

GRAFTON COUNTY COMMISSIONERS' MEETING

Administration Building

North Haverhill, NH 03774

November 4, 2025

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

OTHERS: Nursing Home Administrator Labore, Director of Nursing Porter, HR Director Clough, Register Monahan, Farm Manager Libby, Sheriff Myers, Representative Bjelobrk, Howard Hatch – via Teams, Representative Jerry Stringham – via Teams, Nick De Mayo – via Teams, Omer C. Ahern Jr.- via Teams.

Commissioner McLeod called the meeting to order at 9:00 am.

MOTION: * 9:00 AM Commissioner Hedberg moved to enter into a non-public session for the purpose 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 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.

MOTION: Commissioner Hedberg 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 Piper seconded the motion. Commissioner McLeod called the roll. Commissioner Piper, "Yes," Commissioner Hedberg, "yes," Commissioner McLeod, "yes." Commissioner McLeod stated that a majority of the board voted "yes," and the motion passed.

HR Director Clough arrived and gave the following report (* see attached)

HR Director Clough reported that for FY 27, they will see an overall 23.1% rate increase for health insurance. She stated that they are exploring different options, but she does not anticipate that anyone will quote the county due to the high-cost claims. A representative from Health Trust is coming to meet with them to see what Health Trust can do for the County.

Agenda Items:

1. Commissioner McLeod asked if everyone had a chance to read the minutes from the October 28th meeting. Commissioner Hedberg noted that she found one (1) typo.

MOTION: Commissioner Piper moved to approve the minutes from the October 28th meeting as amended. Commissioner Hedberg seconded the motion and all were in favor.

Commissioner McLeod had the following edits on the October 21st minutes.

- Page, 2nd Paragraph – She added the sentence “Commissioner McLeod stated that the Sheriff was not on the agenda as she said she was not coming to the meeting”
- Page 2, 4th Paragraph – She changed the sentence “ Commissioner McLeod stated that she knows Sheriff Myers was recording it” to read “Commissioner McLeod stated that she now knows Sheriff Myers was recording it”
- Page 4, 4th Paragraph – Commissioner McLeod removed the sentence “Commissioner McLeod stated that she could do that, Sheriff Myers told her she was recording it.
- Page 4, 4th Paragraph – Commissioner McLeod changed the sentence “Commissioner McLeod stated that all she is asking for is accountability” to read “ Commissioner McLeod stated that she did not tell her she was recording the call and all she is asking for is accountability”.
- Page 5, 4th Paragraph – Commissioner McLeod changed the sentence “Commissioner McLeod stated that what she said on the phone was that they were accountable, in the past, they have received monthly reports, and they sign monthly invoices” to read “ Commissioner McLeod stated that what she said on the phone to the Sheriff was that the Commissioners are accountable for the County budget. In the past, they have received monthly reports, and they sign monthly invoices for the spending of the Sheriff’s budget”

MOTION: Commissioner Hedberg moved to approve the minutes from the October 21st meeting as amended. Commissioner Piper seconded the motion, and all were in favor.

Nursing Home Administrator Labore arrived and gave the following report: (* see attached)

MLTSS Commission Final Report – NHA Labore stated that the final report is largely the same as what he shared with the Commissioners last month in the preliminary report, except that they did include a final committee recommendation to pursue a dual special needs program for the state. NHA Labore explained that this would be a Medicare Advantage Plan that would be offered for dually eligible citizens in New Hampshire. NHA Labore further discussed the report with the Commissioners and answered questions.

LPN Program Update – NHA Labore reported that they have their first graduating class of LPNs at the end of December and will be taking the licensing exam shortly after their graduation. He stated that he is hopeful that, come the end of January, they’ll have two (2) more LPNs. Two (2) LNAs have enrolled under the program beginning in January.

Register Monahan

Commissioner McLeod stated that today’s meeting is for Register Monahan’s request to respond to comments from last week’s meeting. She stated that she is not going to tolerate any personal or

disparaging attacks against staff. Register Monahan stated that it is sad for the citizens of Grafton County that Commissioner McLeod has to say that.

