

## GRAFTON COUNTY COMMISSIONERS MEETING

Office of the Commissioners  
3855 Dartmouth College Hwy.  
N. Haverhill, NH 03774  
Tuesday April 10, 2007

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

PUBLIC PRESENT: Harold Brown

Commissioner Cryans opened the meeting at 9:06

Commissioner Burton moved to approve the minutes from March 27, 2007, which was seconded by Commissioner Richards. All were in favor.

The Commissioners signed the check registers.

The Commissioners signed the professional services agreement for Donna Lane to administer the CDBG grant for the Gile Project. The Commissioners then signed the professional service agreement for Donna Lane to administer the CDBG grant for MicoCredit.

Commissioner Richards moved to accept the two resolutions for the Governor's Commission Grant, which was seconded by Commissioner Burton. All were in favor.

The Commissioners reviewed the DoC Superior Court Report.

The Commissioners reviewed and signed the MS-5 for the unincorporated town of Livermore.

The Commissioners reviewed the commendation received from Governor Lynch regarding the work that Grafton County has done and is doing to help the environment. The Commendation was received at the Governor's Breakfast that was held on April 4, 2007.

Longtime UNH Cooperative Extension employee, Donna Mitton, who has served Grafton County for 43 years was also honored at the Governor's Breakfast and received a commendation from the Governor and Council.

Executive Director Clough read a letter from Donna Mitton thanking the Commissioners for their recommendation of her commendation.

The Commissioners reviewed a letter from HHS Commissioner John Stephen which stated an amount owed by our Human Services Department. The letter was in dispute and will be discussed later in the meeting with HS Director Nancy Bishop.

The four All Hazards Health Region Directors arrived to brief the Commissioners on their tactics for emergency planning in the event of either a pandemic or possible weather related occurrence. Directors included Nicole LaPointe, Region 2, Community & Public Health Director from the North Country Health Consortium, covering Northern Grafton County, Fire Chief Chris Christopoulos, Region 4, Emergency Management Director from Greater Hanover Lebanon area, Ann Graves, Region 5, Director of Quality Management & Infection Control at Spere Hospital, covering the Greater Plymouth area and Richard Silverberg, Region 6, Executive Director of Health First Family Health Care Center, covering the Greater Franklin/Bristol area.

Each Director spoke briefly on what specific plans they had already prepared that will address emergency situations should they occur. All regions are working on planning as well as the recruitment of people, education and the distribution of information. Outreach and training are key factors and communication is a vital necessity. Some plans are still in the works, others are to a point of being ready to run mock emergency drills.

Chief Christopoulos, in Region 4, has 13 communities including Grantham and Cornish and at present has a draft of phase I.

Nichole LaPointe, Region 2, has the Northern section of Grafton County which includes 14 communities. They are currently looking at a pandemic plan which includes a response plan of quarantine and distribution of vaccines. Ms. LaPointe noted that having Eileen Bolander and the help of Grafton County's resources was such a tremendous help.

Ann Graves, Region 5, includes 10 towns. They're still working on a draft that will include the planning of what kinds of inventory will be needed. Their biggest challenge will likely be manpower.

Richard Silverberg, Region 6, has 14 towns and has organized a community network that will focus on public education, working on getting people involved and dry runs to see how the communications will work.

Commissioner Burton asked what law these organizations have to hitch their wagon to, to which Mr. Silverberg answered RSA127 & 148 which refer to the powers of Public Health.

Commissioner Cryans asked who would have authority to tax if the money runs out for these health issues, to which there was no specific answer, but that right now the money is coming from the CDC via HHS.

Commissioner Burton wanted to request that as many drills as possible be done and that invitations should be sent to all state and county elected officials to keep them informed. Commissioner Burton also requested that the bureaucracy be kept to a minimum, and commended the Directors for all their hard work.

Commissioner Richards asked for a follow-up of the tabletop drills and how they turn out.

