

GRAFTON COUNTY COMMISSIONERS' MEETING  
3855 Dartmouth College Highway  
North Haverhill, NH 03774  
September 14, 2021

PRESENT: Commissioners Piper, Lauer, Ahern, CA Dorsett, FD Libby and Administrative Assistant Norcross.

OTHERS PRESENT: HR Director Clough, Supt. Elliott, Captain Kendall, Nursing Home Administrator Labore, eX2 - Jay Jorgenson & Kevin Glynn, Carina Park, Katelyn Robinson – NCIC, Register Monahan, Sheriff Stiegler, SNS – Kevin Low & Heather Porter

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

### **eX2 Technology – Jay Jorgenson, Kevin Glynn**

CA Dorsett stated that the Broadband Committee has been working with eX2 Technology and they have held two (2) community listening sessions that had very good turnouts. There is a lot of excitement regarding this project.

J. Jorgenson and K. Glynn discussed the project with the Commissioners and answered various questions.

ARPA Request – CA Dorsett stated this is critical to sustain economic, educational, medical, and communication viability of the County. K. Robinson stated that the Broadband Committee has requested \$250,000 in ARPA funds for planning, engineering and legal support, as well as to leverage against other grants. She stated that they are looking at the fact that in order to go after some of these grant funds, it is important to be shovel ready for some of these projects. The Broadband Committee submitted the NTIA Broadband Infrastructure grant a couple of weeks ago. She stated that they are hopeful those funds come in but as a backup, in case they do not receive the grant, in order to go after additional funding, grants want to see that these projects are shovel ready. There is about \$600,000 in engineering work that has to go into this before it gets to shovel ready. These funds would allow the Broadband Committee to at least get started on some of this while waiting for the grants or to leverage them.

eX2 and K. Robinson answered further questions from the Commissioners.

Commissioner Piper stated that she appreciates the descriptions written for the proposals for the ARPA request and the explanation of what Connect Grafton County now will do.

The Commissioners discussed an additional meeting tomorrow to allow them more time to review the proposals and make recommendations. They agreed to meet tomorrow, September 15<sup>th</sup> at 9:45AM.

### **Register of Deeds – Kelley Monahan**

1. CA Dorsett introduced the next application and noted that Registrar Monahan's Record Digitization project is important to accomplish operational objectives with reduced staff and it has a tangible financial return on investment (ROI). Register Monahan stated that her first ARPA request is for \$150,000 and it is to contract with US Imaging in partnership with Fidlar Technologies to scan the remaining documents that are in books and indices that are only available on site. This would greatly reduce the need for the public to enter the facility. This upload of remaining books to the internet will enable greater protection for the staff and public while providing convenience and greater protections for our critical infrastructure. She stated that they have been working on this project and their scanning ability is adequate but in conjunction with the already approved Microfilm project, she wants to be able to capture the best initial scan possible. US Imaging's scanning equipment is state of the art. They would be able to complete this project by December as they are already on the schedule. The only caveat would be a member of the public who lacks internet.

Commissioner Piper commented that she would be in support of this request. Commissioner Lauer stated that she would support this, too. Register Monahan noted that the proposal was for \$123,000 but she has asked for \$150,000. She would like US Imaging to analyze the scans that her office has completed over the last year while they are on site. If they need to redo any of the scans, the funds will be available.

2. Retention Bonuses – CA Dorsett stated that in his opinion, a consistently applied premium pay policy should be applied. Register Monahan stated that she is seeking bonuses for her four (4) remaining staff members. She stated that her department started COVID with six (6) employees and noted that her last three (3) employees have left for more money. She explained that they are looking at attempting to not hire. If the project with US Imaging can be done and they are no longer serving the public in house, they would no longer train the public to use the system. It creates too much personal contact. She explained that under the premium pay she is seeking retention bonuses totaling \$38,000, two (2) at \$10,000 each and two (2) at \$9,000. She stated that if the Commissioners would like further information they could go into nonpublic session. She stated that the Registry of Deeds employees are experienced essential workers who were on site during the pandemic because of lack of secure internet to their homes, yet they were not recognized with any essential worker stipend. She stated that the workload has spiked during the pandemic.

Commissioner Piper stated that she would like to discuss the bonuses further and requested that they go into nonpublic session.