Register Monahan stated that everything that comes out of her mouth is an attack or criticism. She stated that she raised her hand at the beginning of the Teams meeting to say that all the transcript was coming from Asst. CA Elsholz, so it looked like she was saying everything. She stated that it was certainly confusing for the public and does not present a good look. Register Monahan stated that she had mentioned before that her desktop does not have a camera or microphone. She has to go through the motions of getting her laptop out and plugged in while she is still doing her job.

Register Monahan asked why there was a courthouse hearing recap where the Commissioners discussed the Register of Deeds and the Sheriff's Department without her or Sheriff Myers present. Commissioner McLeod explained that they were discussing the comments that had been made at the different meetings they had. They were debriefing the four (4) sessions. Register Monahan stated that raising her hand was to get the Commissioners in line with the meeting so the public could see who was saying what. She stated that she emailed staff during the meeting. The whole meeting went on with every comment coming from Asst. CA Elsholz. CA Libby stated that the video was available so people could see who was talking. Register Monahan stated that there was a transcript going that showed Asst. CA Elsholz making all of the comments. Commissioner Hedberg stated that they were not signed on to Teams; there was one (1) person signed on to broadcast the meeting. CA Libby stated that this was a special exception because the meeting was at the Department of Corrections.

Register Monahan stated that she was disappointed that all the minutes from the Courthouse Information meetings were a paragraph long that stated the Commissioners took questions. None of the voices were mentioned; it was a whitewash. She stated that at last week's meeting, the Commissioners allowed Atty. Hornick to editorialize about the Littleton meeting with a comment on the asbestos. Register Monahan explained that what led to the comment on asbestos was Supt. Oakes asked the crowd if anyone had experience with electrical work. Rep. Barton stood up and spoke with Supt. Oakes about the panels and how long ago they were red-flagged as being hazardous. It was a tense discussion, and she believes the asbestos comment was made to lighten the mood. If they knew we had a serious fire hazard for decades, at least there was asbestos. She stated that that is the censorship here about what happens because the Commissioners control the message. Commissioner McLeod stated that the audio from all of those meetings was recorded. They have the presentation that was made as well.

Register Monahan stated that it is unfortunate that these meetings can be used to diminish and disrespect elected officials. When Commissioner Piper stated that she had heard from the public on the Register of Deeds, and stated that who would have thought the public cared about the Register of Deeds. Register Monahan stated that this is disrespectful. She has stated for years that she wants a professional opinion of all departments and projections. Register Monahan stated that she has also said for years that the Register Deeds was in trouble with the vault because of negligence and cover-up from the Maintenance Department. She stated that she is censored in speaking the truth. Commissioner McLeod noted that it is Register Monahan's truth. She stated that Commissioner McLeod has been here for three (3) years and still does not know

what she is talking about. Commissioner Piper has skewed her opinion on this courthouse to say that she changed her mind.

Register Monahan stated that she will need a nonpublic session to discuss someone who is threatening her, who has an odd perception of reality. The situation is escalating.

Register Monahan reported that they have passed \$2,100,000. They have had a great month with two (2) big sales.

Register Monahan stated that she was happy to see that one of the issues from their long nonpublic meeting last month to discuss security was addressed with the fire drills. She stated that she did not receive any indication of deliberations on the other requests, and therefore, they will need to revisit those concerns soon because she is not letting go of the safety concerns she has.

Register Monahan read the following statement. (*see attached)

Register Monahan requested a nonpublic session.

MOTION: * 10:36 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.

* 10:48 AM Commissioner McLeod declared the meeting back in public session.