Commissioner Cryans thanked everyone for coming and thought that it might be helpful for everyone to check back in in about six months to keep the Board of Commissioners updated. He also suggested contacting Director Clough if anyone had any questions or specific need for help.

Cindy Swart arrived to go over her recommendations for the Social Service portion of the budget. Human Service Director Nancy Bishop was also in attendance.

The purpose of funding social services is to keep older people living on their own longer and to keep families healthy and stable. The County also funds mental health services. Areas for considered funding were: Health, Mental Health, Developmental Services, Senior Services, Child & Youth Services, Women and Other. Total recommendation for funding was \$550,450.

There was a discussion about a central transportation service that was being recommended by Commissioner Stephen, which in C. Swart's opinion was very scary and not necessarily beneficial.

After going over all the services, Commissioner Burton suggested that it might be a good idea for C. Swart to let some of the smaller agencies know that there may be other avenues for them to request money. He suggested adding an additional amount of money to her compensation to do that work. He asked that she consider that and get back to the Board.

The Commissioners thanked Cindy Swart for coming and for putting together the budget proposal.

Director of Human Resources, Joanne Mann arrived to give her report, saying that there are currently two RN/LPN vacancies. In her opinion there are some potential employees who chose not to come to Grafton County because of the wages, adding that Glencliff pays 100% of both health insurance and dental. HRD Mann discussed this problem with both NHA Bolander and DN Shields who both felt that it might be time to look into a wage adjustment for nurses. HRD Mann is proposing that adjustments be made to grade scales 6 & 7 on the nursing scale, to make them more competitive with Glencliff. HRD Mann also noted that there are other jobs other than nursing who are also in those grades and suggested doing a wage comparison.

Commissioner Cryans asked if gas prices will make a difference, if people have to travel all the way to Glencliff and HRD Mann said that it might.

Director Clough asked if those categories are the ones who are being covered by the traveling nurses, adding that the cost to cover them is phenomenal, to which HRD Mann answered yes. Director Clough said that she supported HRD Mann in the recommendation for a wage comparison.

Commissioner Cryans asked about having another LPN course like before and HRD Mann said that that experience was a negative one and that NHA Bolander was reluctant to seek that again.

Commissioner Cryans asked if changing the wage scale would solve the vacancy problem and HRD Mann said that it won't solve the nursing shortage but that coming closer to a competitors wage scale would help.

Commissioner Richards was not convinced that doing that would be a good solution and Commissioner Cryans said that we might end up stealing some nurses away but you're still not creating new position as nurses are less likely to be willing to work in geriatrics.

Commissioner Richards suggested a recruitment video.

There was further discussion as to what would be a good solution.

Commissioner Burton moved to approve doing a market adjustment for the wage scale, which was seconded by Commissioner Richards. All were in favor.

The position for IT has been posted internally.

The laser fiche machine has been installed in HR and is being utilized.

HRD Mann has just finished attending "Women in Management" and a public speaking class

HR is working with the JAG program at Woodsville High and will be helping students prepare with interviews

K. Clough and R. LaFond will be at the DES Job Fair

A new women's health series is underway and the first class will be Diet Busters on April 19<sup>th</sup> at 2:00

The Walk America information is available and there will be a Grafton County walker's website.

HRD Mann requested that the Commissioners approve the donation of time to an employee who has exhausted her FMLA and is in need of additional time due to a severe illness. This type of request has been made in the past in the same kinds of instances.

Commissioner Richards moved to approve the request for time donation, which was seconded by Commissioner Burton. All were in favor.

Richard Thompson, Donna Wallis and Sabra Carroll from the Employee Council arrived. In a reply to the council, the Commissioners agreed to a 3% COLA. R. Thompson asked if that was the board's bottom line.

Commissioner Cryans said that there were a lot of financial considerations in this budget and the 3% is the best that can be done.

R. Thompson said that the amount was lower than was agreed upon by the Council and that they would have to meet again to decide what would be acceptable.

Commissioner Cryans said that the Board does appreciate what the Council does but it's always difficult to keep a balance of treating the employees fairly while being fiscally responsible. In Commissioner Cryans opinion, the Board has done the best it could.

