

GRAFTON COUNTY COMMISSIONERS' MEETING
Office of the Commissioners
3855 Dartmouth College Hwy.
N. Haverhill, NH 03774
Monday February 27, 2006

PRESENT: Commissioners Michael Cryans, Ray Burton and William Gabler, Executive Director Julie Clough, and Secretary Jeri Martino.

A small ceremony was scheduled to present the County Report to the three people to whom the report was dedicated to. Each Commissioner chose a person from their district to honor and those three people were: Richard Green from district one, Norrine Williams from district two, and John Alger from district three.

Commissioner Cryans presented the report to Richard Green who was instrumental in creating the Grafton County Economic Council, which is an integral part of the betterment of Grafton County. Mr. Green lives in Hanover and accepted the report saying that he was very pleased with the support that the Grafton County Commissioners have given the council over the years. Commissioner Gabler presented the report to Mrs. John Alger who received it in honor of her late husband, who served in many civic capacities over the years, including Chair of the Delegation. Mrs. Alger lives in Rumney and graciously accepted the report on behalf of her late husband. Commissioner Burton chose Norrine Williams, Executive Director of Ammonoosuc Community Health Services, as his dedicatee. Ms. Williams was away but two of the Board of Directors of ACHS were there to accept for her. Schuyler Sweet, the Treasurer and Sally Small, President both praised the dedicated work of Ms. Williams saying that she was an inspiration of the board. All those dedicated received a personalized copy of the report.

The Meeting was called to order 9:40 AM

Human Resources Director Joanne Mann, Dept. of Corrections Superintendent Glenn Libby and Sheriff Doug Dutile arrived to discuss the possible change to the existing wage scale in order to bring both the Dept. of Corrections and the Sheriff's Dept. in line with competitors in the area. This would allow both Departments to hire the best candidates and be able to retain the current staff. In a recent report by an independent company, there was an indication that both departments are below market average for pay. It was recommended by HR Mann and the Executive Director that the existing wage scale for both departments be increased. HR Mann also recommended that the wages scale for the Executive Director be raised above all other scales as that position is the highest achievable and all others fall under that position.

Supt. Libby requested that if the Commissioners do approve the wage scale change, that the DoC changes take effect as of April 1, 2006, as he currently has the money in his budget. Sheriff Dutile said that he does not have the money in his budget and waiting until the new budget cycle which begins July 1, 2006 is fine.

Commissioner Cryans asked if anyone thought that there would be any animosity amongst employees if one increase took effect in April and the other in July. Neither Supt. Libby or Sheriff Dutile thought there would be a problem. Executive Director Clough said that it would have no impact on what had to be done administratively.

The Commissioners posed some questions about the necessity of raising the wage scale which both Supt. Libby and Sheriff Dutile answered by saying that it has been much more difficult to

both hire and keep employees under the current wage scale and benefits package. Both Departments have lost employees to other employers for those reasons.

Commissioner Burton noted that a competitive salary is important in order to be a viable employer. Commissioner Burton also noted that there was a report to back up the findings and felt comfortable with that information. HR Mann noted that travel is not as big a consideration as it used to be and people are more willing to travel out of their immediate area for a good paying wage.

Commissioner Gabler moved to implement the wage scale changes as presented by HR Mann and that they take effect April 1, 2006 for the Department of Corrections and July 1, 2006 for the Sheriff's Dept. Commissioner Burton seconded the motion. All were in favor.

The Employee Council arrived to give their presentation to the Commissioners for FY2007. Council Chair Jeri Martino thanked the Commissioners for their time and introduced the other council members, Donna Wallis from the Sheriff's Dept as Vice Chair and Anita Hollenhorst from UNH Extension as Clerk. Other members of the Employee Council were in attendance as well. A PowerPoint Presentation was given to the Commissioners stating facts and figures regarding inflation. Requests were that the Commissioners define the meaning of both "Cost of Living" and "Merit Increase" in the Employee Handbook, request for a 5% Cost of Living Adjustment, and request for an additional \$50.00 to be added to the stipend given in lieu of County insurance. The Commissioners will review the information requested and will meet back with the Employee Council on March 9th.