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

FM Libby stated that he wanted to apologize to the Board of Commissioners. In his role as a Department Head, things that he may do in his private life may reflect on the Commissioners and the County. He explained that he had a situation last week where he read a letter to the editor from Nick De Mayo that upset him. When a member of the public takes shots at county employees who are doing their job, that is where he draws the line. He stated that the way he was brought up was to contact the person personally and resolve the issues. He tried to do that with Mr. De Mayo, and it ended up being a heated discussion. He apologized to the Commissioners and stated that while he felt he was acting in his capacity as a citizen of Grafton County, he understands that his role as a Department Head can also come back and reflect on them, which he does not want to happen. FM Libby stated that he is deeply offended for any county employee, where a member of the public can take a personal shot at an employee for doing their job and criticizing their educational background. This should have no part in government. He

stated that he supervised inmates for close to forty (40) years, and one of the first lessons he learned was that to get respect, you have to give respect. FM Libby stated that it was also noted by Mr. De Mayo that the Grafton County Farm Manager makes \$85,000. Mr. De Mayo stated he Googled it. FM Libby stated that he tried to look up this information, and he was not able to find that source, but noted that he does not make close to that.

Commissioner Piper stated that, as someone who values the input from the public, including Mr. De Mayo's feedback he has provided, she was very sorry to see the contents of that letter, and as far as she is concerned, FM Libby does not owe the Board of Commissioners an apology. She stated that she could not imagine that FM Libby would not respond to those disparaging remarks towards a county employee.

Sheriff Myers - Grant Application

Sheriff Myers discussed a Highway Safety grant application with the Commissioners and answered questions. She stated that they were approved up to \$8,500 and have a match of \$2,125.

MOTION: Commissioner Piper moved to approve the Highway Safety Grant application. Commissioner Hedberg seconded the motion, and all were in favor.

Agenda Items:

1. The Commissioners signed check registers 1057-1058.
2. The Commissioners signed the MS-1 Report for Livermore.
3. The Commissioners reviewed the GCDoc Superior Court Report for October.
4. Commissioner McLeod signed the GCDoc Semiannual Inspection Report.
5. CA Libby stated that with next week being the NHAC Annual Conference, there will be no weekly Commissioners' meeting.

Commissioners' Issues

1. Commissioner Hedberg stated that they had a long meeting last week working on the Rural Health Transformation grant application. They are asking the State to include the Rumney EMS pilot project and funding in their grant application to CMS for rural healthcare issues. There is \$100 million a year for five (5) years available. Commissioner McLeod finished writing the grant with some of her assistance. The grant was written to encompass the whole county, using the Rumney area as a pilot project, and if it works, it will be able to use that model in other parts of the county. This grant application is not just for one (1) area of the county. Commissioner McLeod noted that there was a comment that Lyman does not have EMS, and she stated that they do have coverage through Lisbon. Commissioner Hedberg noted that this application was based on the proposal Chief Pierce is putting together to have a free-standing EMS service.

Public Comment:

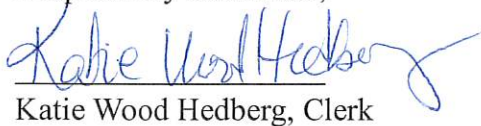
1. Register Monahan commended the follow-through on the EMS project. She stated that she has spoken to the Orford and Piermont Planning Boards on this as well. This is a terrific idea, and she thanked the Commissioners for not letting this die and following through. This is a fantastic way to go. Register Monahan asked for clarification regarding the back landscape project for the Nursing Home. She asked if it is just the fenced-in area or if it includes the fishing pond. CA Libby stated that it is only the fenced-in area.

2. Rep. Bjelobrk stated that there is a lot of interest in establishing a reserve fund for the current courthouse for repairs. CA Libby stated that she wanted to clarify that the discussions are about establishing a capital reserve for maintenance as a whole, not specifically the courthouse.