The Employee Council will get back with Director Clough.

Human Services Director Nancy Bishop arrived to discuss some issues regarding payments. In regard to the letter from HHS Commissioner Stephen, HSD Bishop said that the requested payment amount of \$871 is in dispute, and added that in all likelihood, more money is owed.

Commissioner Cryans suggested simply paying the \$871 and be done with it. HSD Bishop asked then what should be done with all the other amounts owed.

Commissioner Burton suggested letting it go for another month and see what happens.

Commissioner Cryans reiterated that it should just be paid as is.

Director Clough was in disagreement saying that she didn't think it should be paid as there is nothing to tie the amount to, i.e. no invoice or what the money would be applied to, and that more letters like that could just keep coming asking for more money.

HSD Bishop informed the Commissioners that Annie Crowley is planning to start a diversion program and suggested offering her office space that is available in the HS area. There was further discussion about the program and its viability.

Some other House Bills were discussed.

Farm Manager Kimball arrived to give his report; he is currently milking 81, shipping 11,000#, averaging 68# per cow and the price of milk is \$16.02.

The Farm is on its third litter of pigs. There is some discussion about raising bull calves. FM Kimball will be on vacation for two weeks beginning the 26<sup>th</sup> of April.

Commissioner Richards asked about the corn crib and FM Kimball said that he was waiting to hear about a price to move it.

Supt. Libby arrived to give his report saying that there are currently 110 inmates in-house.

Supt. Libby asked for approval for an inmate transfer from Sullivan County.

Commissioner Richards moved to accept the inmate transfer from Sullivan County, which was seconded by Commissioner Burton. All were in favor.

Supt. Libby discussed the fact that both the state and Merrimack County may be interested in sending some females to Grafton and noted that he felt positive that the females housed in Grafton County are better served than elsewhere.

Commissioner Cryans asked Supt. Libby to explain the connection between Grafton County Corrections and Headrest. Supt. Libby said that money from the state is used for treatment services just for female inmates and that he would like to enhance that program thru headrest by using some of the Governor's Funding money. Supt. Libby has added that Headrest has given the County above and beyond what they have paid for.

Supt. Libby stressed that he would like to be able to hire a LADC Officer for Grafton County, with money from the Governor's Fund.

Supt. Libby asked the Commissioners to approve the restoration of the differentials to his staff that were put on hold when the staff went to 12 hours shifts. According to the minutes from August 21, 2006, the request for differential pay was put on hold until the decision to make the 12 hour shifts became permanent.

Commissioner Richards moved to approve the differential pay, which was seconded by Commissioner Burton. All were in favor.

Drug Court officially begins on May 3, 2007.

Thresholds Graduation will be held on May 9, 2007 at 6:15.

Top Dawg Physical Fitness contest will be held on May 18, 2007.

Commissioner Burton noted that the GCDoC had a presentation at the Governor's Breakfast and also noted his disappointment that Paul Bonaparte Krough from UNH did not include Grafton County in his presentation of County Farms.

Maintenance Superintendent Jim Oakes arrived to go over his capital budget for FY08

Supt. Oakes informed the Commissioners that a new proposal to conduct an environmental assessment of an on-site waste debris area and additional Geotechnical borings in the amount of \$8450,(which is considerably lower than the originally proposed \$14000) and suggested that the Commissioners accept the amended amount proposed by HTE Environmental, Inc.

Commissioner Richards moved to accept the proposal from HTE Environmental in the amount of \$8450, which was seconded by Commissioner Burton. All were in favor.

Supt. Oakes reviewed his proposed capital budget and discussed various options and time frames for work to be done. Some of the major work included barn roofs, drainage and erosion repair, new Maintenance building and fire pond construction.

There were some lengthy discussions about the need for certain work, what could be put off for other years and what was absolutely necessary.

Being no further business, the meeting was adjourned at 4:05 PM

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Raymond S. Burton, Clerk