

## EXECUTIVE COMMITTEE MEETING

Administration Building  
3855 Dartmouth College Highway  
North Haverhill, NH  
Monday October 19, 2009

PRESENT: Representatives Mulholland, Aguiar, Ford, Ward, Friedrich, Laliberte, and Gionet, Commissioners Cryans, Executive Director Clough and Secretary Martino.

EXCUSED: Representatives Williams, and Preston

OTHERS: Representative Ladd and Harold Brown

Rep. Mulholland called the meeting to order at 9:10 AM

Rep. Laliberte moved to approve the Executive Committee minutes from September 21, 2009, which was seconded by Rep. Ford. All were in favor except Rep. Mulholland who abstained.

Rep. Gionet noted at the last meeting he had asked Director Clough about the job description of the person who was moved from HS to HR which he hadn't received and which didn't get noted in the minutes. Director Clough said that the person no longer worked in the HR department but had since applied for a spare job in the Dietary Department, which was a posted position, and was hired to work there.

Rep. Laliberte moved to approve the Delegation meeting minutes from the September 21, 2009, which was seconded by Rep. Ford. All were in favor except Rep. Mulholland who abstained.

### TREASURER'S REPORT

Treasurer Sievers was not available for the meeting and Director Clough gave the report. \$2.1M has been drawn down from the Tax Anticipation Notes at Woodsville Guaranty Savings Bank and there will be more money needed by the end of the month. Director Clough said that the County may also need to draw down money in mid Nov/Dec from the Mascoma account.

Tax information has been received from the Dept. of Revenue and that information was passed out to the committee. Taxes are due from towns to the County no later than December 17<sup>th</sup>.

Rep. Laliberte moved to accept the Treasurers Report which was seconded by Rep. Ford. All were in favor.

## COMMISSIONERS' REPORT

- A new Human Resources Director has been hired and will begin his position on October 26<sup>th</sup>. His name is Michael Simpson and he comes highly qualified. He will begin at grade 9, step 5.
- The pig barn roof has been completed.
- There are no new developments regarding the water tank or any agreement with Woodsville Water & Light.
- Today is Pumpkin Day at the County.
- The County dedicated Courtroom #1 to Justice William Johnson who was a Judge at Grafton County and then went on to become a Supreme Court Justice as well as a State Senator. All five sitting NH Supreme Court Justices as well as two NH ex-Justices, and US Supreme Court Justice David Souter were in attendance, along with approximately 50 other people.
- The Commissioners will hold their meeting in Campton tomorrow.
- The Commissioners held their meeting at Woodsville High School on the 6<sup>th</sup> of October. Several classes attended the meeting and the Commissioners were treated to music by the choir and the band, as well as lunch.
- There is no new information to be had from the two Supreme Court cases.
- Work continues on the Jail project.

Rep. Ward moved to approve the Commissioners' Report, which was seconded by Rep. Ford. All were in favor.

## FINANCIAL REPORT

Director Clough began by saying that the census in the Nursing Home was 131 and the Jail was 126.

Director Clough reviewed the Variance Report. Revenues were down as the billing from the Dispatch had not been collected for the second quarter yet and that the Bed Tax was due to come. On the Expense side, HS is over because the County pays bills as they come in up to the amount of the cap. That will eventually even off. The Nursing Home bond payment was made as well.

She then reviewed the Pro-rated Report.

Director Clough provided the committee with a Farm report which reviewed expenses and revenues over the past 15 years. The chart also included capital improvements. Rep. Ward asked about the Farm/Maintenance building and Director Clough said it wasn't on there but could be added.

Rep. Friedrich said that she was struck by the reduction of revenue in 2008/9 and Director Clough said that it was due to the price of milk, which was higher at that time.

Rep. Ford asked if there have been any discussion about federal help that might benefit the County Farm and Director Clough said that because this is a government entity it doesn't qualify.

Rep. Ward asked about the Farm capital reserve fund and how it was funded. Director Clough said that in the past profits from the Farm have gone into the fund but there is no fund now.

Rep. Ward asked about inmate labor and how many hours are utilized on the Farm. Commissioner Cryans said that they don't likely have hours tracked back more than a couple of years if that. Director Clough said that those figures would have to be calculated.

Rep. Friedrich asked about the dramatic increase in expenses from 2006 to 2009. Director Clough said that at some point during that time, a third full time person was added to the Farm. She said there was also an increase in fuel, bedding and grain. Rep. Friedrich said that she didn't quite understand why if the Farm is losing money and is now cutting down on cows, there was an additional Farm hand added. Director Clough pointed out that the Delegation funded the position.

There was a discussion about using the Farm produce in the Nursing Home. Rep. Aguiar asked what dictates the use of produce in the Nursing Home and Director Clough replied that according to the Nursing Home Administrator, it is a combination of regulations, staffing and storage space. Rep. Aguiar asked if the Nursing Home is charged for the food they get and Director Clough replied that they were.

Rep. Ward suggested that the Farm be run by the historical revenue levels and that he didn't think that milk prices would be increasing.