**MOTION:** \* 9:51 AM Commissioner Lauer 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 Ahern seconded the motion. This motion requires a roll call vote. Commissioner Piper called the roll. Commissioner Lauer "yes"; Commissioner Ahern "yes" Commissioner Piper "yes" Commissioner Piper stated that a majority of the board voted "yes" and would now go into non-public session.

\* 10:10 AM Commissioner Piper declared the meeting back in public session.

**MOTION:** Commissioner Ahern 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 Lauer seconded the motion. Commissioner Piper called the roll. Commissioner Ahern “yes” Commissioner Piper “yes”; Commissioner Lauer “yes”. Commissioner Piper stated that a majority of the board voted “yes” and would now return to public session.

## **Human Resources – Karen Clough**

### **1. Pay & Classification Audit RFP**

HR Director Clough stated that she has reviewed the RFPs for the Pay & Classification Audit. She discussed the proposals with the Commissioners and noted that in the RFP she distributed for all the vendors, the lump sum proposals were to include all travel and related expenses associated with the project. The RFP received from Career Management states that they require reimbursement for necessary and reasonable travel costs and other incidental business expenses will be based on actual occurred costs and will be invoiced separately. Their proposal does not include those costs and therefore is not a valid proposal. She stated that she reviewed the other two (2) proposals and she recommends the Commissioners accept Paypoint HR’s proposal of \$49,750.

**MOTION:** Commissioner Lauer moved to accept PayPoint HR’s proposal of \$49,750.00. Commissioner Ahern seconded the motion and all were in favor.

### **2. ARPA Requests**

a. DoC & Nursing Home – CA Dorsett stated that this is a critical situation with the current labor shortage. They need to create stabilized labor levels and increase recruitment and morale. HR Director Clough explained that NHA Labore, Supt. Elliott and Captain Kendall were there with her as this proposal represents those two (2) departments. This is a stipend to pay positions in both bargaining and non-bargaining units within the DoC and the Nursing Home. The positions included in the DoC are Correctional Officers (including Corporal, Sergeant, Lieutenant, and Captain), Kitchen Staff, Nursing Staff and Programs staff. In the Nursing Home, it includes Nursing, Dietary, Laundry, Housekeeping and Activities. HR Director Clough explained that the stipend proposal is \$300 per week for all full time staff who work 35-40 hours a week, it does require employees to work their regularly scheduled hours and will be paid on productive hours and not earned time. A full time employee may be eligible for a part time stipend if they work at least 24 hours productive time that week. No stipend will be paid for employees with less than 24 hours of productive time. For part time staff the stipend will be \$150 as long as they meet the 24 hour requirement for productive hours. Dietary would be a 20 hour requirement. This would be paid biweekly in regular pay checks. The proposal would be in place for a duration of six (6) months beginning October 3<sup>rd</sup>. The basis for the need is due to the severe staffing shortages in these two (2)

departments. The labor market shows workers leaving healthcare and correctional settings at alarming rates and they need to remain competitive. These positions will be evaluated as a part of the wage study but until any potential changes are in place this will help increase wages for those employees and help compete with wages around them. They collectively feel this will help the morale of the staff who are working during these shortages, possibly help with new recruitment and she feels it is important that staff recognize they are doing something to help address this issue. The total cost for six (6) months is \$1,625,875.83.

Commissioner Lauer asked who was not included in this proposal. HR Director Clough explained that administrative offices would not be covered, Register of Deeds, Farm, Alternative Sentencing, Attorney's Office and the Sheriff's Department. She noted that the departments that are not experiencing staffing shortages are not in this proposal. FD Libby noted that the primary goal of this is to address staffing levels at the DoC and Nursing Home, which are at critical levels.

DoC Elliott stated that this stipend would cover the core group of employees working 24/7 through this pandemic and working the overtime due to the staffing shortages. These people have been here through the pandemic and hopefully will encourage them to stay. Commissioner Piper noted that other departments have personnel who helped the county get through the pandemic, whether working remotely or on site, but this proposal addresses the workforce shortage that these two departments are currently having.

