



State of Montana Email Guidelines

**A Management Guide for the
Retention of Email
for Montana State Government**

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Email is an easy and efficient communication tool available to employees of state government. In many respects, email has replaced the telephone as the medium most often used to communicate with one another about daily business. Unlike the telephone, however, email creates a written record of communication that is included in the definition of a state public record. Like all other electronic records, email is subject to the same retention requirements as any other public record as governed under MCA Title 2, Chapter 6. These guidelines, along with approved retention schedules, provide assistance in determining whether email should be retained, for how long and how employees can manage email filing and retention.

This document provides guidance, not policy or requirements, to agencies addressing the record and information standards of and management approaches to email in Montana state government. It outlines legal, administrative and other record values, along with practical management options. Effective Records and Information Management (RIM) associates public records with Record Retention Schedules, formally adopted by the State Records Committee. In the electronic world, filing practices are different from traditional paper record keeping. More responsibility lies on each user for document filing. This guide is intended to ease practical application.

CONTENTS

What is Email?.....	3
How Long Should I Keep Email?.....	3
Why Should I Care About Email Retention?.....	3
What Do I Do?	3-4
Retention Guidelines: Official Records, Transitory Records	4
Retention Guidelines: Permanent Records, Non-Records.....	4-5
An Email Management System	5-6
Functional Requirements for Recordkeeping Systems.....	6
State Policy on Personal Use of E-Mail.....	6
Appendix I: Definitions	7
End Note.....	8

What Is Email?

Email is public information, created or received on an electronic mail system, as an email message, consisting of: informal notes; formal correspondence; procedural or policy substantive narratives; and any electronic record attachment(s), transmitted with the message, received (incoming) or created (sent), in the course of state business, and subject to public records rules as they are defined section §2-6-1002, MCA. Email that is a public record is subject to the rules of §2-6-1006, §2-6-1007, §2-6-1012 MCA governing records and information management. Email retention should be based on an email's content, not its format or size. Therefore, clear authorization and a practical management system are essential to ensure the proper retention, disposal and archiving of email records. §2-6-1109 MCA provides that "no public record may be disposed of or destroyed without the unanimous approval of the State Records Committee." Note: some agencies have Delegated Authority to dispose of records without obtaining permission from the State Records Committee, but those agencies must still adhere to the best practices of Records Management). Some emails are not records and may be deleted at any time (e.g., spam, external publications, and vendor solicitations). See details regarding Non-Records, later in this publication.

How Long Should I Keep Email?

You should keep email as long as you keep other public documents, as outlined in state or agency-specific retention schedules. When email is part of the documentation supporting an agency's function(s) or program(s), it is subject to the same retention requirements as other records, relating to those functions or programs. The State of Montana's *General Retention Schedules* establish retention periods for many records (MOM Vol. I-0800). These, along with agency retention schedules, govern retention of documents regardless of the format or medium. Following approved disposal methods is an obligation. Each agency determines when actual destruction or archiving is appropriate, after the expiration of the retention period. These guidelines are not different from what has been in place for years. What is new is our attempt to help properly manage one segment of the electronic records environment. Remember, retention of email is based completely on its "record value" to the business functions or programs to which it relates (aka content). Refer to the Retention Guidelines, following, to learn more about administrative, legal, financial, historic and non-record values. Generally, management positions have a greater proportion of historical email, given the greater degree of policy or procedural content.

Why Should I Care About Email Retention?

Because email is a public document governed by Montana Public Record laws and each user must contribute to its proper retention. Organizing and managing email (and other files) provides efficient access, maintains confidentiality where needed, reduces legal exposure in discovery or litigation proceedings and will save repository (server) space when practicing destruction or archiving processes. Email management should be recognized in each agency's RIM policy and procedures, which serve to provide user guidelines for filing, for deleting files that can be, and limits liability for deleting records that shouldn't be. To promote business continuity, e-files – including email – should reside on a network server, the email archive, or the enterprise content management system, accessible by the position or organization, with proper permissions set and work unit procedures established to ensure filing standards are practiced.

What Do I Do?

Follow the recommendations provided in the Retention Guidelines below; attend email management training; consult your agency Record Custodian and seek help from your technical

support staff. If you have further questions about retention, contact the Secretary of State - Records Management Division at 406.444.9000 or the Historical Society State Archives at 406.444.7482.

RETENTION GUIDELINES

The content or record value of the email information will determine its retention. The retention categories include; OFFICIAL, TRANSITORY, PERMANENT and NON-RECORD. The following paragraphs define and describe retention practices for public records and non-records:

Official Record Retention: Retain as Required

These records are generated or received during the course of state government business and in that official capacity must fall into the records series descriptions defined in current retention schedules. Official email retention includes any attachments or transmission data (To, Sent, From). Examples of email that may be retained include, but are not limited to:

Policy, procedures, regulation;

Contracts;

Grievance procedures;

Medical information;

Hearings;

Case and/or project files

Subject/correspondence files.

