

GRAFTON COUNTY COMMISSIONERS' BUDGET MEETING
3855 Dartmouth College Highway
North Haverhill, NH 03774
April 11th, 2019

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

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

CA Libby requested to go into nonpublic session.

MOTION: * 9:00 AM Commissioner Piper moved to enter into non-public session for the purposes of the dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted according to RSA 91-A: 3, II (a). 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.

* 9:32 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 and all were in favor.

CA Libby stated that as of right now with the budget before any changes or a COLA they are at a 5.81% increase or \$2.5 million and a 7.32% increase in the amount to be raised by taxes.

CA Libby handed out a spreadsheet of the impact on the budget of the various COLAs ranging up to 5%. The Commissioners were in agreement that they would like to get to a 3% COLA for employees this year as they have come in lower than the CPI the last couple of years. They stated that they do not want to go lower than 2.5%.

Commissioner Lauer stated that in going through the budget they need to separate needs versus wants.

Commissioners' Office

Consultant Lines – The Commissioners discussed and agreed to take out the \$60,000 for the strategic plan consultant. Commissioner Morris stated that she thinks Elaine Guenet did a great job with the social services proposal but she thinks that this extent doesn't need to be done every year. Commissioner Piper stated that she agrees because E. Guenet didn't tell them anything they

didn't already know, and made basically the same funding recommendations as they would have. CA Libby stated that the Commissioners need to keep in mind that they do not have Nancy Bishop here anymore either to help them. They might want someone to put together the applications and receive them when they are due. Commissioner Morris agreed and stated that they don't necessarily need to do site visits for every agency every year. They can have a consultant visit any new agencies. The Commissioners agreed to decrease the line to \$10,000.

Alternative Sentencing

Commissioner Piper stated that she does not want to fund another case manager. Commissioner Lauer stated that they can limit the growth of a department by limiting staff. The Commissioners removed the 2nd case manager position as it is not currently filled and the need is not there.

Human Resources

Commissioner Piper asked if there are any demonstrated outcomes in terms of improved employee morale by these initiatives that they have implemented and for new initiatives they are looking to implement. A positive outcome would be improved retention. Commissioner Lauer stated that one of the items HR Director Clough is looking to implement is a Family Picnic Day that would thank all the employees not just ones who reach milestones. Commissioner Piper asked why they should increase the budget with these new initiatives when there is no measurable outcome of success with the initiatives they already have in place. She stated that she feels the good COLA is a good incentive. Commissioner Lauer stated that \$5,000 is not going to make or break the budget but this is one that she feels is a good idea. The Employee Recognition Dinner is thanking employees who are staying here long term but not addressing the people who they are trying to get to stay. CA Libby stated that HR Director Clough is trying to recognize the employees as whole, not individual departments and bring the County together as a whole. Commissioner Piper stated that when CA Libby describes it as breaking down the silos and bringing the County together as a whole she understands and supports it from that point of view.

Information Technology

Commissioner Lauer stated that she would support a new full time position for this department as it is a need.

Sheriff's Department

Education & Conference –CA Libby stated that she reduced this line \$2,000 due to the appropriation transfer in this current fiscal year that allowed Sheriff Stiegler to send deputies to training this year.

CA Libby noted that Sheriff Stiegler wants to send all of his Deputies to FBI training. Commissioner Lauer stated that she believes this is a valuable training but doesn't know if this is something that needs to be done all in one year. The Commissioners would like to find out the cost of the FBI training per Deputy and why the Sheriff thinks this training is essential.

Uniform Expense – The Commissioners agree that the request for dry cleaning is not a need. Commissioner Lauer stated that she doesn't feel the tax payers should be funding this expense.

Social Services

Commissioner Piper suggested funding no new agencies. The Commissioners agreed and Commissioner Lauer noted that Upper Valley Haven is the only new agency requesting funding.

The Commissioners reviewed the rest of the social service funding and E. Guenet's funding proposal report and discussed what they felt the agencies should receive for funding.

Wage & Benefit

Wellness Funding – Commissioner Piper stated that there is no evidence that claims are decreasing based on these wellness programs. After suggestions from CA Libby, she stated that she feels that they should reduce this line item and leave \$1,000 for the Wellness Fair. Commissioner Morris stated that they have a new person coming on who will be leading the wellness initiative and they may want a budget. The Commissioners agreed to decrease the line item to \$1,000.

Capital Outlay

Sheriff's Department – Commissioner Lauer and Commissioner Piper do not agree with purchasing four (4) cruisers but will agree to purchasing three (3) which has been the practice in the past. They can then reduce the capital budget by \$40,000 and reduce \$5,000 off the cruiser safety equipment. CA Libby stated that they will need to now increase the cruiser repair and maintenance line in the operating budget as Sheriff Stiegler had reduced that \$5,000 contingent upon the purchase of a 4th cruiser.

Plate Carriers – Commissioner Piper stated that she is not sure that this is needed. Commissioner Morris stated that officer safety is most important and she is not sure why they have not had these in the past. The Commissioners stated that they would like to have Sheriff Stiegler come in and discuss this item with them to get more information.

The Commissioners stated that they would like Supt. Oakes to prioritize his maintenance capital outlay requests. They stated that they don't feel as though they should fund the reupholstering of the courthouse chairs and the Conex storage container, but feel as though Supt. Oakes needs to prioritize what he feels is the most important.

The Commissioners would like to know how many Rinnai on demand hot water heaters there are in his capital outlay.

CA Libby stated that Supt. Oakes' regular meeting day is next week. The Commissioners can discuss the capital items with him after his report.

Commissioner Lauer stated that they will discuss the Nursing Home budget next week. The Commissioners were all in agreement that they would like Nursing Home Administrator Labore to prioritize his budget requests and capital reserve account.

12:34 PM With no further business the meeting adjourned.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'MMorris', with a horizontal line underneath it.

Marcia Morris,
Clerk