

GRAFTON COUNTY COMMISSIONERS' MEETING

Administration Building

North Haverhill, NH 03774

June 10th, 2025

PRESENT: Commissioners Piper, McLeod, Hedberg, County Administrator Libby, Assistant County Administrator Elsholz, and Administrative Assistant Norcross

OTHERS: Farm Manager Libby, Herdsman White, Nursing Home Administrator Labore, Lisa Langlois, IT Director Tetreault

Commissioner McLeod called the meeting to order at 10:00 AM

Farm Manager Libby arrived and gave the following report (* see attached)

Nursing Home Administrator Labore and Resident Financial Resource Coordinator Langlois arrived and requested to go into nonpublic session.

MOTION: * 9:32 AM Commissioner Hedberg moved to enter into a non-public session for the purpose of matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant according to RSA 91-A: 3, II (c). Commissioner Piper seconded the motion. This motion requires a roll call vote. Commissioner McLeod called the roll. Commissioner Piper said, "Yes", Commissioner Hedberg said, "Yes," and Commissioner McLeod said, "Yes." Commissioner McLeod stated that a majority of the board voted "yes" and would now go into non-public session.

* 9:49 AM Commissioner McLeod declared the meeting back in public session.

IT Director Tetreault

CA Libby introduced the new IT Director, Scott Tetreault, to the Commissioners. IT Director Tetreault discussed his career in IT and answered questions from the Commissioners.

Agenda Items:

1. Commissioner McLeod asked if everyone had a chance to read the minutes from the June 3rd meeting. Commissioner McLeod had a couple of grammatical edits.

MOTION: Commissioner Hedberg moved to approve the minutes from the June 3rd meeting as amended. Commissioner Piper seconded the motion, and all were in favor.

2. The Commissioners signed check registers: 1165-1169; 2025-06.06.25.

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3. Commissioner McLeod signed a CBDG Drawdown Request for WREN in the amount of \$14,401.51.

4. Use and Occupancy Agreement – NHDOT – CA Libby stated that through the Broadband project, the County has applied for a lateral installation of telecommunications facilities in the Limited Access Right-of-Way of I-93 in Holderness, NH. The state has approved this, and this is the agreement that needs Commissioner McLeod's signature.

5. Memo Request – Supt. Lethbridge – Post-Incident Support Policy – CA Libby stated that the County conducts recertification each year through Primex for their Prime program. The Prime program provides the County with a 2.5% discount on its workers' compensation and property liability insurance. The program ensures that the County is adhering to specific policies and protocols. She explained that one of the newest items is a post-traumatic stress disorder piece, and to determine if the County is providing resources for employees in case major incidents occur onsite. CA Libby stated that this is mainly for public safety officials, Corrections, and the Sheriff's Department. She asked Sheriff Myers and Supt. Lethbridge, if they had any policies in their SOPs for debriefing and how they handle employees. Supt. Lethbridge developed a Standard Operating Procedure (SOP) for the Department of Corrections, which has been sent to the Commissioners for their review. They have shared this with Sheriff Myers to see if it could be used for the Sheriff's Department as well. CA Libby stated that for the County to meet the Primex requirements, this policy needed to be developed and approved.

MOTION: Commissioner Hedberg moved to approve the Major Incidents, After Action Reports, Debriefing, and Post Incidents Support SOP as presented. Commissioner Piper seconded the motion, and all were in favor.

6. Inclusivity Statement – Commissioner McLeod stated that a State Representative asked her if this could be brought back up for discussion and possible action. CA Libby noted that she had sent the Commissioners the last draft they had come up with when they previously discussed the inclusivity statement. Commissioner McLeod read the following draft:

Whereas, Grafton County welcomes all people regardless of age, gender, race, religion, sexual orientation, or any other variable that makes us who we are.

Whereas, Grafton County has a responsibility to all its residents to keep them safe from discrimination, harassment, or from those who want to marginalize others for being different than themselves through prejudice and bigotry.

Now, therefore, be it resolved by the Grafton County Commissioners that the Grafton County will welcome all to our county and that our county services, amenities, and properties are available to all who live here and to our visitors passing through, following guidelines and policies that apply equally to all persons.

We are committed to promoting a secure, welcome and safe environment.

We are committed to modeling respectful dialogue."

Commissioner McLeod asked the Commissioners for their thoughts. Commissioner Hedberg stated that she believes, as Grafton County seeks to grow and attract others to enhance its workforce and economy, initiatives like this are important. It welcomes people without any particular political or grandstanding bent; it just welcomes people to be here.

Commissioner Piper stated that this did not receive her support last time, and she respectfully declines to support it this time. She appreciates Commissioner Hedberg's comments and Commissioner McLeod's comments. Commissioner Piper stated that her primary concern is that it is unnecessarily divisive. She noted that it is fine with her if the Commissioners agree to disagree, as they do not need her vote. She respectfully disagrees with Commissioner Hedberg's last comment and believes it may be perceived as having a partisan tone.

Commissioner McLeod asked if there was specific language that Commissioner Piper did not like. Commissioner Piper stated that this was previously in the press in Commissioner McLeod's district, and no one in the North Country contacted her about it. The ACLU and North Country Pride had requested that Commissioner Piper's disagreement be made public. Commissioner Piper stated that she wanted to be clear and answer any questions, as the matter may be reported in the press again.