3. N. De Mayo stated that he was sorry that his name was mentioned by Mr. Libby. He considers him a good friend and a good Republican. He stated that they did a lot to help him run for County Commissioner a few years ago. N. De Mayo stated that from what he has read online, it says all county officials can be criticized in public, including elected officials as well as public employees. Anyone receiving taxpayer money can be criticized according to the First Amendment. It is his right to criticize people who take taxpayer money for their salary. His letter to the editor was spot on and was told the same by others. All the information included was public information, and he took it off the website. Nothing was disparaging. N. De Mayo stated that he agrees with Rep. Bjelobrk that they should have a contingency fund for each building. That money should not be touched by any future Commissioners to be diverted to other social or welfare programs. It should be dedicated to the buildings to fix the problems that occur in those buildings. N. De Mayo stated that he is sorry if he criticizes, but as he has the right as a taxpayer and he will continue to do that as he sees fit.

11:41 PM 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

Grafton County Human Resources Report
Karen Clough, Human Resources Director
November 4, 2025

HR Activity Report (09/02/2025-11/04/2025)

• ***New Hires***

<u>Department</u>	<u>#</u>	<u>Position(s)</u>
Nursing Home	2 (1 PT, 1 FT)	1 PT Dietary Aide, 1 FT RN
Corrections	1 (1 FT)	1 FT CO
Alternative Sent.	3 (3 PT)	3 PT CRSW
County Attorney	1 (1 FT)	1 FT Asst. County Attorney
Sheriff's Dept	1 (1 FT)	1 FT Deputy
Conservation Dist.	1 (1 FT)	1 FT Office Manager
Maintenance	2 (2 FT)	1 FT Skilled Maint. Asst, 1 FT Custodian

Separations

<u>Departments</u>	<u>#</u>	
Nursing Home	6 (2 FT, 4 PD)	1 FT RN, 1 PT Dietary Aide 1 Per Diem LPN , 2 PD RN, 1 FT Housekeeper
Sheriff's Dept.	1 (1 FT)	1 FT Deputy
County Atty's Office	1 (1 FT)	1 FT Asst. County Attorney

Reasons:

Resigned personal reasons/no reason-
Termination – 2
Deceased -
New job/career change –
Relocated – 1
School –
Retirement – 2
Not Reappointed -
Not meeting Per Diem / Part Time Requirements - 3
Other –

Status Changes/ dept transfers: 1 PT Dispatcher to FT, 1 FT Dietary Aide to PT

Active Leave of Absences September 4rd to present

<u>Department</u>	<u>#</u>	
Nursing Home – Nursing	12	(8 are intermittent, 8 for self, 4 for family)
Nursing Home – Non-Nursing	11	(11 are intermittent, 7 for family, 4 self)
County Atty's Office	3	(2 intermittent, 3 self)
HR Department	2	(2 intermittent, 1 family, 1 self)
Department of Corrections	4	(1 intermittent, 2 family, 2 self)
Commissioners Office	2	(2 intermittent)
Alt. Sentencing	1	(1 intermittent family)
Sheriff's Dept.	1	(1 self)
Maintenance	1	(1 self)
TOTAL	37	

Scheduled to orient 11/05

1 PT Dietary Aide

1 Per Diem LNA

Current Jobs posted/advertised

LNA's/Unit Aides (16.05 FTE's vacant)

RN/LPN (7.5 FTE's vacant combined)

MNA

Correctional Officer (1 vacancy)

Corrections Cook (1 PT / 1 FT)

Activity Aide

Other Business: 6 completed LNA class, FY 27 Health Insurance rates

Grafton County Nursing Home Commissioner's Report: November 04, 2025

Census

Medicare: 2
NH Medicaid: 67 (8 Pending)
VT. Medicaid: 21 (2 Pending)
VA: 9
Hospice: 1
Private: 24
Total Census: 124

FY '26 Budgeted Census

Medicare: 4
NH Medicaid: 73
VT. Medicaid: 21
VA: 8
Hospice: 0
Private: 18
Budgeted Census: 124

Monthly Admissions/Discharges

Admissions: 9
Deceased Residents: 4
Discharges: 5

Other Topics:

- 1) MLTSS Commission Final Report
- 2) LPN Program Update

November 4, 2025

Commissioners Report

1. Milking 60 – shipping 9300
2. Clarification of social media post by Rep. Bjelobrk regarding the minutes of the 10/14/25 Commissioners Meeting.