The determining factor for filing and retaining email with attachments, is the attachment's content. However, email can serve as a stand alone document or become an enhancement to the document attached. In some cases, to save time and more efficiently distribute information, an entire document is encompassed in the email format and therefore becomes the record.

Check the state general retention schedules or the agency-specific retention periods.

Transitory Record Retention: Retain as Required

These records are part of state government business; however, their record value is normally shorter. When disposed, there is no adverse impact on *official* record retentions. Examples include, but are not limited to:

Outgoing transmittal/cover messages that do not add information to that contained in the transmitted material;

Routine questions and answers that require no administrative action or policy decision, special compilation or research for reply;

Memoranda and correspondence generated by another agency and kept by your agency for reference purposes only;

Drafts constituting preliminary information, which is not the final, public record and considered works-in-progress, whereas the intent is to produce a finalized version;

Unofficial employee activities (notices of holidays, charity appeals, etc.);

Informal office notes ("John returned your phone call.", "Is the meeting still on?").

These types of records are not official records and should be kept until their usefulness is exhausted (Refer to Official Record Retention: Retain as Required).

Permanent Record Retention: Retain as Required

These records are part of state government business and their existence documents an entity's organization; how and why it functions; its pattern of action and decision-making; its policies, procedures, and achievements; and serves to substantiate the accountability of the office. These

records are **historically significant and therefore must be retained permanently**. Examples include, but are not limited to:

Substantive correspondence and memoranda;

Substantive subject files (strategic planning, reorganization, pay plans, legislative sessions, etc);

Minutes;

Administrative rules;

Records of births, deaths certificates;

Corporate charters;

Critical environmental data and reports;

Specific project, subject or case files;

Hearing transcripts, court decisions, board rulings, etc.

Save these types of emails and offer to the State Archives, after retention is met.

Make sure the transmission data is with the message.

Don't forget to save attached documents.

Non-Records: No Retention Required

Non-records can be defined as record types that are generated by an external source and are not your responsibility to maintain. The following are document examples that may be deleted, at any time:

Notices without official business value after receipt and review;

Junk mail (i.e., spam, vendor solicitations, promotional materials, reference files copied or downloaded from internet sites, or other unsolicited non-record messages);

Secondary copies generated by another agency or user who, as the originator, has the responsibility for keeping the official "record copy." If there exists *no business value* to retain a secondary record, it is simply a duplicate copy and subject to deletion at will;

Publications generated by another entity or user who, as the originator, has the responsibility for keeping the official "record copy", whether coming from a public or private-sector source.

Delete at will.

Email Management File System-Mailboxes/Folders/Subfolders

In addition to the Inbox and Sent Items boxes, automatically a part of the mail system, users are encouraged to organize email by folders and subfolders in email archive. After brief periods in your mail boxes, messages should be transferred to titled folders or subfolders, specific to the function or program they relate.

Folder filing examples:



Distribution Lists

When establishing a distribution list, designate a record owner. This person becomes the official record holder and should file email into functionally titled folders. If you send to a distribution list (not a listserv, but a specified list of individuals), the record owner or requestor of the list

must also keep a copy, of the members of that list, for as long as required to keep the related official messages. It is of little value to know that a “Security Alert” went to “Swat Team 7” without knowing whether Arnold S. was on the list that received the message. Nicknames present a similar problem. Make sure everyone on the distribution list can be identified.

Subject Lines

Fill in the subject line on all email messages. Make the subject concise and meaningful, relating to the email content. Subject lines become the file name when an email is saved. Use hyphens and underscores instead of periods, quote marks, slashes, etc. Meaningful subjects help the recipient and sender to identify, file or retrieve messages quickly.

Functional Requirements for Recordkeeping Systems

An electronic recordkeeping system is one in which records are collected, organized, and classified (categorized) to facilitate their use, retrieval, preservation and disposition. The following general guidelines should be considered by state agencies as they approach the management of electronic records, including email:

- Recordkeeping systems allow for related record “grouping”, ensuring proper context.
- Recordkeeping systems must make records accessible to authorized staff, to ensure their usefulness to the agency.
- Recordkeeping systems must preserve records for their authorized retention period, to ensure their availability for agency use, to preserve the rights of the government and the citizens, and to provide accountability to agencies for their actions.

Use caution when archiving! The default storage location points to a “buried location” on the PC’s hard drive. For email management training and further information, contact the Secretary of State Records and Information Management Division at 406.444.9000.

