

## MINUTES

North Dakota Atmospheric Resource Board

June 25, 2001

The telephone conference call meeting of the Atmospheric Resource Board was called to order by Chairman James Haaland at 8:00 a.m. CDT, June 25, 2001. Members participating were Mr. Haaland, Judith DeWitz, William Geiger, Hattie Melvin, Jay Sandstrom, Dale Frink, Gary Ness, and Steven Weber.

Staff members participating were Darin Langerud, Director; LeNor Dollinger, Business Manager; Dawn Feist, Project Assistant; and Aaron Gilstad, Chief Meteorologist.

### MINUTES

Jay Sandstrom moved the minutes of the April 3, 2001 meeting be approved as distributed. Second by Judith DeWitz. Motion carried.

### STATE ENGINEER

Darin Langerud announced that Dale Frink had been named the State Engineer for the ND State Water Commission. Congratulations were offered.

Mr. Frink thanked the board for their good wishes and stated he looked forward to working with the Atmospheric Resource Board.

### FINANCIAL STATUS REPORT

LeNor Dollinger reviewed the financial status report for the period ending May 31, 2001. Ms. Dollinger stated the board's financial status was good at this point in the biennium and will close the biennium the end of June with little general fund remaining. There were no questions.

### ND CLOUD MODIFICATION PROJECT

Darin Langerud reviewed the numbers of flight hours flown on the project through June 15. He noted that both District Operations Advisory Committees have suspended rain enhancement flights due to moisture conditions in the districts. Mr. Langerud reported on visits made by himself, LeNor Dollinger, and Aaron Gilstad to all projects sites June 20, 21, and 22.

### SALARY & COMPENSATION ISSUES

Jay Sandstrom referred the board to a letter he had mailed to them dated June 15, 2001, (copy attached to official minutes) regarding staff compensation for additional workload and responsibility during the period of time that the positions of director and chief

meteorologist were vacant. He stated he believes it is the right thing to do to offer compensation in cases like we experienced.

There was considerable discussion on the issue.

Jay Sandstrom moved to compensate LeNor Dollinger and Darin Langerud in the amount of \$2,310 each and Dawn Feist the sum of \$770 for workload adjustment for a four-month period. Second by Gary Ness.

Chairman Haaland called for further discussion.

Dale Frink stated he would vote against the motion. While he said a case could be made for extra hours put in by Darin and LeNor, Dawn is an hourly employee and was paid for whatever hours were worked.

Jay Sandstrom agreed this was a point well-taken.

Judith DeWitz moved to amend the motion to exclude Dawn Feist from the one-time workload adjustment. Second by Hattie Melvin.

There was discussion regarding the amended motion.

Chairman Haaland called for the vote on the amended motion. There were seven aye votes. There were no nay votes. The motion on the amendment carried.

Chairman Haaland called for further discussion. Being none he called for a vote on the motion, as amended, which is:

Jay Sandstrom moved to compensate LeNor Dollinger and Darin Langerud in the amount of \$2,310 each for a one-time workload adjustment for a four-month period. Second by Gary Ness.

The vote was as follows: Judith DeWitz, nay; William Geiger, aye; Hattie Melvin, aye; Jay Sandstrom, aye; Dale Frink, nay; Gary Ness, aye; Steven Weber, aye. The motion, as amended, passed with 5 aye votes and 2 nay votes.

#### FLIGHT AUTHORIZATION REQUESTS

Darin Langerud reported two requests for flight authorization. One request is from a reporter/photographer representative of KXMC-TV, Minot, to film operations for a report on the project, and the other request is from Dan Noah the Warning Coordinator Meteorologist at the National Weather Service Office in Bismarck.

Gary Ness moved to approve authorization for a representative of KXMC-TV, Minot; and Dan Noah, National Weather Service, Bismarck, to fly on an operations project flight. Second by Jay Sandstrom. A roll call vote was 7 aye and 0 nay. The motion carried.

BOARD APPOINTMENTS

Darin Langerud stated there are three terms of office of board members that will expire on June 30. There are James Haaland, District II; Hattie Melvin, District IV; and William Geiger, District VI. Mr. Langerud commented the staff has been communicating with Governor Hoeven's office regarding these appointments and also an appointment to fill the vacancy created by the resignation of Joe Porten. It was noted James Haaland does not wish to be considered for reappointment. The staff will keep the board informed regarding future appointments.

WEATHER MODIFICATION INTEREST IN OTHER COUNTIES

Darin Langerud reported he attended meetings in Stark County June 5<sup>th</sup> and June 19<sup>th</sup> to provide information to the County Commission, Water Resource Board, and other interested persons regarding a cloud modification program. Mike Dwyer also attended the meetings and will follow up with further correspondence and information to the Stark County Commission on costs, etc.

