1-25-93  
BILL NO. SR2

EDUCATION

Masters of Public Administration  
Montana State University, Bozeman, Montana , 1984

M.S. Degree, Secondary Education  
Southern Oregon State College, Ashland, Oregon, 1979

B.S. Degree, Social Science, Secondary Education  
University of Oregon, 1975

Graduate of Medford High School, Medford, Oregon, 1970

HONORS

Outstanding Student, Masters of Public Administration Program  
Montana State University, 1984

First Montana Participant, Presidential Management Internship  
Program, 1984

EXPERIENCE

Deputy Director, Department of Social and Rehabilitation Services,  
State of Montana  
March, 1992 - Present

Overall department guidance, supervision and leadership in support of the Director.

Administrator, Governor's Office on Aging  
1989 - March, 1992

Responsible for policy development, analysis, management and legislative liaison in areas  
concerning older Montanans. Member of Human Services Subcabinet.

Page two

**Acting Director, Department of Family Services, State of Montana**  
1990

Responsible for children's services agency and development of reorganization plan.

**Governor's Aging Coordinator, State of Montana**  
1988 - 1989

Advised Governor on issues affecting older Montanans.

**State Legal Services Developer, Aging Services Bureau, State of Montana**  
1985-1988

Management of grant program providing legal assistance to at-risk elderly.

**Presidential Management Intern, National Aeronautics and Space Administration, Washington, D.C.**  
1984-1985

Involved in policy development regarding personnel, procurement and budgeting.

**Intern, State Personnel Division, Department of Administration, State of Montana**  
1983

**Teaching Assistant, Montana State University, Political Science Department**  
1983-1984

**Educator, Secondary Social Studies, Science, Literature**

Gallatin Gateway, Montana 1980-1982  
Minto, Alaska 1979-1980  
Butte Falls, Oregon 1975-1977

**Administrator, CETA Youth Program, Medford, Oregon**  
1978

**REFERENCES**

Governor Stan Stephens  
Office of the Governor  
Capitol Station  
Helena, MT 59620

Ms. Kelly Moorse, Executive Director  
Mental Disabilities Board of Visitors  
Capitol Station  
Helena, MT 59620

Herbert George, Attorney  
2000 Broadway  
Helena, MT 59601

Mr. Doug Blakley, State Ombudsman  
Governor's Office on Aging  
Capitol Station  
Helena, MT 59620

SENATE STATE ADMIN.

EXHIBIT NO. 12

DATE 1-28-93

CALL NO. SRZ

VITA

PETER S. BLOUKE

Peter S. Blouke, Ph.D  
1500 Mt. Helena Drive  
Helena, MT 59601

Telephone (406) 442-9135

Personal Data

Sex: Male  
Born: April 13, 1942  
Marital Status: Married, Two Children

Education

B.S. Livingston University, 1969  
M.A. University of Alabama, 1970  
Ph.D. University of Alabama, 1972  
Major: Experimental Psychology  
Minor: Mental Retardation, Child  
Development

Postdoctoral University of Alabama, 1974-75  
Clinical Psychology

Internship Veterans Administration, Bay Pines, Fla.  
1975-1976

Significant Professional Management Seminar for Residential Programming,  
University of Alabama

Executive Management Seminar,  
University of Alabama

Program Evaluation,  
Staff College of NIMH

Inter-institutional Collaboration,  
Harvard University

## Honors

University of Alabama: Fellow, Mental Retardation Program  
PHS Grant # HD124-04

Livingston University: Outstanding Alumnus, 1974

Outstanding Young Man in America, 1974

Resolution of Appreciation, Alabama Board of Mental Health, 1975

Annual Achievement Award for State Mental Health Programs, Montana 1979

Selected Marquis Who's Who in America, 42 edition 1981-82

Nominated Outstanding Hospital Board Trustee, 1991

## Employment

Coordinator, West Alabama Developmental Center and acting Superintendent  
Partlow State School and Hospital  
December, 1971 - May 1972

Partlow was a 2,000 bed institutional hospital for the developmentally disabled. As chief executive officer, i was responsible for the supervision of 850 professional and paraprofessional staff including physicians, psychologists, social workers as well as administrative and support personnel. as the state's single public residential facility for the developmentally disabled, patients at the facility encompassed the entire spectrum of disabilities from those requiring minimal supervision and special education programs tot he profoundly retarded maintained in the life support environment of an intensive care setting. The extreme scarcity of professional and material resources necessitated innovative programs as well as a high degree of refinement in crisis management techniques. My tenure coincided with the first federal right-to-treatment suit, Stickney Vs. Wyatt, and my participation in this landmark court case provided a valuable and unique experience as well as considerable acceleration to my professional growth.