Rep. Mulholland said that past minutes implied that someone wanted to see more information regarding the Farm and Director Clough said that Commissioner Richards is planning to establish a Farm Commission for that purpose.

Director Clough presented the committee with information regarding Grafton County grants and RSA:29:8-a, which pertains to those grants. She asked if the committee how they would like to handle the authorization of the Commissioners to apply for, accept and expend the grants. Rep. Ward said that he thought doing it once a year would be fine if no one else had any objections, which they did not.

Rep. Ford moved to authorize the Grafton County Commissioners to apply for, accept and expend grants of federal and/or state aid as per RSA 29:8-a. on a yearly basis and for the full Delegation to be brought up to date on all grants at the yearly meeting, which was seconded by Rep. Ward. All were in favor.

Rep. Ward moved to accept the Financial Report of the Executive Director which was seconded by Rep. Friedrich. All were in favor.

#### OTHER BUSINESS:

Rep. Aguiar brought up the issue of longevity which had been tabled until now. He said that he would like to hear from the Commissioners regarding longevity and whether it should be part of the pay practice. He said he would also like a clearer understanding of longevity pay.

Commissioner Cryans said that longevity pay has been around for a long time and that he thinks it provides strength in encouraging people to stay though he is less inclined to see longevity pay for elected officials. At present longevity is given at an amount of \$95 for those over six years and then again every year. There was a breakdown of employee time (not completely up to date) on the job as follows:

- 61 employees have less than 1 year
- 180 employees have less than 4 years
- 103 employees have between 5 and 10 years
- 82 employees have 11 plus years.

Commissioner Cryans said that it's a nice carrot for people and a good way to reward those who remain with the County.

Rep. Ford asked how many of people are Union and Director Clough replied that about 1/3 of the workforce is Union and that they negotiated \$100 in longevity this year.

Rep. Laliberte said that she considers longevity as part of the benefits package and can't really discuss it without knowing what all the other benefits are.

Commissioner Cryans said that the health insurance premiums varies depending upon when the employee started at the County. Some people pay 15%, others 20% of the premiums.

Rep. Ward asked if longevity began as something else and Director Clough said that it was originally instituted as an extension of the wage scale and it has not been modified since then. She added that she could provide a more comprehensive breakdown of benefits if so desired.

Director Clough added that the County has received word from LGC that there is likely to be a 20% insurance premium increase in fiscal year 2011.

Rep. Aguiar said that he seemed to remember an approval of a motion that ends the practice of longevity for elected officials.

Rep. Ladd said that he recalled that the vote was that the Delegation would be the ones who determine the elected official's salary and longevity would be discussed at that time. This information will be looked into.

Rep. Aguiar asked if pay increases included longevity, and Director Clough said that longevity was added on after any increases and not included for step increases.

Rep. Aguiar said that he would like the Commissioners to reconsider the whole longevity issue and feels that working at the County is good and that the salaries are good as well as the benefits and step and grade increases. He said that he is not advocating that longevity been taken away from people, but that new hires coming in should not receive it.

Rep. Ford said that she would like to know more about whether salaries are competitive and what the benefits are, adding that she didn't know if County salaries were competitive.

Director Clough said that the County has used an independent wage consultant in the past to make comparisons with other companies in the area about wages and that hasn't been done for a couple of years. She said that the outgoing HR Director noted concern about

that before she retired, questioning whether the County was in fact keeping up in that arena.

Rep. Ward asked how much a family insurance plan was and Director Clough said that off the top of her head, the family plan was \$16K, two person plan was \$12K and single plan was \$6K.

Rep. Aguiar said he would like to hear from the Commissioners as a group as to what they think longevity should be, as they have only heard from Commissioner Cryans. He said that he didn't feel that just because something had been done for 30 years meant that it needed to continue that way.

Commissioner Cryans said that longevity is part of employee and Union negotiations and he strongly advocates keeping it.

Rep. Aguiar reiterated that he was talking about longevity in terms of future hires.

Rep. Ford said that she wanted to report on the dinner for Rick St. Hilaire saying it turned out wonderful and gave credit to Reps. Sue Almy and Laurie Harding for the proclamation that was given.

Rep. Friedrich asked if it were possible to go back and change the budget to fund a biomass system as she thought that Rockingham had it on an agenda for consideration. Director Clough said there could be a supplemental appropriation and Rep. Ward said that it could be done with a bond vote also.

Rep. Aguiar said that he just learned that there are actually more than three County Farms but only three County Dairy Farms. He said some of the other farms do other agricultural things.

Rep. Laliberte made a motion to start the next meetings at 10:00 AM and it was brought to her attention that a motion was already made last year that meetings would begin at 10:00 AM in the months of December through March.

The next Executive Committee meeting would be held on Monday November 16th.

10:43 AM Rep. Ward moved to adjourn, which was seconded by Rep Ford. All were in favor and with no further business the meeting was adjourned.

Respectfully submitted,

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Phil Preston, Clerk