

GRAFTON COUNTY COMMISSIONERS' MEETING  
3855 Dartmouth College Highway  
North Haverhill, NH 03774  
December 29<sup>th</sup>, 2020

PRESENT: Commissioners Lauer, Piper, Morris, County Administrator Libby and Administrative Assistant Norcross

OTHERS PRESENT: Andrew Dorsett, HR Director Clough, Commissioner Elect Ahern

Commissioner Lauer called the meeting to order at 9:00 AM and began with the Pledge of Allegiance.

HR Director Clough arrived and requested to go into nonpublic session.

**MOTION:** \* 10:02 AM Commissioner Piper moved to enter into non-public session for the purposes of the hiring of any person as a public employee pursuant to RSA 91-A: 3, II (b) Commissioner Morris seconded the motion. This motion requires a roll call vote. Commissioner Lauer called the roll. Commissioner Lauer "yes"; Commissioner Piper "yes" Commissioner Morris "yes" Commissioner Lauer stated that a majority of the board voted "yes" and would now go into non-public session.

\* 11:25 AM Commissioner Lauer declared the meeting back in public session.

**MOTION:** Commissioner Piper moved to permanently seal the minutes from the just completed non-public session because they could affect the reputation of someone other than those of the Board of Commissioners. Commissioner Morris seconded the motion. Commissioner Lauer called the roll. Commissioner Piper "yes" Commissioner Morris "yes" Commissioner Lauer "yes". Commissioner Lauer stated that a majority of the board voted "yes" and the motion passes.

The Commissioners signed check registers: 31; 1125-1131.

Letters from Valley Court Division & CADY – CA Libby stated that the letters state that both agencies will accept the invitation to meet with the Commissioners on January 26<sup>th</sup> via Zoom.

Housing & Community Development Plan – CA Libby stated that the Commissioners received the updated plan that was sent last week by Donna Lane. She noted that the Commissioners need to review it, as they will be asked to finalize this at next week's meeting.

FFCRA Ending (Families First Coronavirus Relief Act) – HR Director Clough stated that this act was put in place by the government beginning April 1<sup>st</sup> and runs through December 31<sup>st</sup>. In the bill that passed last night there is no further mandate for this. It is no longer a government mandate but an employer can choose to continue to fund this for their employees. This relief act is giving every employee 80 hours of emergency sick leave. If an employee were to miss work for any reason related to COVID, they were paid out of this bank. It also allowed employees to

have up to twelve (12) weeks of paid time off if they had childcare issues at 2/3 of their rate of pay. HR Director Clough stated that the Commissioners need to discuss this issue because as of January 1, if an employee is not able to come to work due to Covid they will be using their earned time. She noted that many places are leaning towards keeping some of the emergency paid sick leave but getting away from paid time off for childcare purposes. HR Director Clough explained that her fear is if they do not have something in place employees will not be honest on their screening forms and come to work if they are not feeling well. Her thought was to leave a bank of time for the employees and voluntarily follow a process similar to the FFCRA. She stated that the employees would have 80 hours of emergency leave and if that is exhausted, they then go into their earned time or extended sick leave. The Commissioners further discussed the issue with HR Director Clough and agreed to continue the emergency sick leave but not the childcare portion of the funding.

**MOTION:** Commissioner Piper moved to approve the continuation of the FFCRA provision providing 80 hours of emergency sick leave for all employees through March 31, 2021. Commissioner Morris seconded the motion and all were in favor.

11:48AM with no further business the meeting adjourned.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Marcia Morris", is written over a horizontal line.

Marcia Morris  
Clerk