



Montana Legislative Services Division  
Office of the Executive Director

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August 25, 2011

To: Members of the Environmental Quality Council and the Legislative Council

From: Susan Byorth Fox, Executive Director *Susan B Fox*

Re: Legislative Environmental Analyst candidate

On behalf of the EQC Subcommittee composed of Senator Keane, Representative Ankney, Senator Ripley, and Representative Williams, I forward you a recommendation to hire Joe Kolman as the new Legislative Environmental Analyst.

With Todd Everts promotion to Legal Services Director and Chief Legal Counsel, a vacancy in the Legislative Environmental Analyst position was opened. A subcommittee was formed and staffed by myself and Kelly DaSilva, Human Resources Manager. Senator Keane and Representative Ankney, as chairman and vice-chairman, decided on an internal recruitment which resulted in one application. After a structured interview and conference call on August 2, the subcommittee unanimously voted to recommend the hiring of Joe Kolman as the Legislative Environmental Analyst. The subcommittee also voted unanimously to hire at a starting salary of \$72,285, which is entry level salary for that position.

This is a statutory position and requires the Environmental Quality Council to select the environmental analyst. The Legislative Council must concur in the recommendation. This item will be on the agenda for the Environmental Quality Council on September 14 and for the Legislative Council on September 15.

Please find below the statutory reference for your information and attached is Joe Kolman's application letter and resume. If you have any questions, please feel free to give Joe, any of the subcommittee members, Kelly DaSilva, or me a call.

**75-1-323. Staff for environmental quality council.** The legislative services division shall provide sufficient and appropriate support to the environmental quality council in order that it may carry out its statutory duties, within the limitations of legislative appropriations. The environmental quality council staff is a principal subdivision within the legislative services division. There is within the legislative services division a legislative environmental analyst. The legislative environmental analyst is the primary staff person for the environmental quality council and shall supervise staff assigned to the environmental quality council. **The environmental quality council shall select the legislative environmental analyst with the concurrence of the legislative council.**

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EQC  
September 14, 2011  
Exhibit 2