Superintendent, Albert P. Brewer Developmental Center  
June, 1972 - August 1974

The Albert P Brewer Developmental Center was a new 250 bed residential facility for developmentally disabled. Initial responsibilities included recruitment of all professional and para professional staff, establishment of institutional policies and procedures, design and purchase of facility equipment, and general management and operation of the Center. When I left, i felt the Center's programs could serve as an institutional model for other

state programs. Programs were in substantial conformity with Joint Commission on Accreditation of Residential Facilities for the Mentally Retarded and closely approximated the court requirements of the Stickney Vs. Wyatt decision.

Clinical Consultant, Northwest Alabama Mental Health Center  
November 1974 - April 1975

While attending graduate school, I was employed three days per week as a clinical psychology consultant to a regional community mental health center. Duties included psychological testing, psychotherapy, drug and alcohol counseling, staff training, and development of Center clinical policies and procedures.

Program Evaluator, State of Montana, Department of Institutions  
August 1976 - December 1978

primary responsibility was for development and implementation of a statewide evaluation protocol for community based mental health programs. Additionally, i was responsible for ongoing monitoring of the fiscal and program aspects of the state's deinstitutionalization program including liaison between community mental health centers and the state hospital, contract negotiation, program evaluation, and development of a statewide management information system. Less clearly defined but also significant were the inevitable responsibilities informally assumed as a consequence of working as a member of a small central office staff in a state with rapidly expanding mental health programs - e.g., standards development, budget allocation, crisis mediation.

Administrator, Mental Health and residential Services Division,  
Department of Institutions.  
January 1979 - April 1982

As administrator of the Mental Health and residential Services Division, I was directly responsible for operation of six state institutions and administratively responsible for coordination of the statewide community mental health programs. The six institutions included state facilities for the mentally ill, developmentally disabled, alcohol and drug addicted, and geriatric populations. A non-exhaustive list of duties associated with the division's operation included: standards and policy development, establishment of direction and priorities for the division, coordination of resource allocation, coordination of the Division's interaction with other state and public agencies, coordination of long-rang planning and facility use, budget preparation and defence before legislative committees, supervision of central office staff, and the inevitable crisis intervention associated with state



operated institutional programs.

Administrative officer, Mental Health and Residential Services Division,  
Department of Institutions  
June, 1982 - April, 1984

Principle responsibilities of this position were overall short range and long range planning for mental health and residential services administered by the Division. In addition to the planning associated with institutional and community based programs, a major new responsibility was the assessment and realignment of Montana's service delivery system for emotionally disturbed children. Not unlike other states, Montana's emotionally disturbed are served by a broad array of state agencies often with conflicting state and federal regulations. Coordination of services presented a significant challenge. A second major responsibility was the preliminary program design for a new 60 bed facility for seriously emotionally disturbed adolescents. My involvement with the new facility included organization of the facilities initial staffing, writing the policy and procedures manual, and ensuring coordination with existing community programs and other state agencies.

Senior Analyst, Legislative Fiscal Analyst's Office  
April 1984 - July 1989

As Senior Analyst for the state's human service programs, I was directly involved in the overall development, coordination, and monitoring of legislative appropriations for three state agencies: the Department of Labor and Industry, the Department of Health and Environmental Sciences, and the Department of Social and Rehabilitation Services. Included in the budget analysis and program review were the state's medicaid program, Aid to Families With Dependent Children, Foster Care, support services for the elderly, services for the developmentally disabled, health planning, certificate of need, and health care licensing and certification. In addition to the detailed fiscal analysis of agency budget requests, the position required a thorough understanding of the departmental programs, operations, and their potential impact on private health care providers. Due to the diversity of the programs within each state agency as well as overlap of programs between agencies, I had an opportunity to interact with both the public and private components of Montana's health care system from an unusually broad perspective. Working as staff to the legislature, the job also required an ability to work within both the formal and informal network of the legislative process. My experience as a fiscal analyst combined with my previous experiences in program administration gave me a keen appreciation of the difficulty in balancing health care needs with the fiscal realities of available public resources.