Sheriff Stiegler stated that he could not help think about his Dispatchers in this conversation, they work 24/7. Although not as directly exposed as the DoC and Nursing Home, they did have turnovers during the past year. He stated that he agrees with the proposal. He stated that once you start to separate departments you will start to cause attrition and other problems. Commissioner Piper asked Sheriff Stiegler for clarification. She stated that the departments are separated in this proposal, but there are two proposals. One (1) proposal is for essential worker status during the pandemic and this proposal under discussion right now is for the stipend to help relieve the labor shortage of the Nursing Home and DOC. Sheriff Stiegler stated that he has heard rumblings regarding premium pay as a department head third and fourth hand. He stated that this is a bad faith effort for everyone who works at the county, to make a presentation on behalf of two (2) departments when others will feel slighted. He stated that he does not care about himself, he is here looking at everyone and how they receive inequities coming down the pipe. He appreciates what everyone has done but he is hopeful that the Commissioners think about this globally as there is a shortage everywhere. HR Director Clough noted that every department head had the opportunity to send proposals or reach out to her with their concerns. Supt. Elliott and NHA Labore were the two (2) who reached out to her and they collectively came up with this proposal. Sheriff Stiegler stated that it is great that everyone reached out for everyone but good leadership is reaching out to make sure every department head is on board vs. saying something to the contrary, in other words check with everyone to check off the list. He stated that it should have been a meeting about this and how they would approach it as a collective group. HR Director Clough asked CA

Dorsett if they had spoken about this at a Department Head meeting. CA Dorsett stated that they spoke about the ARPA process at department head meetings. and they did go around to discuss what each department was going to be proposing. HR Director Clough stated that they did have a meeting as department heads. Sheriff Stiegler stated that was the meeting where HR Director Clough stated she did not feel Elected Officials should be a part of the wage study. He stated that he wishes that HR Director Clough would not be so disingenuous when it comes to these things and think about everyone as a leader in this county.

Commissioner Ahern stated that at some point they need to ask, at what point do county services no longer become affordable to the taxpayers in the county. He stated that they are looking at a possibility of a vaccine mandate or they will not receive the federal funding to run the Nursing Home. At what point do the dollars run out and they have to close down departments within the county. Commissioner Piper stated that no one has employees, generally, according to the many Help Wanted signs and Ads; it is obvious that the DoC and Nursing Home have extreme shortages.

Commissioner Piper stated that one thing that comes to mind for her is the question of how this stipend is going to interact with the results of the wage study. The wage study is likely going to tell them that they have to boost salaries, especially for those that this stipend pertains to. That is Grafton County taxpayer money, this stipend program is not. She stated there are two (2) departments that they are concerned about losing employees to other organizations who are boosting wages. FD Libby stated that they need to think about the fact that when they get the results of the wage study, there is the ability to use ARPA funds to build those increases into the budget slowly until 2024. Commissioner Piper commented that that is very good information from FD Libby. FD Libby further said that the bleed is now and they need to get through right now. Without our own people, they cannot take care of the residents of the N Home and DoC.

#### b. Premium Pay

CA Dorsett stated that this is a critical situation with the current labor shortage. They need to create stabilized labor levels and increase recruitment and morale. HR Director Clough stated that Department of Corrections, Nursing Home and Sheriff's Department Deputies received stipends during the stay at home order but they had many employees still on site providing essential services. She explained that this proposal is to provide a stipend to employees who worked on site during the stay at home order March 27<sup>th</sup> – June 16, 2020. This applies to staff who worked on site during the stay at home order and did not receive the other stipends including, County Attorney's Office, Human Resources, Commissioners Office, Registry of Deeds, Alternative Sentencing, Sheriff's Department ( civil secretary and criminal secretary) Communications Department, Farm and Maintenance (after deducting any other stipends received) . The proposal is for a one-time payment of \$2,400 to full time staff and onetime payment of \$1,200 to part time. The dollar amounts are based on staff who previously received the stipend and based on ARPA regulations, it does not include those who worked at home during the stay at home order or those employees who were not employed with the County at that time.

Register Monahan stated as an elected official who has served six (6) terms, she was not consulted on this proposal for her staff. CA Dorsett stated that they had a general discussion in a department head meeting regarding ARPA. Sheriff Stiegler stated that he was not consulted on this and stated that he wanted to be clear that this was not a stipend that the Doc and Nursing Home received. It was termed hazard pay as they were in direct contact with people. He stated that he is questioning why he was not involved with these discussions. When you are talking about this kind of money being paid out to 400+ employees, it would make sense to have everyone at the table to ensure a clear seamless presentation to the Commissioners and not one (1) department head making a presentation on how to do something.