State Policy on Personal Use of Email

Per the State of Montana’s policy, ENT-NET-042, state provided email services are not to be used “for-profit” or “non-profit” activities, extensive private, recreational, or personal activities, circulating chain letters, etc. The state provided email services are to be used for:

- the conduct of state and local government business and delivery of government services;
- transmitting and sharing of information or attached documents among governmental and other business-related organizations;
- supporting open research and education in and between national and international research and instructional institutions;
- communicating and exchanging discussion of issues in a specific field of expertise;
- applying for or administering grants or contracts;
- announcing requests for proposals and bids;
- announcing new services for use in research or instruction;
- and conducting other appropriate state business.

Options for retaining email:

If an employee is leaving state government and they have email that needs retaining in their email box, the best thing to do is export all email to a .pst file and retain that file on a network drive or DVD. The export can include all email in the inbox, folders, and email archive. The .pst file can be imported at any time into a different email box, such as the employee’s successor. Another method that can be used is the employee can select email that needs to be

retained and save it to a network drive or DVD. The email can also be printed and maintained as a hard copy.

Appendix I: Definitions

Disposition: The orderly act or method of deleting or archiving messages per approved retention period requirements.

Draft: A document constituting preliminary information, which, at the user's discretion is not the final, public record. Draft documents are considered works-in-progress, where the intent is to produce a finalized version.

Electronic Message System: A computer application used to create, receive, and transmit messages and other documents electronically. Excluded from this definition are file server transfer utilities, computer systems used to collect and process data organized into data files or databases, and other documents not transmitted on an email system.

Electronic Message (email): A document created or received via an electronic message system, including formal or substantive narrative documents, brief notes and any attachments, such as word processed or other electronic objects (documents) that may be transmitted with the message and its transmission metadata.

Non-record: Non-record email does not fit the definition of a record. It normally includes record types that are generated by an external source and are not your responsibility to maintain. Examples include; unsolicited promotional material and other items not associated with official business.

Public Record: means public information that is fixed in any medium and is retrievable in usable form for future reference; and designated for retention by the state records committee, judicial branch, legislative branch, or local government records committee per §2-6-1002, MCA.

Record (Official) Copy: The record or set of records that need to be retained due to their ongoing administrative, legal, financial and historic values, not necessarily an original. By law, an official record has the legally recognized and enforceable quality of establishing some fact (see §2-6-1002, MCA for Public Record definition).

Record Owner: The person, usually the creator or designee, responsible for maintaining the record for the duration of its retention period. Appointment of designees should be documented within internal procedures.

Record Value: The appraised importance of a record, based on its administrative (operational), fiscal (financial obligation), legal (enforceable) and historic (authentic evidence) content. The record's "value" drives retention requirements, which vary, when one or more value is assessed to a record.

Records Retention Schedule: A comprehensive list of records series and/or classification titles; indicating for each series the length of time that series is to be maintained. Schedules may include retention in active offices areas, inactive storage areas and when such series may be destroyed or formally transferred to another format or entity, such as the State Archives, for historical preservation. Retention periods must be formally adopted by the State Records Committee and are binding on all government employees. *For a copy of the General Records Retention Schedules or an agency-specific schedule, contact or visit Records and Information Management at sosrecords@mt.gov or call 406.444.9000.*

Secondary Record: A duplicate record or set of records, generated by another agency or user who, as the originator, has the responsibility for retaining the official "record copy," and if the secondary copy has no business value to the receiving party, the record(s) is a duplicate copy and subject to deletion at will.

End Note

Email should be treated like any other public record. Delete non-records quickly, keep the important documents as long as appropriate and print anything of enduring value. Electronic records are as official as any other format of record and must follow retention requirements.

By setting up a rational mailbox folder system, users can simplify the decision-making process and aid in filing and retrieval. And, since electronic storage also has associated costs, careful email management will help reduce the stress on that storage.

Realizing that this is a challenge for all of us, the State's Records Management Division and the State Archives will respond to agency requests to clarify these guidelines, offer records and information management training and help identify which records need to be kept for a specific period. For a copy of your agency-specific retention schedules, contact your agency's records custodian or the Secretary of State Records and Information Management Division at 406.444.9000. For a copy of the state's General Retention Schedules, visit the Secretary of State Records Management webpage, which lists the schedules by number and type (i.e., General Schedule 3 – Legal and Administrative).

Resist the temptation to save it all "just to be safe." Not only will we all drown in an electronic tidal wave, saving outdated material may cause more trouble than it avoids. For instance, if records regarding a transaction may be destroyed in five years, but are not, they may be subject to discovery in a legal discovery. That means more time spent trying to find the records and deal with their possibly forgotten meaning. A court will look for proof that records were properly managed and destroyed. This means according to approved retention schedule(s), with properly authorized records disposal request (RM5). A systematic approach to email management is the best business practice to follow and protects the staff, the agency, and the state.