Deputy Director, Department of Social and Rehabilitation Services  
July 1989 - August 1991

As Deputy Director of one of the state's largest agencies, I was responsible for a wide variety of issues that directly effected the health and welfare of literally thousands of Montana citizens. I was intimately involved in the development, implementation and monitoring of policy decisions for all of the programs administered by the Department including the medicaid program, Aid to Families with Dependent Children, community based services for the developmentally disabled, vocational rehabilitation services, the state General Assistance and State Medical programs, Low Income Energy Assistance Program, Community Services Block Grant Program, and a number of other state and federal programs designed to assist low income and/or disabled persons. In addition to my involvement with the service programs, I was also responsible for the support operations of the department including development of the department's budget, presentation and defence of the budget request before the legislature and monitoring ongoing expenditures.

Assistant To The Director, Dept of Health and Environmental Sciences  
August 1991 - January 1993

As Assistant to the Director at the Department of Health and Environmental Science my primary responsibilities were in the area of departmental organization, policy development and budgeting. While I had substantial involvement with many of the on-going health issues of the Department, the major portion of my time was spent on environmental concerns. A major organizational issue I dealt with was the supervision and reorganization of the Department's legal services from a completely centralized to a modified decentralized system. In addition to day-to-day administrative activities, I also served as the Department's representative on the Petroleum Release Compensation Board.

### Professional Membership

Alabama Association of Retarded Children (Executive Committee  
1973-1975)  
Alabama Special Olympics (Executive Committee 1973)  
Council for exceptional Children  
Gordon Smith Center (Board of Directors 1972-74)  
Group Aid For Retarded Children (Board of Directors)  
Mobile Psychological Association (first president, 1974)  
Easter Seal Society Advisory Committee  
Governor's Interagency Committee for Handicapped Children  
(Vice-chairman 1980 - 81)  
Montana University Affiliated Programs, (Policy Board Chairman  
(1982)  
Board of Directors, St. Peter's Hospital (1986 - present)

Montana Petroleum Release Compensation Board (1992)

Publications

Gallagher, J.W., Kistler, D., Blouke, P. Types of Mixed Lists and Paired-Associate Learning. American Journal of Mental Deficiency.

Baummeister, A.A., Blouke, P. Response pretraining in Subject-paced Paired-Associate Learning. Journal of General Psychology, 1974, 91, 245-249.

Blouke, P. Drachman, D. Rural Mental Health Planning. New Directions for Mental Health, 1981, 9, 85-90.

Papers Presented

Gallagher, J.W., Muma, J., Blouke P. Recall of seven types of kernel sentences with institutionalized retardates. Southeastern Psychological Association: 1971.

Blouke, P. Mulhern, T. Community Commitment - is it realistic? Southeastern American Association of Mental Deficiency: 1973.

Blouke, P. Mental health service delivery in a rural state. Symposium on Rural Mental Health, University of Wisconsin: 1978

Blouke, P. Anderson, D. Cooperative interagency residential placement of SED youth. Northwest Regional Conference for Emotionally Disturbed Children and Youth: 1983.

Blouke, P. Briggs, D. Cutback management. Region VIII CMHC Annual Conference: 1984.

Television

Moderator/host for series of 3 half hour programs; Issues in Mental Health. KTVG, Helena Montana: 1984.

PETER S. BLOUKE

Department of Social and Rehabilitation Services

442-9135 (Home)

444-5622 (Work)

The following is a list of legislators and former legislators who are familiar with Peter's work:

Senator Dorothy Eck  
Senator Ethel Harding  
Senator Tom Keating  
Senator Dennis Nathe  
Senator Mignon Waterman  
Representative Francis Bardanouve  
Representative John Cobb  
Representative Larry Grinde  
Representative John Mercer  
Representative Carolyn Squires

The following is a list of State management employees who are familiar with Peter's work:

DATE 1-25-93

SENATE COMMITTEE ON State Administration

BILLS BEING HEARD TODAY: SR 2

Name	Representing	Bill No.	Check One	
			Support	Oppose
Janet Ellis	MT Audubon	SR2	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Jim Jensen	WEC	SR2	<input checked="" type="checkbox"/>	<input type="checkbox"/>

VISITOR REGISTER

PLEASE LEAVE PREPARED STATEMENT WITH COMMITTEE SECRETARY