

## EXECUTIVE COMMITTEE MEETING

Administration Building  
3855 Dartmouth College Highway  
North Haverhill, NH  
Monday March 11, 2013

PRESENT: Reps. White, Aguiar, Smith, Lauer, Sykes, Ladd, Shackett, Mulholland, Commissioners Cryans, Richards and Burton, Treasurer Parker and Executive Director Clough and Secretary Martino.

EXCUSED: Representative Gionet.

OTHERS: RD Monahan

10:19 AM The meeting was called to order by Rep. White

Rep. Smith asked about the date for this meeting which some thought was the 4<sup>th</sup> of March. Rep. White said that it was originally scheduled as the 4<sup>th</sup> but was later changed to the 11<sup>th</sup>, which was reflected in the minutes of the January meeting. Rep. White apologized for not communicating that better to the full committee.

Rep. Aguiar moved to reimburse mileage to anyone who drove to the County on the 4<sup>th</sup> for the meeting which was seconded by Rep. Smith. All were in favor.

The minutes of January 28, 2013 will be changed to reflect the date of March 4th which was discussed at the meeting.

Rep. Aguiar moved to approve the minutes of January 28, 2013 as amended which was seconded by Rep. Mulholland. All were in favor.

### TREASURER'S REPORT

Treasurer Parker passed her report out to each member and reviewed the document. \*(see attached)

### COMMISSIONERS' REPORT

Commissioner Cryans reviewed the County's outstanding debt of which the Nursing Home is \$7,250,000 , the Water tank \$675,000 , 1<sup>st</sup> Jail bond \$15,750,000 and the 2<sup>nd</sup> Jail bond \$14,725,000

The budget process is now underway with meetings with Dept. Heads.

The Commissioners voted to give a bonus of \$5,000 each to Director Clough, Supt. Libby and Supt. Oakes, who served as the Owner's Representatives on the Jail project. Commissioner Cryans said that during the time, Commissioner Ahern thought that there should be a Clerk of the Works for the project and brought in an independent company who specialized in Clerk of the Works, to go over what the three Dept. Heads were already doing. The company ended up saying that a good job was being done and there

was no reason to hire outside. The money to pay the bonuses came from the Clerk of the Works line in the jail project.

Commissioner Burton noted that fifteen years ago Ernie Towne acted as both the Jail Superintendent and the Executive Director job and was paid a bonus. He said that these three people did a great job and are deserving, adding that this was an appropriate award and the County is fortunate to have these three.

Commissioner Cryans continued with his the report saying the Commissioners toured the new biomass building and suggested that the committee take a tour. The hope is to do a test burn in April

Rep. Ladd said that according to the minutes, Commissioner Richards showed some concerns about the fact that there are still problems with the new Jail. Commissioner Richards said there are a number of problems and Supt. Oakes is taking care of them. The problems are mainly because there are so many different systems.

Rep. Ladd asked if there was any litigation against companies because of this and Director Clough said there was not and that the issues that they're having are relatively normal and are mostly to do with the heat pumps and geothermal systems.

Rep. Mulholland moved to accept the Commissioners' report which was seconded by Rep. Smith. All were in favor.

#### EXECUTIVE DIRECTOR'S REPORT:

Director Clough said that there were no February reports at this date and that the most recent were the reports from January which were mailed out to the members.

The census in the Jail is 117 with 9 on electronic monitoring and 22 in Drug Court.  
The census in the Nursing Home is 133

Director Clough reviewed the Variance report, the Expense report and the Prorated report.

The monthly over expended line report, of which the largest amount is attributed to the contract nursing services, was reviewed. There was a discussion as to why this occurs and how it is dealt with. Director Clough said the expectation is that money from the nursing salary will cover the amount by the end of the year.

Rep. Aguiar moved to accept the report from the Executive Director which was seconded by Rep. Sykes. All were in favor.

OLD BUSINESS: None noted.

## NEW BUSINESS:

Rep. Ladd said that he was concerned about the bonuses that were given to the Dept. Heads for Clerk of the Work duties but wanted to make it clear that that this has nothing to do with the actual people involved in receiving the bonuses.