Commissioner Piper stated that regarding the additional pay given during the pandemic, this was a program of the Governor's put into place to keep essential workers who were on the lower rungs of the wage scale employed. The intent was to keep people working rather than having them leave because of the enhanced unemployment benefits that had become available for them. A couple of departments came to them last term to advocate for the original stipends/hazard pay that were put into place to be extended to other employees in those departments. She did not support extending them during the Commissioners vote. She explained that the additional pay was put into place to prevent workforce bleeding, they were intended to assist those on the lower end of the income ladder, to prevent them from leaving. It was argued that the stipend should be extended to everyone who "stepped foot" in the nursing home. Commissioner Piper did not agree with the majority decision of the BOC at that time. What was intended to be an efficient resolution turned out to be otherwise, and cost taxpayers' money.

Commissioner Piper stated that Sheriff Stiegler had wished he was included in the proposal for Premium Pay but asked if he supports it. Sheriff Stiegler said, if he is to understand that it is a global across the county policy, then yes he agrees.

RD Monahan stated that she does not agree with this proposal as she was not consulted and feels it is not adequate for her team.

Commissioner Piper asked why the line was added to the proposal that states, "this stipend will not apply to any departments who request/receive other form of bonus/stipend on their own behalf". CA Dorsett stated that they included that line in the event that the Commissioners decided to move forward with one of the other proposals to ensure that employees would not be getting double bonuses. FD Libby noted that the max amount a full time nursing home employee made during the two (2) stipends was \$6,600. She stated that if the Commissioners would like to look at other dollar amounts she can run those numbers. The amount that was included in this request was not pulled out of the air, it was the minimum amount of stipends that a full time employee could have received in the program that was a shorter duration. HR Director Clough stated that she was using this amount to try to give them something but at the same time not trying to use a larger chunk of the ARPA money as she was aware that there were several other requests. Commissioner Piper stated that she appreciates that.

HR Director Clough requested a nonpublic session.

**MOTION:** \* 10:48 AM Commissioner Lauer 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 Ahern seconded the motion. This motion requires a roll call vote. Commissioner Piper called the roll. Commissioner Lauer “yes”; Commissioner Ahern “yes” Commissioner Piper “yes” Commissioner Piper stated that a majority of the board voted “yes” and would now go into non-public session.

\* 11:02 AM Commissioner Piper declared the meeting back in public session.

**MOTION:** Commissioner Ahern 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 Lauer seconded the motion. Commissioner Piper called the roll. Commissioner Ahern “yes” Commissioner Piper “yes”; Commissioner Lauer “yes”. Commissioner Piper stated that a majority of the board voted “yes” and would now return to public session.

### **Katelyn Robinson – NCIC**

Microgrid Feasibility Study– CA Dorsett stated that this request is highly important to mitigate exposure to uncontrollable increases in the budget in this area. It would likely result in leveraging of additional revenue sources to accomplish this transitional task. He stated that this would be a partnership with multiple organizations on a project described as islanding, which is could greatly reduce outside delivered power and trying to use multiple technologies. There are grant opportunities that they have already identified to take advantage of. K. Robinson explained that that this is a two (2)-phase feasibility study to make the county complex self-sufficient energy wise. This would include powering all of the buildings on the complex. Through the New Hampshire Community Finance Authority, there are USDA funds available to explore energy feasibility projects. There is \$6,000 they can put forward for this study but in order to do that they are going to need additional match funds. In the first phase they would do a high-level inventory of what assets the county has, what the inventory looks like and based on that proceed with phase two (2), which would be a more detailed feasibility study. This would lower energy costs to the county and taxpayers, increase resilience and disaster response at the county facilities, ensure reliable delivery of critical services and lower environmental impact. K. Robinson then answered questions from the Commissioners.

### **Department of Corrections - Tom Elliott, Chris Kendall**

1. Video Surveillance System – CA Dorsett stated that this system is at risk of failure. It has a high impact on the operation of the facility, and poses an increased risk of reduced safety and greater liability exposure. Supt. Elliott stated that the current video surveillance system is

obsolete. They are unable to get parts to repair it any longer. He stated that they would like to convert their analog cameras to IP, update the workstations, update the storage/recordings to 90 days and replace the server. We would also add in the cost installation of the equipment. The total cost of this project would be \$196,993.05. Updating this system would help eliminate any crucial down time that would hinder them from operating at a safe capacity. It would provide the continued safety to staff and inmates and would be an asset with any future liability and/or litigation.