MONTANA ENVIRONMENTAL IMPACT STATEMENT

Darin Langerud reported the William County Commission through the Williams County Weather Modification Authority recently voted to approve \$5000 for this year for funding work on the environmental impact statement in securing the Montana License and Permit. Mr. Langerud stated staff will meet with legal counsel later this week in an attempt to move forward with this effort.

OTHER BUSINESS

LeNor Dollinger stated she has been in contact with Mary Cichos over the past few weeks as Mary has kept her informed as to her husband Dave's health. Ms. Dollinger stated this is the reason Ms. Cichos has been unable to participate in the last few board meetings.

Being no further business, the meeting adjourned.

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MARY CICHOS, SECRETARY

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JAMES HAALAND, CHAIRMAN

Transcribed by LeNor Dollinger

Jay Sandstrom  
3060 94 Ave. NW  
New Town, ND 58763

June 15, 2001

Members of the Atmospheric Resource Board  
900 E Boulevard Ave Dept 410  
Bismarck, ND 58505-0850

Dear Members of the Atmospheric Resource Board:

**subject: staff compensation for additional workload and responsibility**

I think it is safe to say that the main reason for the upcoming telephone conference call is due in large part because of an issue that I felt should be addressed in wake of last falls resignation of Bruce Boe. The item that I bring before you in this correspondence is regarding consideration of additional compensation for the remaining staff as Bruce's departure did in fact increase the work load for Darin, LeNor and Dawn during the four months we were without the position filled. With this in mind I will proceed with thoughts I have regarding consideration for the additional compensation.

First of all, I believe that it is within our power as a Board to consider and issue just compensation to our employees at such times that we deem it necessary and or considerate. We are restricted however to such consideration only when funds are available and in the present situation there appears to be that availability of funds. Also, with the coming of the new biennium, I think it would be a good time to consider this issue rather than carry over the funds. The expense was incurred in the current biennium so it only makes sense to deal with it in this year's business.

Having had some experience on both sides of similar issues in the past, I believe it is the right thing to do to offer compensation in cases like we experienced here at the ARB. It does a lot for morale and I believe dedication like that which the staff exerts during times of added workload and responsibility should not go without at least a token of appreciation. A thank you is nice but in this situation it is not just compensation.

The problem I have though is in answering the question, "What is just compensation." Living in this depressed farm economy where a small amount of money is harder to come by than a much larger amount a few years ago, I find myself in a position of possibly embarrassing myself by even making an offer! I hope that other members of the Board will feel free to jump in and modify anything I bring forward. I have tried to rationalize some magical formula but to no avail. There is no precedence avail to me so I proceed with a mere shot in the dark.

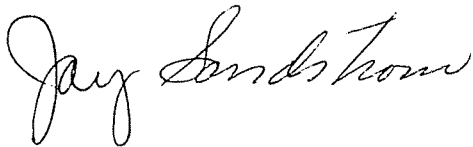
I believe that the ARB has been operating short handed for many years so I am certain that the remaining staff was in no way able to pick up all the slack that the Director left behind. Additionally, while it was fortunate that the vacancy took place during the so-called off-season and not during the operation season, the empty seat in the office did have quite an impact on the rest of the staff. The question is how much? To open the door for discussion, I believe that the remaining staff had to prioritize the workload that was ordinarily in the job description of the Director and they had to pick up at least 25% of what the director would have done. With that in mind, since the vacancy was over of a period of 4 months and 25% of 4 is 1, I would take one month of the salary that the Director was being paid and appropriate it to the remaining staff. I further deduct that LeNor and Darin would share an equal time and responsibility while Dawn would have a lower degree of workload and responsibility. Since Dawn is typically part time during this time of year and paid an hourly wage, she more than likely would have been paid for more hours worked but leaving open the added responsibility factor. For that I pulled out a factor of 1/3 of the added workload and responsibility for Dawn that was designated for LeNor and Darin. So...to bring this to some sort of finality, my suggestion would be to divide \$5390(approx. 1 month director salary) and appropriate it as follows: LeNor and Darin each \$2310 and Dawn to receive \$770.

As I stated earlier, I believe that the staff has been working shorthanded for many years and their dedication has basically gone unrecognized for many, many years. I think a small token of our appreciation for their dedication over the past months is the least that we can do and the financial opportunity is there without causing any financial distress elsewhere in the budget.

I thank you for your time and consideration and please understand too, that the efforts I have expended here have been done without any help or suggestion of the staff involved. They are professional and honest enough to have wanted to stay out of this completely and I have tried to honor that request as best I could. They did know of my thoughts regarding this issue since my mention of it back in December or January but they have steered clear except to answer questions I had regarding financial position of the ARB budget.

I am looking forward to discussing these and other issues with all of you on Monday. Hope the rains were timely and amounts not in excess!!!!!! *ya right!!!*

Respectfully

A handwritten signature in cursive script that reads "Jay Sandstrom". The signature is written in black ink and is positioned below the word "Respectfully".

Jay Sandstrom