He said that the County didn't hire a Clerk of the Works because there were qualified people to do the job. He said there is a matter of public perception, and then the minutes of that day that have the Commissioners giving the bonuses and then hear them talk about the employee's perfect attendance bonus and have Commissioner Richards stating that she is opposed to the concept of the benefit and felt that people should just have enough personal respect for the job to come in on their own without a benefit to do so. He thought this was contradictory. He said it appeared that it was okay to give bonuses to people at the very top but not anyone else who may have worked on the project. Director Clough said that others that worked on the project were paid overtime for their work.

Rep. Ladd said that the Commissioners were splitting relationships between employees and managers with that decision and that the perception is that is wrong. He called the decision a dreadful mistake.

Rep. Aguiar said it was a real stretch to allocate money that was in a line item for Clerk of the Work, for bonuses. He said it must have had a trickle down affect for those who had to do work for the Dept. Head and agreed with Rep. Ladd.

Commissioner Cryans said he felt it was appropriate and that the project went on for years with the Dept. Heads dealing with that project in every aspect. He said he is not opposed to giving bonuses, is in favor of the perfect attendance bonus and doesn't feel you can separate the people who did the work from the concept.

Rep. Aguiar asked Commissioner Cryans if he thought that the transfer of money from that account met the level of the law and he replied yes. Rep. Aguiar did not agree.

Director Clough said she took great exception to what Rep. Ladd said and stated that no one expected a bonus.

Rep. White said that during the original discussion about whether or not the County should hire a Clerk of the Works, a number of Delegates felt someone should be hired and voiced that because of the additional time it would take away from the managers. He also said that they must also keep in mind that the Delegation appropriates the money and the Commissioners spend it.

Rep. Ladd asked how the money got transferred. Director Clough said it came out of the Clerk of the Works salary line in the bonded construction funds. Rep. Ladd asked if the money was pensionable and Director Clough replied yes.

Rep. Ladd said there is an issue with the process, the procedure and the perception of this whole thing and said that small business in the area don't get bonuses even though they work very hard at their job.

Commissioner Cryans said he personally hasn't heard one word about how this \$15K was spent but nor has he heard anything about how money for the new Jail was saved and that a biomass plant was built with the excess money, with money still left over to tear down the old Jail.

Rep. Ladd said he felt this process was financially irresponsible and that the committee was not told that this money would be paid out.

Rep. White said that part of the frustration is that there was an original discussion about the Clerk and there wasn't any mention about allocating money to certain employees. He said it felt a little disingenuous to say you don't need the position and then to pay out money for that exact thing. He said he would have rather liked to have seen an open discussion about this in the beginning. He said if the groundwork was laid it might have been easier to handle.

Rep. Ladd said that he would like to see some research done about using funds appropriately. He said it was an incorrect use of funds to pay bonuses out of a Clerk of the Works salary line.

Rep. Shackett said he supports the Commissioners in that these people functioned as Clerk of the Works and in the end still saved the County \$50K.

Rep. Smith suggested that the by-laws reflect that the Commissioners need approval before transferring \$5000 to a department and thought that maybe the money was being sent to three different departments which was the workaround.

Director Clough gave an overview of process saying there was a part time Clerk of the Works that was hired for the Nursing Home which didn't work out so well at a cost of \$170K+ . A Clerk of the Works line was put into the Jail budget in the event that it was determined that services were determined to be needed, which is why there was money there. There was no transfer of funds, money was just taken from that line as that was the role the individuals were serving.

Rep. Mulholland said she applauds the Commissioners for the use of money for these bonuses and the County is incredibly lucky to have these people.

There was a discussion about historically documenting the old Jail as it is and its demolition. Rep. White said if that meant hiring a professional photographer he would be in favor of that.

COMMITTEE DISCUSSION: none

COMMENTS FROM THE DELEGATES: none

The next meeting will be held on April 15, 2013 at 9:00 AM

Treasurer Parker wondered about getting more information out to the public regarding what everyone thought which sort of may clear the air.  
Rep. White said it becomes more difficult to pass along information clearly when the Executive Committee and the Commissioners are at odds with one another.

11:30 AM. With no further business and all in favor, the meeting was adjourned.

Respectfully submitted,

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James Aguiar, Clerk