2. Whole Body Thermal Security Scanner- CA Dorsett stated that this is an important tool for increased efficiency and safety. Criticalness to operation was stated lower than Camera system and could potentially wait for further consideration in coming round.

Supt. Elliott explained that the x-ray body scanner would take the temperature of the inmates as they are being processed. It will also scan for items under the clothing and within the body. Captain Kendall explained that the Officers and Staff do their best but inmates find creative ways to get things into the facility. This can scan for drugs and contraband which lessen the liability and increase the safety and security of the staff and inmates.

### **Nursing Home – Administrator Labore**

Assisted Living Feasibility Study – CA Dorsett stated this has strong importance to assist meeting the needs of the increasing elderly population. NHA Labore stated that in July he and CA Dorsett had met with a man to discuss the idea of assisted living on the county complex. This proposal is to push forward with a feasibility analysis to determine whether Grafton County should look into the assisted living business. He stated that it has been talked about for years. There is a lack of assisted living in Grafton County and many of them require a person to be very financially stable to be able to pay for it on a year basis. Grafton County should consider looking into it. This analysis will look at demographics, financial resources, and determine the best steps to move forward. They are predominately looking at the 2003 building and turning that into assisted living facility and moving forward the discussion would be what the cost would be to build a new nursing home. The Commissioners agreed that they were all in favor of having this study done and recommending it to the Executive Committee.

### **Sheriff's Department – Sheriff Stiegler**

CA Dorsett stated that this request is for more hygienic uniforms and he has no recommendation.

Sheriff Stiegler stated that his uniformed deputies have conveyed an interest and requested to transition to a more hygienic uniform that is easier to sanitize and dawn during his or her daily duties. He stated that the total cost for these is \$34,365.60. He noted that he was in disagreement with this request as it would replace their current brown and tan traditional uniforms but he would allow these uniforms for duties such as transporting prisoners and serving warrants/evictions but they would not be allowed to use them when they work in the courts, serve civil writs and conduct routine duties.

### **Agenda Items**



1. Commissioner Piper asked if everyone had a chance to read the minutes from the September 7<sup>th</sup> meeting. Commissioner Piper had a few edits.

**MOTION:** Commissioner Lauer moved to approve the minutes From September 7<sup>th</sup> as amended. Commissioner Ahern seconded the motion and all were in favor.

2. The Commissioners signed check registers 1029-1030;1033-1036; 2021-09.03.2021.

3. Finance Director Libby submitted a Certificate of Authority for the BDAS Grant for Commissioner Ahern to sign. She explained that it is for the two (2) year BDAS grant totaling \$464,325.00. This gives her the authority to enter into the contract and sign the documents.

**MOTION:** Commissioner Lauer moved to allow Finance Director Libby to enter into agreement with the BDAS grant. Commissioner Ahern seconded the motion and all were in favor.

### **IT - Kevin Low, Heather Porter – SNS**

CA Dorsett stated that this request is critical to address immediate cyber security and needs and continuing of operational integrity through reduced risk of equipment failure.

K. Low explained that the County does not currently have important items in place. He stated that they are requesting to purchase and install a physical appliance along with the necessary software to properly back up data and ensure a timely recovery of systems in the event of equipment failure or cyber-attack. He noted that the second priority of this request is to migrate the County's email infrastructure to a Microsoft 365 Government email platform. This involves backing up all existing mailboxes and migrating each of the 287 email accounts over to the new Government Platform. He explained that the County's existing network infrastructure is inadequate and no longer supported by the manufacturer. K. Low discussed in further detail the steps that they would take to make these changes and what it would involve. He explained that the basis for this need is to make necessary updates to the County's IT infrastructure, as the current network is unstable. These projects produce cost savings to the taxpayers by implementing software that replaces costly physical server hardware, and addresses harm prevention and public safety. The total cost for these requests is \$670,955.35. K. Low and H. Porter answered various questions from the Commissioners.

### **Maintenance – CA Dorsett**

CA Dorsett stated that Supt. Oakes was at a training for the day and therefore he would be presenting the Maintenance ARPA requests.