Commissioner Piper stated that she had noticed the last sentence regarding the County modeling respectful dialogue and asked that Commissioner McLeod join her in ensuring that they do not embarrass the county through disagreements that might become personal. Commissioner Piper further noted that in the 2nd paragraph, one runs a risk saying, "for those who want to marginalize others for being different from themselves, through prejudice and bigotry". She stated that two (2) years ago, she felt that this could be perceived as targeting and marginalizing those who hold religious beliefs, and those religious beliefs might cause opinions that can be perceived by others unfairly as prejudice and bigotry, and she still feels this way. Commissioner Piper stated that she worries about putting those value tags in. She thinks it is confusing and there is hot-button language, noting the discussions around ICE and the difficulties they are having. She stated that she represents all of her constituents, not just those who voted for her. She thinks that words such as "welcoming communities" might evoke a response in those individuals.

Commissioner Piper stated that the point was made last term that they are obligated to follow the New Hampshire Constitution, which includes much of this and was amended to include sexual orientation. They are also defined by the Declaration of Independence, which already guarantees this. She stated that this is a symbolic statement and has no teeth. She questioned the statement "*Now, therefore, be it resolved by the Grafton County Commissioners that Grafton County will welcome all*". She posed the question, Is everyone welcome? She asked, 'Do all Grafton County residents welcome all folks who are passing through or live here?' Do they extend the same courtesy to diversity of opinion that they do to sexual orientation, gender identity, race, or religion? Commissioner Piper stated that she felt she had represented herself well, should this be represented in the press again. Commissioner Piper provided a few grammatical changes to the

statement. The Commissioners further discussed the statement, and Commissioner Piper asked that the Commissioners not engage her on this, stating that her two (2) fellow Commissioners support it and she does not. She cannot help them anymore than she has if they do not see division, and that can come down to a partisan issue. Commissioner Piper stated that she has confidence that Commissioner McLeod and Commissioner Hedberg can come up with a statement that they can support. Commissioner McLeod stated that they are trying to make division a non-issue, and what they have now is a question about that in the County. It is important to make this statement now, and they can make adjustments to it later. This is to make sure people feel included despite others not making them feel a part of their County, world or human race.

Commissioner McLeod and Commissioner Hedberg agreed on the following resolution:

Whereas Grafton County welcomes all people regardless of age, gender, race, religion, sexual orientation, or any other characteristic that makes us who we are.

Whereas, Grafton County has a responsibility to all its residents to keep them safe from discrimination, harassment, or from those who want to marginalize others for being different than themselves through prejudice and bigotry.

Now, therefore, be it resolved by the Grafton County Commissioners that Grafton County will welcome all to our county and that our county services, amenities, and properties are available to all who live here and to our visitors passing through, following guidelines and policies that apply equally to all persons.

We are committed to promoting a secure, welcoming, and safe environment.

We are committed to modeling respectful dialogue.

MOTION: Commissioner McLeod moved to adopt the resolution with the recommended changes. Commissioner Hedberg seconded the motion. Commissioners Hedberg and McLeod were in favor; Commissioner Piper was opposed. With the vote being two (2) in favor and one (1) in opposition, the motion passes.

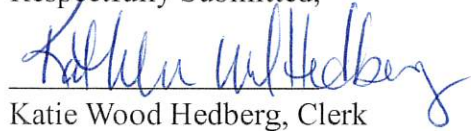
Commissioner's Issues:

1. Commissioner Piper apologized for attending the Executive Committee meeting remotely and stated that she will have to attend online again this Friday.
2. Commissioner Hedberg asked if CA Libby and Treasurer Cryans would be attending the Bar Harbor Bank meeting next Monday, or would it be important for one (1) or more Commissioners to attend. CA Libby stated that Treasurer Cryans will be attending, and she thinks it will be fine for him to attend alone.

3. Commissioner Hedberg stated that she is working on the policy for their Commissioners' meetings. She plans to have a draft ready for CA Libby by the end of the week and possibly put it on the agenda for next week. Commissioner McLeod stated that she feels it should wait until after the budget. CA Libby stated that if the draft can be done, it would give the Commissioners time to review it before the end of the budget, and it could be put on the agenda for their June 24th meeting.

10:37 AM, With no further business, the meeting adjourned.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Katie Wood Hedberg", written over a horizontal line.

Katie Wood Hedberg, Clerk

June 10, 2025

Commissioners Report

1. Milking 52 – shipping 7800
2. Spring work – update
 - a) 79 acres of cow corn planted
 - b) 1st planting of pumpkins/winter squash
 - c) 1st planting of cukes/zuchinni,summer
 - d) 100 acres of 1st cut grass chopped and stored
 - e) 1st planting of sweet corn
 - f) Planted an easy pick garden for nursing home residents
3. Grazing area for young heifers complete – animals will be moved into it this week
4. Day yard for heifer barn underway should be complete this month
5. Showing of Holstein video starring Ben White

Respectfully submitted,

Glenn Libby, Interim Farm Manager