Maintenance Superintendent Jim Oakes arrived to open electrical bids for the new dispatch areas, but no new bids were received. Royal Electric viewed the area to bid on but had some concerns regarding the generator. Supt. Oakes has contacted the State Electrical Inspector to find out further information and is waiting to hear back from him before proceeding any further.

The AC installation in the kitchen is scheduled to be completed as of today. Supt. Oakes is gathering proposals for the server room at the nursing home and the installation AC and associated electrical work.

It has been determined that there is a leak in the sewer line somewhere around the Deeds archive room but it has not been determined if it is located underneath the building or not. Supt. Oakes is waiting on a final report.

All but one hazardous material testing result have come back from the Scott Lawson Group regarding the demolition of the barn which was destroyed by fire. At present they have found both lead and asbestos and there is a third material which is being analyzed. Supt. Oakes discussed the need for a consultant when the time comes to demolish the remains, and suggested the Scott Lawson Group as they have professionally handled the project at the Courthouse with the asbestos. All three Commissioners as well as the Executive Director were in agreement that it was very important to take all precautionary measures when dealing with hazardous waste materials and that the job be done professionally and according to all state, local and federal regulations. Commissioner Burton agreed that when the time came to make these decisions and a consultant is hired, that those consultants keep the Supt. and Executive Director abreast of all activities. Supt. Oakes stated that he thought that the Scott Lawson Group was very thorough.

The Commissioners left to go to the Courthouse to meet with Attorney St. Hilaire regarding the renovation of his office space. Atty. St. Hilaire showed the Commissioners a plan as to how he would like the expanded office area renovated. The Commissioners reviewed the plans and asked Atty. St. Hilaire if he had any idea of costs at this time. Atty. St. Hilaire was working on that part of the equation and was in touch with a company in Manchester regarding prices. No consideration could be made without knowing what the costs would be.

Commissioner Gabler had to leave for another appointment.

The Commissioners met with Register of Probate Becky Wyman who had concerns about not having a restroom in the area that was easily accessible to all the employees, particularly since there was discussion of turning a private restroom into a public with handicap access.

12:00 The Commissioners broke for lunch

12:40 The Commissioners resumed their meeting.

Commissioner Burton moved to accept the minutes from February 13, 2006 and was seconded by Commissioner Cryans. All were in favor.

The Commissioners signed the check registers.

Executive Director Clough presented the Commissioners with an application for educational assistance from an LNA who was taking a nursing course. Commissioner Burton moved to approve the application, which was seconded by Commissioner Cryans. All were in favor.

Executive Director Clough presented a contract from Advance PCS Health, a NACo drug prescription program which when signed would take 8-10 weeks to implement, which the Executive Director said would hopefully start County Government Week. Commissioner Cryans signed the contract.

Executive Director Clough asked the Commissioners for some direction regarding the Master Gardener Plan and whether she should plan on adding money into the budget for it. Some of the Master Gardeners have been looking into getting grants and making plans and they needed to know if they would be able to start work this season. Commissioner Burton felt strongly that the walking path was a safety issue and that people needed to get off route 10 when walking between the buildings and would like to see that the path is handicap accessible. It was decided that money should be budgeted in for certain projects that are yet to be determined.

Executive Director Clough said that a letter was sent to H. Brown in response to the email that he had sent Commissioner Burton regarding the cutting of trees.

Earlier, Commissioner Gabler had suggested honoring the State DoT road crew in Haverhill for all the work they do for the County and that perhaps Commissioner Carol Murray would attend. Commissioner Burton will call Commissioner Murray and try to set it up for March 27th.

Commissioner Burton noted that he had sent a letter out to all the other counties urging them to use their excess land to grow vegetables to give away to the food shelters as much of the funding for food assistance in the state is being cut. He feels very strongly that these programs need assistance.

Being no further business, the meeting adjourned at 12:59 PM

Raymond S. Burton, Clerk