1. Water Feasibility Study – CA Dorsett stated that this request is highly important to mitigate exposure to uncontrollable increases in the budget in this area. It would likely result in leveraging of additional revenue sources to accomplish this transitional task. He said that FD Libby had found a file from the 1990s about the existing well which Supt. Oakes was able to use

that to get more information. The well was only 40 -50 feet deep, they need to do a more in-depth look into campus water possibilities and this study will help with that. He noted that he believes there are also funds out there to help with this and he will look into that. FD Libby noted that ARPA funds are not able to be used as a match for clean water funds, they would have to navigate around that.

2. Waste Water Feasibility Study – CA Dorsett stated that this request is highly important to mitigate exposure to increases in budget in this area potentially and prolong the Woodsville Municipal System. It would likely result in leveraging of additional revenue sources to accomplish transitional task. He stated that they have received estimates. They are looking at potentially a system that is 20,000/day gallons, which would keep them in a particular DES category. This study will take a look at whether it is feasible to do or not. He would expect that if it were feasible, that they would come back with a request similar to what the Broadband Committee is doing where they would have smaller requests for the project, and then go after any non-county funds available in addition to the ARPA funds.

3. Generator for the Sewage Pump Station – CA Dorsett stated that this is to replace the 125kw generator for the sewage pump station, as parts are no longer available for it. FD Libby stated that this is the main generator for the sewer grinder, which is Supt. Oakes main concern. If the power went out and the generator did not work, they would be unable to move the waste water. He stated that there is a lot more information that Supt. Oakes can fill the Commissioners in regarding these requests and it is all located in their request packets.

CA Dorsett stated that he met with John Porter last week along with Heather Bryant and the three (3) farm staff to discuss the dairy operation and what it would look like to modernize it. J. Porter recommended doing a feasibility study there and would take roughly \$20,000. CA Dorsett stated that he would have to create a formal request for that.

### **Commissioner Issues:**

1. Commissioner Piper stated that she attended the naming ceremony at Pease Air National Guard Base. She would wait for Commissioner Ahern at the next meeting to present the plaque. She stated that there was a KC-46 named after each county.
2. Commissioner Piper stated that both she and CA Dorsett were present at the NHAC Executive Committee meeting. Because they have not been able to have the NHAC Conference, they have been having their Gold Partners present new products they have. Primex gave a Gold Partner presentation on cyber security and the PowerPoint is available online. She stated that they are filling up the Annual Conference with speakers. Jim Monahan made a PowerPoint presentation on the final increased scope of work for ARPA funds.
3. Commissioner Piper stated that there was a discussion regarding vaccine mandates at the County State Finance meeting and she would have to get the minutes from that meeting.
4. Commissioner Piper stated that she is on the NACo Community and Workforce Development Committee and they had a staff member in from NACo talking about mandates and how they are

affecting employment and business throughout the country. She stated that she asked if any other states were concerned about the federal vaccine mandates in Nursing Homes and no one said anything besides Grafton County. Mask mandates were brought up at the NHAC Executive Committee meeting on Friday. It was asked if any other County besides Merrimack County has implemented a mandate . Commissioner Trachy of Merrimack County said that county had implemented it themselves and were happy with the results. Commissioner Piper stated that she now wonders if we will not have as big of a problem as they thought they would regarding staff leaving. HR Director Clough had made the point that with nursing staff this is going to become a universal mandate in healthcare settings.

5. Commissioner Lauer stated that she attended the Broadband Committee Listening session last Tuesday in Haverhill.

### **Agenda Items**

1. CA Dorsett stated that they had a Department Head meeting where the department heads were introduced to more NCIC staff.

2. CA Dorsett stated that they would be looking at a new phone system. Director Andross has spearheaded this topic and they will put together a phone committee to discuss it.

3. Commissioner Piper stated that they received a thank you card from Voices Against Violence for Grafton County's funding to them.

4. CA Libby asked the Commissioners where they left off with the stipend discussion and what numbers they wanted her to run. They discussed it and the Commissioners agreed to have FD Libby run the numbers for a \$6,000 stipend for all employees, as that figure is in between Register Monahan's proposal for her staff and HR Director Clough's recommendation. Commissioner Lauer also requested that FD Libby run the numbers for the \$300 and \$150 stipends for all employees. FD Libby stated that she will do that but it will be an estimated number.

12:15 PM With no further business, the meeting adjourned.

Respectfully Submitted,



Omer C. Ahern, Jr  
Clerk