

PUBLIC HEARING  
Personnel Committee  
3855 Dartmouth College Hwy.  
N. Haverhill, NH 03774  
August 31, 2011

PRESENT: Reps. Bulis, Aguiar and Sova. Jennifer Dexter, Tom Andross and Secretary Martino

OTHERS: Director Clough, Commissioner Ahern, Sheriff Dutile, Register of Deeds Monahan and Harold Brown.

9:30 AM Chairman Bulis opened the meeting and introductions were made. He said that the meeting was being held to address a personnel issue wherein an employee was suspended and that today the three Representatives would be acting as a Commission.

The pledge of allegiance was led by RD Monahan.

Chairman Bulis outlined how the procedure would go and went over the process. He asked each of the other Representatives if they had any prior knowledge of this case and no one had.

Employee Jennifer Dexter was asked to make her opening statement. She began by saying that she thought the matter they were reviewing was a misunderstanding and that the reason that was given for suspension, which was insubordination and inability to perform duties, was not appropriate. She told her side of the story.

Director Andross was next and he gave the Commission a copy of the report that he had, which J. Dexter also had a copy of. He said that it was a documentation of the sequence of events.

Chairman Bulis asked for the dates and times of the occurrence and Director Andross said the date was July 8, 2011 and Ms. Dexter did not show up for the day shift. Director Andross said this was more than a misunderstanding and he felt it was a sequence of bad choices. He told his side of the story.

The Commission then asked questions and both parties were queried.

There were very specific questions such as what constitutes a directive and what County policies are put in place for certain things. There was a concern that although Director Andross thought that it would be best if J. Dexter did not come to work, he did also direct her not to come in, and perhaps that judgment was both premature and negated the allegation of insubordination. She was not instructed that if she didn't show up she would be suspended and was therefore not aware of the punishment that was forthcoming, which was a three day suspension without pay.

There were no more questions from the Commission.

The Commission asked for closing statements which were made by the two parties.

Director Andross felt the two stories were similar although he contended that the choices made by J. Dexter were poor and ended up costing the Dept.

J. Dexter said that she did not feel that in her particular frame of mind at the time that she was able to handle someone else's emergency when she was dealing with something of her own. She also said that under any circumstance a call out in the Dispatch Center causes disruption.

Director Andross noted that J. Dexter was an excellent dispatcher during her 14 years of employment at Grafton County and her evaluations would show that. There has only been one other issue that has long since been resolved.

After a few more questions Chairman Bulis said the Commission will take everything under consideration in a non-public session and that he would not be entertaining any public comment because this hearing was for these two people to present their points of view on the issue and that the Commission should not be influence by anyone outside of those involved. He said a public reply would be given to the parties in writing.

Harold Brown spoke up and said that the hearing is public and that comments from the public should be heard. He said there might be an issue with the fact that people are not allowed to speak. He said that he wanted to make the minutes and the audio of the non public session, public.

Rep. Bulis closed the public hearing.

\*10:21 AM – Rep. Aguiar moved to enter into non-public session for the purposes of discussing the dismissal, promotion, or compensation of any public employee or the disciplining of such employee according to RSA 91-A:3, II (a). Rep. Sova seconded the motion. This motion requires a roll call vote, Chairman Bulis called the roll. Rep. Aguiar “yes”; Rep. Sova “yes” Rep. Bulis “yes”; Rep. Bulis stated that a majority of the Commission voted yes and will now go into non-public session.

\*11:08 AM– Chairman Bulis declared the meeting back in public session

Rep. Sova moved to permanently seal the minutes for the non-public session which was seconded by Rep. Aguiar. All were in favor.

The decision by the Committee was made to overturn the suspension of employee Jennifer Dexter and a draft letter will be written and signed today informing the employee and administration of that decision by the Committee.

11:10 AM Being no further business, the meeting was adjourned.

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Charles Sova, Clerk