The post reflected what was presented by the IT Manager regarding wi-fi – the information could have been better explained in that the proposal was NOT exclusively for wi-fi for the barn and collars for the cows. The proposal was a consolidation AND upgrade of wi-fi services for the County Complex – which also included adding wi-fi to the barn. It was also not clarified that the proposal SAVES the County money

3. Cow collars – It was noted by Rep. Bjelobrk that other local farmers are upset at the proposal for collars for the cows and the cost. There are three dairy farms left in her district the County farm, Briarstone, and Hatchland. When Ben White presented the cow collar proposal he did so on the recommendation of the owner of Briarstone who uses the collars. It should be noted that since I was appointed Interim Farm Manager I have not requested and or planned for the use of cow collars – there is NO cow collar plan.

4. Does the farm make money or break even? In FY25 on paper the County farm had a deficit of \$36,000. This figure reflects expenses over revenue and DOES NOT include the value of other services rendered by the Farm. Other services include produce to other County Departments for use in those facilities – estimated at fair market value of \$15,000 – it also DOES NOT include produce donated to other agencies – in Rep Bjelobrk's district alone those donation sites include and are not limited to: Woodsville United Church, Woodsville Elementary pre-school, Trinity Church of the Nazarene, Cottage Hospital, Grafton County Nursing Home, Woodsville Elementary school, Local 4H clubs, Horsemeadow Senior Center, Woodsville American Legion – The fair market value of these donations also are estimated at close to \$15,000 County wide.

Other areas that you cannot place a dollar value on are equipment sharing, educational opportunities, partnerships with UNH, and facility tours. The County Farm also has great relationships with Windy Ridge Orchard and the North Haverhill Fair Association where we provide animals for the enjoyment of the public.

5. Current educational projects include a GRANT funded study in conjunction with UNH that will place cow monitors into a cows 1st stomach that monitor the cows health. This emerging technology is in the “study” stage and we are honored to be part of it – the cow monitors will be at NO cost to the County BUT the results of the study will help other local dairy farmers.

Respectfully submitted,

Glenn Libby – Interim Farm Manager



**Grafton County New Hampshire
Register of Deeds**

Kelley J. Monahan/Register

3855 Dartmouth College Hwy., Box 4 • North Haverhill, NH 03774

Tel: 603-787-6971 ~ Fax: 603-787-2363

kmonahan@co.grafton.nh.us

www.nhdeeds.com



November 5, 2025

The Grafton County Commissioners
Grafton County Administration Building
3855 Dartmouth College Highway
North Haverhill, NH 03774

Subject: Cease and Desist — Public Disclosure of Security Information

Dear Commissioners,

I am writing to formally demand that the Grafton County Board of Commissioners immediately **cease and desist** from discussing or disclosing **security-related matters** during public meetings or through any other public forum.

I have made formal requests in person, in nonpublic session and in email requesting that common sense and discretion be utilized in discussions regarding security. These requests have been ignored.

Considering that it took over three months for me to convince the Grafton County Security Committee to look to Homeland Security/CISA for support rather than hire independent security companies at the expense of the local taxpayer to make assessments should be enough to expose that principal decisions makers at the county are most certainly unqualified.

While transparency in government is important, it must not come at the expense of public safety. Discussions involving security procedures, vulnerabilities, or law enforcement coordination should occur only in **non-public (executive) session**, as allowed under

91-A:3 Nonpublic Sessions. (i) Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intend to result in widespread or severe damage to property or widespread injury or loss of life.

I respectfully request that the Board:

1. **Immediately refrain** from discussing any security-sensitive matters in open meetings; and
2. **Ensure future compliance** with the relevant provisions of state law governing nonpublic sessions.

Please treat this letter as a formal written demand. Continued public discussion of security issues may result in a formal complaint to the Attorney General's Office of Public Integrity or escalation into civil legal action.

Sincerely,



Kelley J. Monahan